

COLLECTIVE BARGAINING AGREEMENT

between

THE BOARD OF EDUCATION OF DIMMICK C.C.S.D. #175

and

**THE DIMMICK ELEMENTARY TEACHERS' ASSOCIATION
(NEA/IEA)**

2021-2026

ARTICLE I – RECOGNITION

The Board of Education of Dimmick Community Consolidated School District No. 175, LaSalle County, LaSalle, Illinois, hereinafter referred to as the “Board” hereby recognizes the Dimmick Elementary Teachers Association, IEA/NEA, hereinafter referred to as the “Association” as the sole and exclusive negotiating agent for all regularly employed full-time and part-time certified teaching personnel, hereinafter referred to as “Teachers”. The following employees are excluded from the Association: supervisors, managerial, confidential, short-term, student employees and all non-certified personnel.

The part-time teachers included in the unit shall receive salaries and benefits based on their fractionalized employment status, except as otherwise provided in the Agreement and subject to the requirements of the insurance carrier.

ARTICLE II – MANAGEMENT RIGHTS

It is agreed that all subjects and rights which are beyond the scope of negotiations under the Illinois Educational Labor Relations Act, and also all subjects and rights which are within the scope of negotiations but which are not limited by the terms of this Agreement, are retained by the District.

Such subjects and rights include, but are not limited to, the determination of the following matters:

1. The legal, operational, geographical, and organizational structure of the District, including the chain of command, division of authority, organizational divisions and subdivisions, external and internal boundaries of all kinds, and advisory commissions and committees.
2. The maintenance of efficiency in governmental operations.
3. All services to be rendered to the public and to the District personnel in support of services rendered to the public, the nature, methods, quality, quantity, and standards of service and the personnel, facilities, vendors, supplies, materials, vehicles, equipment, and tools to be used in connection with such services; the lawful subcontracting of services to be rendered and functions to be performed including support, construction, maintenance, and repair services.
4. The financial structure of the District, including methods for raising revenue and establishment and maintenance of the District’s overall budget and budgetary allocations.
5. The acquisition, disposition, number, location, types, and utilization of all District properties, whether owned, leased, or otherwise controlled.
6. The lawful utilization of personnel not covered by this Agreement.
7. The selection, classification, direction, promotion, demotion, and retirement of all personnel of the District; the assignment of teachers to any location and also to any facilities, classrooms, academic subject matters, grade levels, departments, tasks or equipment; and the determination as to whether, when and where there is a job opening.
8. The job classifications and the content and qualification thereof, facilities, functions, activities, and operations; except as limited by the express terms of this Agreement.
9. Safety and security measures for students, the public, properties, facilities, vehicles, materials, supplies and equipment
10. The determination of the curriculum, as well as educational policies, procedures, objectives, goals, and programs.
11. All other rights and powers not expressly limited by the clear and explicit language of this Agreement, including all rights and powers granted by the State of Illinois, are also expressly reserved to the District.

ARTICLE III – GRIEVANCE PROCEDURE

SECTION 1: DEFINITIONS: A grievance shall mean an allegation by a teacher resulting in a dispute or disagreement to the interpretation or application of any term or terms of this Agreement. All time limits consist of school days. Except when a grievance is submitted fewer than ten (10) days before the close of the current school term, then time limits shall consist of all weekdays. Time limits may be extended by mutual written consent. Nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with his/her supervisor and having the grievance adjusted, provided the adjustment is not inconsistent with the terms of the Agreement.

SECTION 2: PROCEDURE: STEP I – The grievant may present the grievance in writing to the Superintendent within twenty (20) days of the event giving rise to the grievance, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The grievant shall specify in writing the Article and Clause alleged to have been violated and shall state the remedy sought. The grievant and the Superintendent shall be present for the meeting. Within ten (10) days of the meeting, the grievant shall be provided with the Superintendent’s written response. STEP II – If the grievance is not resolved at Step I, then the Association or grievant may refer the grievance to the Board or the Board’s official designee within ten (10) days after receipt of the Step I answer. The Board shall arrange with the Association Representative for a meeting to take place within ten (10) days of the Board’s receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Board’s written response.

SECTION 3: ARBITRATION: If the Association is not satisfied with the disposition of the grievance at Step II, the Association may submit the grievance to final and binding arbitration through the American Arbitration Association which shall act as administrator of the proceedings. If a demand for arbitration is not filed with the Board within twenty (20) days of the date of the Step II answer, then the grievance shall be deemed withdrawn.

- A. The Arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. His/her authority shall be strictly limited to deciding only the issues presented to him/her in writing by the District and the Association, and his/her decision must be based only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.
- B. Each party shall bear the full costs for its representation in the grievance procedure.
- C. If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript. If both parties order a transcript, the costs of the two transcripts shall be divided equally between the Board and the Association.
- D. Each party shall share equally the cost of the arbitration which shall be limited to the arbitrator’s cost.

SECTION 4: BYPASS: By mutual written agreement, any Step of the Grievance Procedure may be bypassed.

SECTION 5: GRIEVANCE WITHDRAWAL: A grievance may be withdrawn at any level without establishing precedent. Failure of a teacher of the Association to act on any grievance within the prescribed time limits will bar any further appeal. An Administrator’s failure to give a decision within the time limits shall permit the grievant to proceed to the next step.

SECTION 6: FILING OF MATERIALS: All records related to a grievance shall be filed separately from the personnel files of the teachers.

SECTION 7: CLASS GRIEVANCES: Grievances involving two or more teachers shall be initially filed by the Association.

SECTION 8: RELEASE TIME: Should the investigation or processing of any grievance require that the employee or an Association Representative be released from their regular assignment, the employee or Association Representative shall be released without loss of pay or benefits.

ARTICLE IV – TEACHER AND ASSOCIATION RIGHTS

SECTION 1: RIGHT OF REPRESENTATION: When any teacher is required to appear before the Board for a formal discussion concerning a disciplinary matter, the teacher shall be given reasonable prior written notice of the reason(s) for such meeting and shall be entitled to have a representative of the Association present, if the teacher so desires. A teacher desiring Association representation shall be given reasonable notification to the Board or designee prior to the meeting.

