

ARTICLE XVI: COMPENSATION

Section 1. Salary Schedule

1.1 The basic salaries of employees covered by this Agreement shall be attached to and incorporated in this Agreement.

Section 2. Experience Credit

2.1 A new employee with experience elsewhere shall receive credit for outside experience as listed:

<u>Outside Experience</u>		<u>Step on Unit 10 Schedule</u>
2 through 6 full years	=	½ creditable experience
7 through 10 full years	=	Step 4
11 through 15 full years	=	Step 5
16 through 20 full years	=	Step 6
21 years and over	=	Step 7

2.2 For the person being hired for the 1994-1995 school year and thereafter, a person hired within the first 30 working days of the first semester or as a substitute in a position and is subsequently hired in that position will be entitled to experience credit for that entire year.

Section 3. Master's Degree Equivalency

3.1 Effective the 1976-77 school year, Master's Degree equivalency (40 semester hours) shall no longer be payable on the salary schedule. Those teachers who are already on the Master's Equivalency shall be paid as a Master Degree teacher in effect to the duration of their employment.

Section 4. Ten or Twelve Month Pay Period Option

4.1 Teachers shall have the option of receiving their salaries on a ten month basis or on a twelve month basis. Teachers who choose the ten month plan shall receive twenty-two (22) bi-weekly pays commencing in September and ending in June. Teachers who choose the twelve month plan shall receive twenty-six (26) or twenty-seven (27) bi-weekly pays commencing in September and ending in August. Anyone employed effective with the 1991- 1992 school year or thereafter shall not have the above option, but shall be placed on the twelve (12) month pay plan.

Section 5. Salary Computational Errors

5.1 Any error in the computation of the salary of an employee shall be corrected the next pay period after the discovery of the error.

ARTICLE XVI: Compensation (cont'd)

Section 6. Automotive Mileage

6.1 Employees required to drive their personal automobiles in the course of their employment, or otherwise using their automobiles in authorized service to the District, shall be reimbursed at the current published IRS rate.

Section 7. Summer School

7.1 Pay for teaching in the Summer School Program shall be at the rate of .00065 of beginning base. Pay for summer school work shall be paid as the Summer School Program pay period plan which shall be separate from the Teachers' 12-month pay period plan.

Section 8. Night School

8.1 Pay for teaching in the Night School Program shall be at the rate of .00065 of beginning base.

Section 9. Saturday School

9.1 Pay for teaching in the Saturday School Program shall be at the rate of .00065 of beginning base.

Section 10. Homebound Program

10.1 Pay for teaching in the Homebound Program shall be at the rate of .00065 of beginning base.

Section 11. Irregular Teaching Duty

11.1 Teachers who are assigned six periods of teaching duty shall be paid at the rate of nine percent (9%) above their regular scheduled salary.

Section 12. Driver's Education (Behind the Wheel)

12.1 Pay for teaching in the Driver's Education (BTW) Program shall be at the rate of .00065 of beginning base.

Section 13. No Unauthorized Deduction

13.1 Deductions from an employee's pay will only be made with authorization from the employee or if required by law.

Section 14. Worker's Comp

During the period of time when a teacher is collecting benefits provided by the Illinois Workers' Compensation and Occupational Disease Act, the district will pay the employee an amount equal to the difference between the employee's regular net pay (including stipends) and the amount the employee is receiving from workers' comp.

Section 15. 60-hour Master's Degrees

- 15.1 Beginning with the 1997-98 school year, certified positions that require a master's degree and that degree requires 60 hours of work beyond the bachelor's degree, shall be placed on the salary schedule at the master's plus 24 level and given credit for a master's plus 28 toward further advancement on the salary schedule.

Section 16. Lead Teachers

- 16.1 Lead Teacher position for Caseyville, Jefferson, Twin Echo, Summit, Webster, Maryville, Kreitner, DIS, Hollywood Heights, and Renfro.

The lead teacher will act only in the absence of the building principal(s) in emergency response situations. When the lead teacher is called out of their classroom to perform such duties, their class will be covered by an adult employee. Compensation will be on an hourly basis with the rate being the agreed upon hourly rate (.00065). The building principal will appoint the position.

ARTICLE XVII: COMMITTEES

VOCATIONAL COMMITTEE:

The Board of Education and the Collinsville Education Association shall continue a joint committee for the purpose of studying the concerns facing the future of the Area Vocational Center. This committee shall consist of Board/Administrative representatives and members of the Collinsville Education Association. This committee shall also include high school and vocational school administrators who are involved with the Center's program.

SPECIAL EDUCATION CONCERNS:

The Board and Association agree to form a committee composed of an equal number of Board/Administration representatives and an equal number of Association representatives. Association members of the committee shall be from within the Special Education Department and/or regular education teachers involved in co-teaching or REI programs. The Director of Special Education shall be an administrative appointee to the committee and shall serve as chairperson. The Association shall appoint a vice-chairperson from their members on the committee.

This committee will address items of concern within the Special Education Department which are procedural in nature and best clarified within the Special Education Department.

The committee shall meet as needed or quarterly but no less than one time each quarter during each school year. Subject matter to be discussed shall be submitted in advance of the meeting for a pre-established agenda. Subjects on the pre-agenda shall be alternately listed between those submitted by the CEA and the administration. The chairperson and vice-chairperson shall meet prior to all meetings to mutually establish the agenda.

BOARD LIAISON BUDGET COMMITTEE:

The Collinsville Education Association shall select a member to serve as a liaison to the Board of Education, through the Director of Business Affairs, regarding budgetary matters. This liaison shall be allowed reasonable access to the Director of Business Affairs to discuss and offer input on financial decisions of the District and develop a consistent understanding of Unit 10's finances for the Collinsville Education Association.