Agreement between the Ashley Community Consolidated District No. 15 and the Ashley Education Association IEA/NEA

2024-2025
2025-2026
2026-2027

Contents

Article I 3
Recognition

Article II 3
Negotiation Procedure

Article III 3
Grievance Procedure

Article IV 5
Employee, Association, and Board Rights and Responsibilities

Article V 6
Certified Staff Working Conditions

Article VI 7
Support Staff Working Conditions

Article VII 9
Leaves

Article VIII 12
Vacancies

Article IX 13
Salary and Fringe Benefits

Article X 18
Response to Intervention

Article XI 18
Effect of Agreement

APPENDIX A 20
2024-2025 CERTIFIED STAFF SCHEDULE
2025-2026 CERTIFIED STAFF SCHEDULE
2026-2027 CERTIFIED STAFF SCHEDULE

APPENDIX B 23
2024-2027 SUPPORT PERSONNEL SALARY

Article I

Recognition

Ashley Grade School Consolidated District 15 Board of Education in Washington County, Illinois, hereinafter referred to as the "Board", recognizes the Ashley Education Association, hereinafter referred to as the "Association", as the sole and exclusive negotiation agent for all full-time and regularly employed part-time certified employees, and all full-time and regularly employed part-time cooks, custodians, school nurses and teachers aides, and excluding the superintendent, and speech therapist, and all other statutorily excluded by the Act.

Article II

Negotiation Procedure

The parties shall commence bargaining for a successor agreement on or before April 25th and shall bargain as per the Illinois Educational Labor Relations Act and its Rules and Regulations.

Article III

Grievance Procedure

3.1 A grievance shall be any claim by the Association or an Employee that alleges there is a violation, misrepresentation, or misapplication of the terms of this agreement.

3.2 All time limits consist of days which the Administrative office is officially open for business. Timelines may be extended by mutual written consent.

3.3 The parties acknowledge that an Employee and the Administration and/or Board may resolve problems through free and informal communications. This communication may extend the filing timeline for Step 1. However, a grievance shall be processed as follows:

STEP I: The Association or the grievant must present the grievance being notified in writing to the immediately involved supervisor within twenty (20) days of being notified of the occurrence or the event which gave rise to the grievance. The supervisor will arrange for a meeting to take place within ten (10) days after receipt of the grievance.

The Association's representative and the immediately involved supervisor shall be present for the meeting. Within ten (10) days of the meeting, the Association shall be provided with the supervisor's written response, including the reasons for the decision.

If the supervisor fails to make a timely response, the grievance shall be awarded to the Association. Upon receiving the response, the grievant may elect to proceed to Step II.

STEP II: If the grievance is not resolved at Step I, then the Association or Employee may refer the grievance to the Board within ten (10) days after receipt of the Step I answer. The Board shall arrange, with the Association representative, for a meeting within twenty (20) calendar days of receipt of notice. Within ten (10) calendar days of the meeting, the Association shall be provided with the Board's written response.

STEP III:

a. 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 following the American Arbitration Association guidelines. If no demand to arbitrate is filed within twenty (20) days of the Step II decision, then the decision of the Board or administration shall be final. If the Board fails to make a timely response, the grievance shall be awarded to the Association.

b. Neither the Board nor the grievant shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.

c. The arbitrator shall have no power to alter the terms of this agreement.

3.4 By mutual written agreement, any step of the grievance procedure may be bypassed and time lines may be waived.

3.5 No reprisals shall be taken by the Board against any Employee because of the Employee's participation or refusal to participate in a grievance.

3.6 All records related to a grievance shall be filed separately from the personnel files of the Employees.

3.7 A grievance may be withdrawn by written notice at any level without establishing precedent.

3.8 By mutual agreement of the Association and the Board, the Expedited Rules of the American Arbitration Association (AAA) shall be used instead of the Voluntary Labor Arbitration Rules.

3.9

a. The parties shall share the fees and the expenses of the arbitrator equally.

b. Each party shall bear the full costs of its representation in the grievance procedure.

c. If only one party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.