SECTION 2: PERSONNEL FILE:

- A. Every teacher shall have access to his/her official personnel file, during regular office hours at a time when the teacher has no duties, within forty-eight (48) hours from the time written notice is given to the Superintendent. The Superintendent or designee may be present during such review. The teacher may not remove any material from the file.
- B. The teacher shall have the right to attach any explanation to any materials that are placed in his/her file.
- C. The teacher shall acknowledge that he/she has seen the contents of his/her file by affixing his/her signature on the original copy. Said signature does not indicate agreement with the contents of the file.
- D. Review shall be limited to documents or information that the Employer may use in determining that teacher's qualifications for employment, promotion, transfer, additional compensation, discharge, or other disciplinary action. Excluded from this right to review are the following:
 1. All pre-employment confidential materials.
 2. Tests used as a basis for hiring and promotion or graded questions and answers.
 3. Materials used by the Employer for management planning, external peer review documents concerning salary increases, promotions and job assignments or other comments or ratings used for planning purposes.
 4. Records relevant to a pending claim between the Employer and employee which are subject to discovery in a lawsuit.
 5. Security records incident to an investigation of criminal conduct or other harmful activities by an employee.

SECTION 3: USE OF THE SCHOOL BUILDING: The local Association shall have the right, upon approval of the Building Principal or District Superintendent, to use the school building for meetings at a time when school is not in session provided such meetings do not interfere with instructional and/or extra curricular programs. Whenever special custodial service is required, the Board may make a reasonable charge for this service.

SECTION 4: USE OF MAILBOXES: The Association shall have the right to use inter-school mail and distribute information to all teachers in the teachers' mailboxes.

SECTION 5: BULLETIN BOARDS: The Association shall be provided the use of a designated bulletin board.

SECTION 6: USE OF EQUIPMENT: With the approval of the Superintendent or his/her designee, the Association may use District equipment provided that the use of said equipment does not interfere with instructional and/or extra- curricular programs. The Association will be assessed the prevailing charge for copies.

SECTION 7: MEETINGS, NOTICES AND GENERAL INFORMATION: The Board shall provide one copy of the current Board Policy Manual in the District Office for teacher use. All notices of regular and special meetings, agendas for such meetings and approved regular session minutes are made available on the District website: www.dimnick175.com

SECTION 8: NO STRIKE: During the term of this Agreement, teachers shall not participate in a strike in whole or in part. Strike means a teacher's refusal in concerted action with others to report for duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his or her absence in whole or in part from the full, faithful or proper performance of his or her duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions, compensation, rights, privileges or obligations of public employment. The Employer agrees that, for the duration of this Agreement, it will not engage in a lockout of teachers.

SECTION 9: VACANCIES: Vacant teaching positions shall be posted for a minimum of five (5) working days prior to the filling of the position.

ARTICLE V – LEAVES OF ABSENCE

SECTION 1: SICK LEAVE: Teachers shall be granted twelve (12) days of Sick Leave per year. Unused Sick Leave shall accumulate to an unlimited number of sick days of which up to two (2) years, (360 days), may be used for the purpose of early retirement so long as it remains permissible under Illinois Law and does not conflict with Section 5, Article VII of this Agreement.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness, or death in the immediate family.

For the purpose of Sick Leave, "immediate family" shall include parents, spouse, children, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

After an absence of three (3) consecutive days for personal illness, the teacher may be required to furnish a physician's certificate of treatment.

The Employer shall furnish each employee with a written statement at the beginning of each employee work year setting forth the total sick leave credit.

A sick leave bank from which days may be withdrawn shall be created by the Teachers' Association in consultation with the Superintendent. When a teacher is unable to work due to a catastrophic illness or injury and has exhausted all available paid leave to which he/she is entitled other than extended sick leave, that teacher may apply for additional paid sick leave days from the sick leave bank. The teacher may receive additional leave from the bank up to the number of work days remaining in the school term during which his/her available paid leave is exhausted. Teachers are allowed to draw from the bank only for one continuous illness or injury.

The Association President shall be responsible for obtaining written authorizations signed by the contributing teachers indicating the number of days they will be voluntarily contributing to the bank. Teachers may contribute up to three (3) of their unused accumulated sick leave days. The Association President will be responsible for submitting to the Superintendent copies of all written authorizations from the teachers. Days contributed to the bank by a teacher will be removed from the contributing teacher's accumulated leave, will be non-refundable and will be maintained in the bank.

A committee consisting of two (2) DETA members and the Superintendent will be responsible for approving all written requests for use of days from the sick bank.

SECTION 2: PERSONAL LEAVE: The use of Personal Days subject to the following conditions:

- A. Full-time teachers shall have two (2) personal leave days.
- B. Part-time teachers shall have one (1) leave day.
- C. Non-accumulative.
- D. At least five (5) days prior written notice must be given to the Superintendent or his designee.
- E. Days may not be used immediately before or immediately after a holiday unless prior approval is granted by the Superintendent.
- F. Personal Leave cannot be used during the first week and the last week of the school year without special advance written permission of the Superintendent. The Superintendent retains the right to approve or disapprove all such requests.
- G. No more than two (2) teachers may be granted Personal Leave for the same day, except in cases of emergency.
- H. Unused personal leave days shall be added to accumulated sick leave at the end of each school year.

With the Superintendent's prior approval, a teacher may be granted additional personal leave days. Payment for the substitute teacher will be deducted at the current substitute payment rate from the teacher's next regular paycheck.

SECTION 3: PROFESSIONAL DAY: Professional Days may be granted to teachers based upon the relevance of the activity/workshop content to teacher professional needs and district goals.

- A. The purpose must be approved by the Superintendent.
- B. The teacher must notify the Superintendent in writing at least one week in advance of the activity. The notice shall provide the date and purpose.

SECTION 4: CHILD CARE LEAVE: A leave of absence may be granted to tenured teachers for the purpose of child care. Such leave is subject to the following conditions:

- A. The leave period may be for the duration of the school semester in which leave was granted but in no case shall the leave exceed one calendar year from the commencement of the leave. The teacher may request an extension of the leave period through the end of the current school year and such request, if granted, shall be at the discretion of the Board of Education.
- B. A teacher desiring such leave shall make a written request to the Board of Education no later than sixty (60) days prior to the commencement of the leave. The beginning and ending dates of such leave must be acceptable to both the Board of Education and the teacher consistent with a reasonable continuity of the instruction program. A teacher may request early reinstatement but such reinstatement shall be at the discretion of the Superintendent.
- C. A teacher who is granted Child Care Leave shall retain tenure and seniority upon return.
- D. The teacher may elect to continue insurance benefits by paying the full premium amounts, during the term of the leave, subject to the requirements of the insurance carrier.
- E. Upon termination of the leave, the teacher shall be reinstated to the same or similar position.

SECTION 5: JURY DUTY: There shall be no loss in salary because of Jury Duty, except that the Board may make a deduction equal to the amount received for such Jury Duty.

SECTION 6: BEREAVEMENT DAYS: In the event of the death of an "immediate family member" as defined in Section 1, Article V of this Agreement, employees are entitled to a maximum of three days of absence per death without loss of pay and/or sick or personal leave days. If the requested bereavement period extends beyond three days, the employee shall be permitted to use sick days.

ARTICLE VI – WORKING CONDITIONS

SECTION 1: TUITION REIMBURSEMENT AND ADVANCEMENT ON THE SALARY SCHEDULE:

A. GRADUATE CREDIT APPROVAL AND REIMBURSEMENT

1. Teachers who take courses from an accredited and preapproved college/university voluntarily shall be reimbursed up to \$320.00 per credit hour for achieving a “B” or above as indicated on official college transcripts. Up to six (6) approved credit hours may be earned each semester and no limit will be placed on the number of approved hours taken during summer sessions.
2. Teachers who earn pre-approved graduate and/or non-graduate credits may advance on the Salary Schedule and receive reimbursement provided the following requirements have been met:
 - a. The teacher shall receive approval from the Superintendent prior to registration. The Superintendent may accept or reject the course based on its relation to subject(s) taught and subject to the following conditions.
 - i. Teachers may not advance beyond the Bachelors 36/Masters column without having earned a Master’s Degree.
 - ii. Teachers who possess a Masters degree may advance to a maximum of Masters +24 on the salary schedule using any combination of approved graduate, undergraduate and/or workshop hours taken after the Master’s Degree has been earned.
 - b. Once advanced approval of a course(s) is given and the course is successfully completed, the following conditions must be met prior to the teacher receiving the appropriate salary schedule placement and reimbursement:
 - i. All hours must be earned at an accredited university;
 - ii. An official transcript from the university demonstrating successful completion must be received and on file in the District’s Administrative Office no later than the first Tuesday in September.
4. Teachers shall be advanced to the appropriate earned step on the salary schedule only at the beginning of the school year. The salary schedule becomes effective the date this Agreement is ratified.
5. Teachers who have not earned at least three approved graduate, undergraduate and/or workshop credit hours within three years preceding the school year will be frozen at their current step on the salary schedule.
6. Teachers may only advance 1 step of experience per year
7. Performance on a teacher’s summative evaluation will impact salary as follows:
 - A. “Unsatisfactory” will result in the teacher’s base wages being frozen for the following school year.
 - B. “Needs Improvement” will result in the teacher’s base wages being frozen for the following school year. If the teacher improves to a summative rating of “proficient” in said following school year, then they will be compensated \$600 on the June 30th payroll and resume experience advancement for the start of the next school year.

B. WORKSHOP APPROVAL AND REIMBURSEMENT

1. Advancement on the salary schedule can be achieved by accumulating clock hours for professional workshops taken. Teachers who attend workshops either voluntarily or at the request of the administration shall have registration costs paid for at the time of registration. All other costs associated with attendance at workshops will be the responsibility of the teacher to pay until after the workshop is completed. Upon completion teachers will need to submit receipts and mileage for all costs eligible for reimbursement.
2. Fifteen (15) approved clock hours from professional workshops taken outside the contractual school day (non-college credit courses) will constitute the equivalent of one graduate semester hour to be applied to the salary schedule, with no more than 45 clock hours (3 graduate

semester hours) being allowed for use to advance to the next education lane on the salary schedule. Any advancement on the salary schedule shall be made only at the beginning of the school year. The salary schedule becomes effective the date this Agreement is ratified.

3. Workshops or courses must be approved by the Superintendent, in writing, prior to participation if the hours earned from the workshops or courses are to be applied to the salary schedule. Salary credit may not be given for courses/workshops that:
 - a. Are required by either State or Federal agencies for continued employment;
 - b. Have no direct relationship to the teaching position;
 - c. Are not documented, including a written summary and evaluation as an attachment to the workshop approval form.

C. Upon completing a master's degree or earning an endorsement that has been registered with the ROE in an area relevant and preapproved to the District's staffing needs, employees will be expected to complete two full years of teaching service. Failure to do so will result in the employee reimbursing the District as follows:

1. Reimbursement of 100% of tuition received if less than one year of service is completed.
2. Reimbursement of 50% of tuition received if more than one but less than two years of service are completed.
3. Employees will be exempt from having to make such reimbursement should they experience a life-changing event such as death, diagnosis of terminal illness, or total disability of the employee or his/her spouse or child.

SECTION 2: MILEAGE: Should a teacher be required by the District to use his or her personal vehicle for school business, they shall be paid according to the existing Internal Revenue Service rate. The rate will be set for each school year on July 1. Reimbursement shall be given only to and from the destination that was pre-approved using the school as a base.

SECTION 3: TEACHER WORKDAY: The contractual day will be from 8:00 AM – 3:30 PM except on the last working day of the week when teachers may leave after all students have been dismissed following the final bell and after buses have left the premises (but no later than 3:30 pm). All teachers shall be afforded a duty-free lunch of no less than thirty (30) minutes. On the last attendance day prior to winter and spring break dismissal will be set at least one hour prior to the regular dismissal time. Teachers who lose a plan period as a result of the inability of the District to find a substitute for the following subjects (if offered) – P.E./SEL, Music, Art, and Spanish, will receive \$15.00.

SECTION 4: STIPEND/RELEASE TIME FOR SPECIAL PROJECTS: The parties recognize that teachers may be asked to undertake special projects separate and apart from their usual teaching duties. When a special project is offered to a teacher or group of teachers by the Superintendent, the Superintendent and teacher(s) involved shall agree upon whether a stipend be paid or release time given before the work is performed. The nature of the assignment, timeline, and stipend/release time agreement shall be recorded on a form designed for that purpose.

SECTION 5: MENTOR TEACHER: All first year (new employee) teachers will be assigned to an official Mentor Teacher by administration. The Mentor Teacher position(s) will not be filled by members of the administration. Mentor teachers will follow the District mentoring plan.