3.10 If only one party requests the presence of a court reporter, that party shall bear the cost of the reporter. If the other party wants a copy the other party must share the cost.

3.11 By mutual written agreement of the Association and the Board, a grievance may be settled at any step.

Article IV

Employee, Association, and Board Rights and Responsibilities

4.1 Both parties agree to participate in good faith negotiations with the duly designated representatives of the other party.

4.2 Both parties agree to meet at reasonable times and to negotiate, in good faith, the following items:

A. Salaries

B. Related economic conditions of employment

4.3 Both parties agree to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counterproposals and to seek tentative agreement. Tentative agreements shall be reduced to writing and initialed to the Association for ratification and subsequently to the Board for adoption.

4.4 Employees shall have the right to organize, join and assist the Association and to participate in professional negotiations. The Board shall not discriminate against any employee with respect to hours, wages, terms and conditions of employment for reasons of membership in the Association, participation on negotiations with the Board, or the institution of any grievance, complaint or proceeding under this agreement. The Association shall not discriminate against any employee for reasons of non-membership in the Association.

4.5 The Board shall deduct from each employee's pay the current dues of the Association, provided that the Board has an employee executed authorization for the continuing dues deduction, the amount of which shall annually be certified by the Association. The authorization shall remain in effect from year to year, except that the employee may revoke it before September 1st of any year. If an employee resigns prior to September 1st of any year, the Board shall deduct the unpaid portion of the annual dues from the employee's final paycheck.

4.6 The Association shall not be denied the following provided they do not interrupt the ongoing process of education or the operation of the school:

A. The use of the school building for meetings after school hours.

B. The use of employee mailboxes, inter-school mail, and faculty bulletin boards for the purpose of internal communication.

C. The use of school equipment (computers and copy machines); the Association will pay for materials used.

4.7 Within thirty (30) days after the agreement is signed, copies of this agreement shall be printed at the expense of the Board and presented to each bargaining unit member.

4.8 The Board shall provide the Association with a copy of the agenda and minutes of all open Board meetings and shall, in response to reasonable written requests, furnish any available information which may be necessary for the Association to process any grievance or complaint. The Board shall also furnish available financial reports and audits which will assist the Association in developing intelligent, accurate, informed, and constructive bargaining proposals. One copy shall be provided without cost to the Association.

4.9 The Association agrees that matters relating to supervisor/employee or Board/employee relationships shall not be discussed in the presence of students.

Article V

Certified Staff Working Conditions

5.1 School Calendar: The Board shall set up a school calendar in accordance with requirements by the State. This calendar will be prepared in cooperation with other Boards in the County. Input from the Association designee or designees shall be considered when this calendar is being formed.

5.2 A teacher's normal work day Monday through Thursday shall be from 8:00 a.m. until 3:30 p.m. The teacher's normal work day on Friday shall be 8:00 a.m. until 3:15 p.m. Teachers shall be expected during the normal work day to be present and ready to begin the day in the school building or their classrooms at the beginning of the day (no later than 8:00 a.m.) and to be in the building or their assigned location at the end of the scheduled work day (3:30 p.m. Monday through Thursday and 3:15 p.m. Friday). Failure to be present in the school building or at the teacher's assigned location at the beginning and/or end of the day may result in progressive disciplinary response. For any early dismissal scheduled before a holiday, teachers shall be permitted to leave at 2:30 p.m.

5.3 During each work day, teachers shall be given a thirty minute duty free lunch period as per state law.

5.4 Any employee who wishes to inspect his/her personnel file shall make a written request, and shall be granted such request as per board policy.

5.5 The Board and Administration will attempt to make an equitable distribution of teaching assignments and responsibilities among the members of the teaching staff.

5.6 The Administration shall obtain a roster of qualified substitutes for all absent employees. In the event a teacher is asked by the building administrator to substitute in another class during his/her preparation period or absorb another teacher's class into his/her existing class, the teacher will be reimbursed at $10.00 per period. An employee who gives up a planning period to work on local tech support shall be paid $10.00 per period if approved by the superintendent.