SECTION 6: ENROLLMENT OF NON-RESIDENT TEACHER'S CHILDREN: A non-resident teacher who chooses to enroll their child(ren) in Dimmick Community Consolidated School District #175, will be allowed to do so under the provisions of the District's Parent Employee Agreement, so long as a waiver or modification of mandate obtained pursuant to Section 2-3.25g of the School Code permitting such enrollment is in effect. The District will submit mandate or waiver applications as required by law.

ARTICLE VII – SALARY PROVISIONS

SECTION 1: SALARY SCHEDULE: The Salary Schedule shall be as set forth in Appendix A which is attached to and incorporated into this Agreement. See attached schedules.

The Board will pick up and pay teachers’ annual contribution to TRS on a phased-in basis, at the percentages of teachers’ TRS-creditable compensation shown below, for each of the 5 years of the collective bargaining agreement:

2021-2022: 2.0%	2024-2025: 9.0%
2022-2023: 4.0%	2025-2026: 9.0%
2023-2024: 6.0%	

The teachers’ annual employee contributions to THIS will be deducted from teachers’ pay and remitted to TRS

SECTION 2: PAYROLL: Regular paydays shall be on the 15th and the 30th or the last business day (Monday-Friday) prior, of each month. Each teacher shall be paid on a twelve (12) month basis.

SECTION 3: SUPPLEMENTAL PAY: The availability of the following positions will be posted in a timely manner. If no member of the certified staff requests the position, the Board may offer the position at the same rate of compensation to non-certified individuals whether employees of the district or not. Supplemental pay may increase due to changes in job descriptions or expectations but will not be reduced from the figures indicated below. The Board reserves the right annually to decide whether or not the positions will be filled based on District needs.

Athletic Director.....	\$3,000.00
Band/Choral Program Director (IMEA Competition, Area-Wide High School Performance, Winter School Program, Open House Performance and Spring Concert).....	\$1,500.00
Basketball - Boys’ A & B (7 th & 8 th) Team Lead Coach.....	\$2,800.00
Basketball - Boys’ C 5 th & 6 th) Team Lead Coach.....	\$2,100.00
Basketball - Girls’ A & B (7 th & 8 th) Team Lead Coach	\$2,800.00
Basketball - Girls’ C 5 th & 6 th) Team Lead Coach.....	\$2,100.00
Cheerleading Sponsor	\$1,300.00
History Fair Sponsor	\$500.00
Rtl/Flexible Service Coordinator	\$2,000.00
Scholastic Bowl	1,000
School Play.....	\$1,500.00
Science Fair Sponsor	\$500.00
Spelling Bee.....	\$250.00
Student Council Sponsor.....	\$1,400.00
Track - Boys’ & Girls’ Lead Coach.....	\$2,000.00
Track - Boys’ & Girls’ Assistant Coach.....	\$1,400.00
Volleyball - Girls’ A & B (7 th & 8 th) Team Lead Coach	\$2,800.00
Volleyball - Girls’ C 5 th & 6 th) Team Lead Coach.....	\$2,100.00
Webpage Manager.....	\$500.00
Yearbook.....	\$500.00
Teacher Mentor.....	\$1,000.00
Janitorial & Miscellaneous Help Wage at the discretion of the Board	

The Board reserves the right to add to any extracurricular position listed above.

SECTION 4: ENDORSEMENTS: A one-time bonus of \$1,000.00 will be paid to teachers who earn and register an endorsement with the ROE in an area determined to be relevant to the District. Endorsement coursework must be preapproved by the Superintendent.

SECTION 5: EXPERIENCE CREDIT: Newly hired teachers may receive credit for all experience for completed full time positions held in previous Illinois districts and education attained in determining step and lane placement on the salary schedule.

SECTION 6: RETIREMENT INCENTIVE: A retirement program shall be available between July 1, 2021 and June 30, 2030 for teachers who complete at least fifteen (15) years of full-time service in the District, the last ten (10) years of which shall be continuous; are at least age 55 upon the effective date of retirement, or become 55 years old within six (6) months of the effective date of retirement; and whose retirement is approved by the Board. A teacher must also be in good standing with the Board, and his/her participation must not be the result of any contemplated disciplinary action.

An eligible teacher may submit a written request to retire to the Superintendent by no later than August 15, 2021, or July 1 of any other year covered by this Agreement, setting forth a retirement date of no later than June 30, 2030; this notice shall be irrevocable, except as set forth below. The Board may, in its sole discretion and without establishing a practice or precedent, limit the number of teachers who participate in this program in any school year to not lower than 10% of those who satisfy the foregoing eligibility requirements, based on seniority in the District; ties in eligibility shall be determined by total years of TRS service credit. If the foregoing limit is imposed for any school year, and the number of eligible teachers who submit a timely and proper notice exceeds said limit, the notices of those teachers not approved because of said limit shall be considered for participation in the program during the next school year, unless rescinded by the teacher. Imposition of such a limit by the Board shall be non-reviewable and not subject to grievance. Eligible teachers who submit a timely and proper notice who have not had their retirement approved because of the imposition of the foregoing limit shall be allowed to retire under this program by no later than June 30, 2026.

A teacher's notification of retirement may only be rescinded for death, diagnosis of terminal illness, or total disability of the retiree or his/her spouse; or other reasons determined solely by the Board; said reasons shall not create a practice or precedent with respect to granting or denying other requested changes in retirement, shall be non-reviewable and not subject to grievance. A teacher's written intent to rescind notification of retirement must be submitted to the Superintendent no later than January 1 of the school year in which retirement was intended. Any teacher who has received all or part of the benefit of this retirement program and who then submits a valid written notice to rescind his/her retirement request shall refund to the Board any and all amounts paid hereunder prior to the beginning of the next school year.

Eligible teachers whose retirement under this Section is approved by the Board shall receive, as an early retirement incentive, an increase in their TRS creditable compensation (as defined by TRS) of six percent (6%) or the maximum amount which would not require the payment of any employer or employee contribution, penalty or other payment to TRS or the State of Illinois, whichever is less, for each full year of service prior to their retirement date that (with said increase) will be used in the calculation of the teacher's TRS retirement annuity, up to a maximum of four (4) years. Notwithstanding anything in this Section to the contrary, the Board shall not be required to pay any benefit that would subject the Board to any additional contribution, penalty or other payment to TRS or the State of Illinois. Said amounts shall be paid to the teacher in equal installments as salary.

No teacher participating in this retirement program shall, for any reason, receive any additional compensation beyond the amount set forth above, notwithstanding any contract, collective bargaining

agreement, policy, practice or procedure, or any portion thereof to the contrary. All extra duties and assignments performed by the teacher in the year his/her notice is approved will continue to be performed until the teacher's effective date of retirement. A teacher may voluntarily resign from an extra duty or assignment, or be removed from an extra duty or assignment by the Board for cause, with a reduction in the amount of his/her benefit equal to the amount of the then-current compensation for said extra duty or assignment.

The foregoing benefit shall be the sole early retirement benefit paid by the Board. By accepting this benefit, a teacher expressly waives any and all rights to participate in any early retirement initiative, benefit or incentive otherwise available (or which may become available) by the Board or applicable law. Teachers accepting this benefit, in further consideration of same, agree that should they avail themselves of any other early retirement initiative, incentive or benefit, they shall immediately become obligated to repay to the Board an amount equal to any payments made pursuant to this section on their behalf, not as a penalty, but solely as liquidated damages for breach of this section.

ARTICLE VIII – INSURANCE/EMPLOYEE BENEFITS

SECTION 1: HEALTH INSURANCE:

- A. Coverage is available for spouses and dependent children only in the event they are not eligible to participate in the group health plan of their employers.
- B. STIPEND IN LIEU OF INSURANCE: Proof of insurance will be required prior to receiving the stipend.
- C. INSURANCE POOL: The Board will create a pool from which bargaining members will draw funds to pay for health insurance costs. The pool obligation will be set at \$0.00 at the start of the contract. The pool obligation will reset to \$0.00 at the end of the contract.
 - 1. 2021-22 The Teacher's Insurance Pool (TIP) will be funded at \$136,500.
 - 2. 2022-23 The TIP will be funded at \$143,500.
 - 3. 2023-24 The TIP will be funded at \$151,000.
 - 4. 2024-25 The TIP will be funded at \$159,000.
 - 5. 2025-26 The TIP will be funded at \$167,500.

Bargaining unit members will access the TIP according to the following priority:

- 1. Bargaining unit members who choose health insurance will be credited with an amount equal to the cost of single insurance.
- 2. Out of the funds remaining after priority 1 has been met, bargaining unit members who choose the stipend in lieu of insurance, will receive a benefit equal to the cost of single health insurance coverage, not to exceed \$5,000.00. The stipend will be paid in two equal installments on December 30th and June 30th. Teachers may elect to contribute the stipend to the District 457(b) plan; if so, the contribution will be made each payroll period.
- 3. All funds remaining in the pool after priorities 1 & 2 have been met will be credited on a pro rata (equal) basis to meet the cost of insurance for those bargaining unit members who choose a coverage option other than single coverage.

In the event the TIP does not meet the entire cost of bargaining unit members' insurance coverage, individual bargaining unit members will pay the difference between TIP funds available to them and the actual cost of insurance they have chosen beginning 1st with those receiving the highest level of coverage.

The TIP is based on an FTE of 12.3 Should the District's FTE change during the life of this Agreement, the TIP will be increased or decreased by the amount equal to the actual insurance cost of the bargaining unit member(s) involved.

In order to monitor District health insurance needs and costs, an INSURANCE COMMITTEE will be formed to discuss and review rates and coverages. The insurance committee will meet annually within 30 days of receiving renewal figures. Any changes in employee access to the pool over the course of the year will require an insurance committee meeting to be held to determine the impact of that change and adjust figures and or potential costs accordingly. The insurance committee will be made up of two bargaining unit members, the Superintendent and one Board of Education member. Any recommendations coming from the insurance committee will go directly to the Board of Education for action.

SECTION 2: LIFE INSURANCE: For the life of this Agreement, the Board will pay the premium for \$25,000.00 of group-term life insurance for each teacher who is employed one-half-time or more.

SECTION 3: EMPLOYEE TUITION WAIVER: Contingent upon General Assembly approval to grant an out of district tuition waiver to the District under 105ILCS 5/10-20.12a of the Illinois School Code, employees may elect to enroll their child(ren) and pay tuition to the District as per the conditions set forth in the approved waiver and the Parent-Employee Agreement.

ARTICLE IX - TECHNICAL CLAUSE

SECTION 1: DURATION: This Agreement shall be effective for-three (3) years, July 1, 2021 through June 30, 2026. The salary and benefits shall take effect at the beginning of the academic school year as specified in the official school calendar.

SECTION 2: SAVINGS CLAUSE: Should any Article, Section, or Clause of this Agreement be declared illegal by a court of competent jurisdiction, then that Article, Section, or Clause shall be deleted from this Agreement to the extent that it violates the law. The remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of this Agreement.

SECTION 3: COMPLETE UNDERSTANDING: The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties. The Association agrees that all negotiable items have been discussed during the negotiations leading to this Agreement, and agrees that negotiations will not have to be reopened on any item, whether contained in this Agreement or not, nor will negotiations be reopened on the effect of any permissible management action during the life of this Agreement. The operating of schools and the direction of staff are vested exclusively in the School Board.

For the Board of Education
Dimmick community Consolidated
School District #175



Debora Black, President

Date 8-18-21

For the Dimmick Elementary
Teachers Association
IEA/NEA



Jennifer Ring, President

Date 8-09-21

(4% Increase to Experience & Education, Board Paid Employee TRS Contribution 2%)