5.7 The Board in its sole discretion may determine when it is necessary to reduce the number of certified personnel. Reasons for the reduction in force include financial concerns, student enrollment, reorganization, and changes to or elimination of programs. Reductions shall be made in accordance with the Illinois School Code and may be amended from time to time.

5.8 Combined Classes: The Board and teachers will work together to maintain reasonable levels of class size with sound educational principles. It will be understood when a combined class exceeds 25 students that the teacher may request from the Board a teacher's aide based on need.

5.9 Pursuant to Section 105 ILCS 5/10-22.21b of the School Code, teachers and other non-administrative employees cannot be required to administer medication, although they may volunteer to do so.

Article VI

Support Staff Working Conditions

6.1 The normal work week for support staff shall be five (5) consecutive days. If hours are reduced after the start of the school year then working hours will be negotiated. The Board will provide the Association with at least two (2) weeks notice and negotiate upon request prior to the reduction taking place.

If hours are to be reduced in the next school year, then employees will be given thirty (30) days notice. Upon request the Board will bargain the impact of the decision to RIF.

6.2 Support staff shall be granted holidays according to school calendar.

6.3 Employees who are required to work on a school calendar holiday shall be paid at the rate of one and one-half (l-l/2) times their regular rate of pay.

6.4 Vacations: Vacations for those employed on a twelve (12) month basis shall be provided as follows:

After one (1) year:	5 working days
After three (3) years:	10 working days
After ten (10) years:	15 working days

A custodian may take vacation days upon mutual agreement between the custodian and superintendent.

6.5 Pay Check: Each pay check shall denote the number of regular hours worked and overtime hours worked. Employees shall have the option to be compensated over ten (10) or twelve (12) months for regular work hours.

6.6 An employee who wishes to inspect his/her personnel file shall make written request and shall be granted such request as per Board policy.

6.7 Whenever it is deemed necessary by the Board to reduce personnel, any such reduction shall be based on seniority within job category (i.e. custodian, cook, teacher aide), with the least senior employee being laid off first.

6.8 In the event a cook is asked by the building administrator to substitute for the head cook or a custodian is asked to substitute for a head custodian for a period of five (5) days or more consecutive days, the cook or custodian will be reimbursed at a rate of $0.45 per hour for each day after the fifth day that he/she assumes the additional responsibilities. Payment will be made on the regular payroll of each month.

6.9 Discipline includes, but not limited to: warnings, reprimands, suspensions, and discharges of permanent employees. At the time such action is taken, written notice of the specific grounds forming the basis for disciplinary action shall be delivered to the employee and the Association. The Board reserves the right to establish and modify work rules for which employees may be disciplined, but no rules shall subject employees to discipline until employees are provided copies of rules.

6.10 Association Meetings: Support staff shall be given release time to attend Association meetings. Such time missed shall be made up by the employee on the same day as such time was taken. Release time shall not exceed more than one (1) hour.

leave after ten (10) years with the district and accumulating sixty (60) days of sick leave. Unused sick leave may be accumulated to a maximum of 340 days including the leave of the current year.

Support staff shall be entitled to sick leave equivalent to the hours worked per day, times ten (10) days per year, eleven (11) days after the equivalent of thirty (30) days accumulation of sick leave and five (5) years in the district and twelve (12) days after the equivalent of sixty (60) days accumulation of sick leave and ten (10) years in the district. Accumulations shall be in hours not to exceed the hours worked per day times 200 including the leave of the current year.

Sick leave shall be 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, biological, adopted and foster children, grandparents, grandchildren, aunts, uncles, parents-in-law, brothers-in-law, sisters-in-law, legal guardian, and step families.
The Board may require a physician's certificate as a basis for pay during a leave after an absence of five (5) consecutive days and may require additional physician's certificates every four (4) weeks thereafter should the absence continue. Employees may have up to three (3) days to present the certificate. Employees must return to work as soon as a doctor states the employee is able.