BA	BA +9	BA +18	BA +27	MA/BA +36	MA +9	MA +18	MA +27	Yr.								
40,270	37,451	41,206	38,322	42,142	39,192	43,078	40,063	44,014	40,933	44,950	41,804	45,886	42,674	46,822	43,544	1
41,102	38,225	42,038	39,095	42,974	39,966	43,910	40,836	44,846	41,707	45,782	42,577	46,718	43,448	47,654	44,318	2
41,934	38,999	42,870	39,869	43,806	40,740	44,742	41,610	45,678	42,481	46,614	43,351	47,550	44,222	48,486	45,092	3
42,766	39,772	43,702	40,643	44,638	41,513	45,574	42,384	46,510	43,254	47,446	44,125	48,382	44,995	49,318	45,866	4
43,598	40,546	44,534	41,417	45,470	42,287	46,406	43,158	47,342	44,028	48,278	44,899	49,214	45,769	50,150	46,640	5
44,430	41,320	45,366	42,190	46,302	43,061	47,238	43,931	48,174	44,802	49,110	45,672	50,046	46,543	50,982	47,413	6
45,262	42,094	46,198	42,964	47,134	43,835	48,070	44,705	49,006	45,576	49,942	46,446	50,878	47,317	51,814	48,187	7
46,094	42,867	47,030	43,738	47,966	44,608	48,902	45,479	49,838	46,349	50,774	47,220	51,710	48,090	52,646	48,961	8
		47,862	44,512	48,798	45,382	49,734	46,253	50,670	47,123	51,606	47,994	52,542	48,864	53,478	49,735	9
		48,694	45,285	49,630	46,156	50,566	47,026	51,502	47,897	52,438	48,767	53,374	49,638	54,310	50,508	10
		49,526	46,059	50,462	46,930	51,398	47,800	52,334	48,671	53,270	49,541	54,206	50,412	55,142	51,282	11
		50,358	46,833	51,294	47,703	52,230	48,574	53,166	49,444	54,102	50,315	55,038	51,185	55,974	52,056	12
		51,190	47,607	52,126	48,477	53,062	49,348	53,998	50,218	54,934	51,089	55,870	51,959	56,806	52,830	13
		52,022	48,380	52,958	49,251	53,894	50,121	54,830	50,992	55,766	51,862	56,702	52,733	57,638	53,603	14
		52,854	49,154	53,790	50,025	54,726	50,895	55,662	51,766	56,598	52,636	57,534	53,507	58,470	54,377	15
		53,686	49,928	54,622	50,798	55,558	51,669	56,494	52,539	57,430	53,410	58,366	54,280	59,302	55,151	16
				55,454	51,572	56,390	52,443	57,326	53,313	58,262	54,184	59,198	55,054	60,134	55,925	17
				56,286	52,346	57,222	53,216	58,158	54,087	59,094	54,957	60,030	55,828	60,966	56,698	18
				57,118	53,120	58,054	53,990	58,990	54,861	59,926	55,731	60,862	56,602	61,798	57,472	19
				57,950	53,894	58,886	54,764	59,822	55,634	60,758	56,505	61,694	57,375	62,630	58,246	20
				58,782	54,667	59,718	55,538	60,654	56,408	61,590	57,279	62,526	58,149	63,462	59,020	21
				59,614	55,441	60,550	56,312	61,486	57,182	62,422	58,052	63,358	58,923	64,294	59,793	22
				60,446	56,215	61,382	57,085	62,318	57,956	63,254	58,826	64,190	59,697	65,126	60,567	23
				61,278	56,989	62,214	57,859	63,150	58,730	64,086	59,600	65,022	60,470	65,958	61,341	24
						63,046	58,633	63,982	59,503	64,918	60,374	65,854	61,244	66,790	62,115	25
						63,878	59,407	64,814	60,277	65,750	61,148	66,686	62,018	67,622	62,888	26
						64,710	60,180	65,646	61,051	66,582	61,921	67,518	62,792	68,454	63,662	27
						65,542	60,954	66,478	61,825	67,414	62,695	68,350	63,566	69,286	64,436	28
						66,374	61,728	67,310	62,598	68,246	63,469	69,182	64,339	70,118	65,210	29
						67,206	62,502	68,142	63,372	69,078	64,243	70,014	65,113	70,950	65,984	30
						68,038	63,275	68,974	64,146	69,910	65,016	70,846	65,887	71,782	66,757	31
						68,870	64,049	69,806	64,920	70,742	65,790	71,678	66,661	72,614	67,531	32
								70,638	65,693	71,574	66,564	72,510	67,434	73,446	68,305	33
								71,470	66,467	72,406	67,338	73,342	68,208	74,278	69,079	34
								72,302	67,241	73,238	68,111	74,174	68,982	75,110	69,852	35

Base employee salary

Net employee salary (-7% for employee contribution for TRS)

(4% Increase to the Base, Board Paid Employee TRS Contribution 4%)

BA		BA +9		BA +18		BA +27		MA/BA +36		MA +9		MA +18		MA +27		Yr.
41,881	39,787	42,817	40,676	43,753	41,565	44,689	42,455	45,625	43,344	46,561	44,233	47,497	45,122	48,433	46,011	1
42,713	40,577	43,649	41,467	44,585	42,356	45,521	43,245	46,457	44,134	47,393	45,023	48,329	45,913	49,265	46,802	2
43,545	41,368	44,481	42,257	45,417	43,146	46,353	44,035	47,289	44,925	48,225	45,814	49,161	46,703	50,097	47,592	3
44,377	42,158	45,313	43,047	46,249	43,937	47,185	44,826	48,121	45,715	49,057	46,604	49,993	47,493	50,929	48,383	4
45,209	42,949	46,145	43,838	47,081	44,727	48,017	45,616	48,953	46,505	49,889	47,395	50,825	48,284	51,761	49,173	5
46,041	43,739	46,977	44,628	47,913	45,517	48,849	46,407	49,785	47,296	50,721	48,185	51,657	49,074	52,593	49,963	6
46,873	44,529	47,809	45,419	48,745	46,308	49,681	47,197	50,617	48,086	51,553	48,975	52,489	49,865	53,425	50,754	7
47,705	45,320	48,641	46,209	49,577	47,098	50,513	47,987	51,449	48,877	52,385	49,766	53,321	50,655	54,257	51,544	8
		49,473	46,999	50,409	47,889	51,345	48,778	52,281	49,667	53,217	50,556	54,153	51,445	55,089	52,335	9
		50,305	47,790	51,241	48,679	52,177	49,568	53,113	50,457	54,049	51,347	54,985	52,236	55,921	53,125	10
		51,137	48,580	52,073	49,469	53,009	50,359	53,945	51,248	54,881	52,137	55,817	53,026	56,753	53,915	11
		51,969	49,371	52,905	50,260	53,841	51,149	54,777	52,038	55,713	52,927	56,649	53,817	57,585	54,706	12
		52,801	50,161	53,737	51,050	54,673	51,939	55,609	52,829	56,545	53,718	57,481	54,607	58,417	55,496	13
		53,633	50,951	54,569	51,841	55,505	52,730	56,441	53,619	57,377	54,508	58,313	55,397	59,249	56,287	14
		54,465	51,742	55,401	52,631	56,337	53,520	57,273	54,409	58,209	55,299	59,145	56,188	60,081	57,077	15
		55,297	52,532	56,233	53,421	57,169	54,311	58,105	55,200	59,041	56,089	59,977	56,978	60,913	57,867	16
				57,065	54,212	58,001	55,101	58,937	55,990	59,873	56,879	60,809	57,769	61,745	58,658	17
				57,897	55,002	58,833	55,891	59,769	56,781	60,705	57,670	61,641	58,559	62,577	59,448	18
				58,729	55,793	59,665	56,682	60,601	57,571	61,537	58,460	62,473	59,349	63,409	60,239	19
				59,561	56,583	60,497	57,472	61,433	58,361	62,369	59,251	63,305	60,140	64,241	61,029	20
				60,393	57,373	61,329	58,263	62,265	59,152	63,201	60,041	64,137	60,930	65,073	61,819	21
				61,225	58,164	62,161	59,053	63,097	59,942	64,033	60,831	64,969	61,721	65,905	62,610	22
				62,057	58,954	62,993	59,843	63,929	60,733	64,865	61,622	65,801	62,511	66,737	63,400	23
				62,889	59,745	63,825	60,634	64,761	61,523	65,697	62,412	66,633	63,301	67,569	64,191	24
						64,657	61,424	65,593	62,313	66,529	63,203	67,465	64,092	68,401	64,981	25
						65,489	62,215	66,425	63,104	67,361	63,993	68,297	64,882	69,233	65,771	26
						66,321	63,005	67,257	63,894	68,193	64,783	69,129	65,673	70,065	66,562	27
						67,153	63,795	68,089	64,685	69,025	65,574	69,961	66,463	70,897	67,352	28
						67,985	64,586	68,921	65,475	69,857	66,364	70,793	67,253	71,729	68,143	29
						68,817	65,376	69,753	66,265	70,689	67,155	71,625	68,044	72,561	68,933	30
						69,649	66,167	70,585	67,056	71,521	67,945	72,457	68,834	73,393	69,723	31
						70,481	66,957	71,417	67,846	72,353	68,735	73,289	69,625	74,225	70,514	32
								72,249	68,637	73,185	69,526	74,121	70,415	75,057	71,304	33
								73,081	69,427	74,017	70,316	74,953	71,205	75,889	72,095	34
								73,913	70,217	74,849	71,107	75,785	71,996	76,721	72,885	35

Base employee salary

Net employee salary (-5% for employee contribution for TRS)

(3.5% Increase to Experience & Education, Board Paid Employee TRS Contribution 6%)

BA	BA +9	BA +18	BA +27	MA/BA +36	MA +9	MA +18	MA +27	Yr.								
42,488	41,213	43,456	42,152	44,424	43,091	45,393	44,031	46,362	44,971	47,331	45,911	48,299	46,850	49,269	47,791	1
43,347	42,046	44,316	42,986	45,284	43,926	46,253	44,866	47,222	45,805	48,191	46,745	49,159	47,685	50,128	48,624	2
44,208	42,882	45,177	43,821	46,145	44,761	47,114	45,701	48,083	46,641	49,052	47,580	50,021	48,520	50,989	49,460	3
45,069	43,717	46,038	44,657	47,007	45,596	47,975	46,536	48,944	47,476	49,913	48,415	50,882	49,355	51,850	50,295	4
45,930	44,552	46,899	45,492	47,868	46,432	48,836	47,371	49,805	48,311	50,774	49,251	51,743	50,190	52,712	51,130	5
46,791	45,388	47,760	46,327	48,729	47,267	49,698	48,207	50,666	49,146	51,635	50,086	52,604	51,026	53,573	51,965	6
47,652	46,223	48,621	47,163	49,590	48,102	50,559	49,042	51,527	49,982	52,496	50,921	53,465	51,861	54,434	52,801	7
48,514	47,058	49,482	47,998	50,451	48,938	51,420	49,877	52,389	50,817	53,357	51,757	54,326	52,696	55,295	53,636	8
		50,343	48,833	51,312	49,773	52,281	50,713	53,250	51,652	54,218	52,592	55,187	53,532	56,156	54,471	9
		51,205	49,668	52,173	50,608	53,142	51,548	54,111	52,488	55,080	53,427	56,048	54,367	57,017	55,307	10
		52,066	50,504	53,034	51,443	54,003	52,383	54,972	53,323	55,941	54,262	56,909	55,202	57,878	56,142	11
		52,927	51,339	53,896	52,279	54,864	53,218	55,833	54,158	56,802	55,098	57,771	56,037	58,739	56,977	12
		53,788	52,174	54,757	53,114	55,725	54,054	56,694	54,993	57,663	55,933	58,632	56,873	59,600	57,812	13
		54,649	53,010	55,618	53,949	56,587	54,889	57,555	55,829	58,524	56,768	59,493	57,708	60,462	58,648	14
		55,510	53,845	56,479	54,785	57,448	55,724	58,416	56,664	59,385	57,604	60,354	58,543	61,323	59,483	15
		56,371	54,680	57,340	55,620	58,309	56,560	59,278	57,499	60,246	58,439	61,215	59,379	62,184	60,318	16
				58,201	56,455	59,170	57,395	60,139	58,335	61,107	59,274	62,076	60,214	63,045	61,154	17
				59,062	57,290	60,031	58,230	61,000	59,170	61,969	60,109	62,937	61,049	63,906	61,989	18
				59,923	58,126	60,892	59,065	61,861	60,005	62,830	60,945	63,798	61,884	64,767	62,824	19
				60,785	58,961	61,753	59,901	62,722	60,840	63,691	61,780	64,660	62,720	65,628	63,659	20
				61,646	59,796	62,614	60,736	63,583	61,676	64,552	62,615	65,521	63,555	66,489	64,495	21
				62,507	60,632	63,476	61,571	64,444	62,511	65,413	63,451	66,382	64,390	67,351	65,330	22
				63,368	61,467	64,337	62,407	65,305	63,346	66,274	64,286	67,243	65,226	68,212	66,165	23
				64,229	62,302	65,198	63,242	66,167	64,182	67,135	65,121	68,104	66,061	69,073	67,001	24
						66,059	64,077	67,028	65,017	67,996	65,957	68,965	66,896	69,934	67,836	25
						66,920	64,912	67,889	65,852	68,858	66,792	69,826	67,731	70,795	68,671	26
						67,781	65,748	68,750	66,687	69,719	67,627	70,687	68,567	71,656	69,506	27
						68,642	66,583	69,611	67,523	70,580	68,462	71,549	69,402	72,517	70,342	28
						69,503	67,418	70,472	68,358	71,441	69,298	72,410	70,237	73,378	71,177	29
						70,364	68,254	71,333	69,193	72,302	70,133	73,271	71,073	74,240	72,012	30
						71,226	69,089	72,194	70,029	73,163	70,968	74,132	71,908	75,101	72,848	31
						72,087	69,924	73,055	70,864	74,024	71,804	74,993	72,743	75,962	73,683	32
								73,917	71,699	74,885	72,639	75,854	73,578	76,823	74,518	33
								74,778	72,534	75,746	73,474	76,715	74,414	77,684	75,353	34
								75,639	73,370	76,608	74,309	77,576	75,249	78,545	76,189	35

Base employee salary

Net employee salary (-3% for employee contribution for TRS)

(3% Increase to the Base, Board Paid Employee TRS Contribution 9%)

BA	BA +9	BA +18	BA +27	MA/BA +36	MA +9	MA +18	MA +27	Yr.
43,763	44,732	45,701	46,670	47,639	48,608	49,577	50,546	1
44,623	45,592	46,561	47,530	48,499	49,468	50,437	51,406	2
45,483	46,452	47,421	48,390	49,359	50,328	51,297	52,266	3
46,343	47,312	48,281	49,250	50,219	51,188	52,157	53,126	4
47,203	48,172	49,141	50,110	51,079	52,048	53,017	53,986	5
48,063	49,032	50,001	50,970	51,939	52,908	53,877	54,846	6
48,923	49,892	50,861	51,830	52,799	53,768	54,737	55,706	7
49,783	50,752	51,721	52,690	53,659	54,628	55,597	56,566	8
	51,612	52,581	53,550	54,519	55,488	56,457	57,426	9
	52,472	53,441	54,410	55,379	56,348	57,317	58,286	10
	53,332	54,301	55,270	56,239	57,208	58,177	59,146	11
	54,192	55,161	56,130	57,099	58,068	59,037	60,006	12
	55,052	56,021	56,990	57,959	58,928	59,897	60,866	13
	55,912	56,881	57,850	58,819	59,788	60,757	61,726	14
	56,772	57,741	58,710	59,679	60,648	61,617	62,586	15
	57,632	58,601	59,570	60,539	61,508	62,477	63,446	16
		59,461	60,430	61,399	62,368	63,337	64,306	17
		60,321	61,290	62,259	63,228	64,197	65,166	18
		61,181	62,150	63,119	64,088	65,057	66,026	19
		62,041	63,010	63,979	64,948	65,917	66,886	20
		62,901	63,870	64,839	65,808	66,777	67,746	21
		63,761	64,730	65,699	66,668	67,637	68,606	22
		64,621	65,590	66,559	67,528	68,497	69,466	23
		65,481	66,450	67,419	68,388	69,357	70,326	24
			67,310	68,279	69,248	70,217	71,186	25
			68,170	69,139	70,108	71,077	72,046	26
			69,030	69,999	70,968	71,937	72,906	27
			69,890	70,859	71,828	72,797	73,766	28
			70,750	71,719	72,688	73,657	74,626	29
			71,610	72,579	73,548	74,517	75,486	30
			72,470	73,439	74,408	75,377	76,346	31
			73,330	74,299	75,268	76,237	77,206	32
				75,159	76,128	77,097	78,066	33
				76,019	76,988	77,957	78,926	34
				76,879	77,848	78,817	79,786	35

Does not include board payment of employee contribution to TRS of 9%

(3.5% Increase to Experience & Education, Board Paid Employee TRS Contribution 9%)

BA	BA +9	BA +18	BA +27	MA/BA +36	MA +9	MA +18	MA +27	Yr.
44,405	45,408	46,411	47,414	48,417	49,420	50,423	51,426	1
45,295	46,298	47,301	48,303	49,306	50,309	51,312	52,315	2
46,185	47,188	48,191	49,194	50,196	51,199	52,202	53,205	3
47,075	48,078	49,081	50,084	51,087	52,089	53,092	54,095	4
47,965	48,968	49,971	50,974	51,977	52,980	53,982	54,985	5
48,855	49,858	50,861	51,864	52,867	53,870	54,873	55,876	6
49,745	50,748	51,751	52,754	53,757	54,760	55,763	56,766	7
50,635	51,638	52,641	53,644	54,647	55,650	56,653	57,656	8
	52,528	53,531	54,534	55,537	56,540	57,543	58,546	9
	53,418	54,421	55,424	56,427	57,430	58,433	59,436	10
	54,309	55,311	56,314	57,317	58,320	59,323	60,326	11
	55,199	56,202	57,204	58,207	59,210	60,213	61,216	12
	56,089	57,092	58,095	59,097	60,100	61,103	62,106	13
	56,979	57,982	58,985	59,988	60,990	61,993	62,996	14
	57,869	58,872	59,875	60,878	61,881	62,883	63,886	15
	58,759	59,762	60,765	61,768	62,771	63,774	64,777	16
		60,652	61,655	62,658	63,661	64,664	65,667	17
		61,542	62,545	63,548	64,551	65,554	66,557	18
		62,432	63,435	64,438	65,441	66,444	67,447	19
		63,322	64,325	65,328	66,331	67,334	68,337	20
		64,212	65,215	66,218	67,221	68,224	69,227	21
		65,103	66,105	67,108	68,111	69,114	70,117	22
		65,993	66,996	67,998	69,001	70,004	71,007	23
		66,883	67,886	68,889	69,891	70,894	71,897	24
			68,776	69,779	70,782	71,784	72,787	25
			69,666	70,669	71,672	72,675	73,678	26
			70,556	71,559	72,562	73,565	74,568	27
			71,446	72,449	73,452	74,455	75,458	28
			72,336	73,339	74,342	75,345	76,348	29
			73,226	74,229	75,232	76,235	77,238	30
			74,116	75,119	76,122	77,125	78,128	31
			75,006	76,009	77,012	78,015	79,018	32
				76,899	77,902	78,905	79,908	33
				77,790	78,792	79,795	80,798	34
				78,680	79,683	80,685	81,688	35

Does not include board payment of employee contribution to TRS of 9%