These provisions for leaves of absence shall be interpreted in conformance with the Family and Medical Leave Act (FMLA). In addition, the twelve (12) month period of eligibility for FMLA benefits shall be from July 1 through June 30.

7.2 Retirement Pay (Conversion of Sick Leave Accumulation):

A teacher in the Ashley Community Consolidated School District No. 15 who retires from active service with ten or more years of service with the district, shall elect to be paid for 25% of the value of his/her accrued but unused sick leave credit at the substitute teacher rate with the following limitations: Within the year after submitting a retirement notice to the Board, any such teacher should notify the Board regarding their accrued sick time as to whether: 1.) the teacher would like compensation for that time from the district, or 2.) if the district should turn in the time to TRS. Payments will be made after the last day of a retiree's employment.

7.3 Employees will be allowed three months' unpaid sick leave after the expiration of their accumulated sick leave recovery.

7.4 Leaves with pay for non-probationary employees:

Leaves of absences may be granted without pay to employees who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity upon termination of said leave. A request for maternity leave to the end of the year of birth shall be granted under the conditions contained herein.

Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave consistent with a reasonable continuity of instruction for students or operation of the school leaves of absence without pay for not more than one (1) year may be granted to employees according to the following conditions:

1. Written requests for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval of the Board.

2. Dates of departure and return must be acceptable to the Administration and Board and determined prior to initiating the request.

3. Leaves of less than one (1) month, if acceptable to and approved by the Administration, will not require Board approval or three (3) months notice.

4. Leaves may be granted for:
   A. Advance study leading to a degree at an approved college or university.

   B. Educationally related travel, if the applicant provides an itinerary and an explanation of how such travel will improve the educational program.

   C. Military service.

   D. Parental purposes.

   E. Other reasons acceptable to the Board.

   F. Maternity leave other than in paragraph one above.

5. Employees on approved leave of absence will retain seniority, though they will not accrue seniority while on such leave. Employees who have tenure will not lose tenure while on such leave.

7.5 Personal leave of four (4) days each year for all employees which is not accumulative, shall be granted to each employee who is employed at the beginning of the school year. A twenty-four (24) hour notice will be required from all personnel when the employee asks for a day of personal leave, and no personal leave may be used on a Friday or Monday immediately before or after a vacation period or holiday. Any allowable exceptions to the above stated requirements are left to the discretion of the Superintendent. Certified personnel will be reimbursed for unused personal leave days at the rate of substitute pay for the current school year or at the employee's option; unused days may accumulate as unused sick leave. Notification of how the employee wants these days treated must be made by the last day of school.

Support personnel will be reimbursed for unused personal days at base rate of that classification or they may elect to have unused personal days rolled over into sick leave.

7.6 Jury Duty:

Any employee called during their work hours for jury duty shall be paid his/her full compensation for such time with no loss of any leaves, seniority, or loss of any other benefits. Jury duty compensation will be reimbursed to the district less mileage and meal(s) reimbursement.

7.7 Bereavement Leave:

Employees shall be entitled to three (3) bereavement days per occurrence for relatives and close friends with the employer paying the cost of the substitute. An additional two (2) days for bereavement may be used if needed and will not be charged to sick leave. Any additional days needed beyond the five (5) allotted shall be used as sick days.

7.8 Sick Leave Donation Plan - Teachers Only:

Employees may donate a maximum of one (1) day per school year of their unused sick leave for the purpose of helping an employee who has used all of their sick time due to catastrophic illness or serious accident. Catastrophic illness or serious accident is defined as requiring hospitalization and recovery for a period of at least forty (40) calendar days. No employee may receive more than five (5) days from the donation plan per school year. Donated days may not be carried over to the next school year; the plan only becomes active at the point an employee is eligible to receive the benefit.

7.9 Adoption Leave: Per 105 ILCS 5/24-6 of the Illinois School Code, for paid leave for adoption or place for adoption, the Board may require the employee to provide evidence of a formal adoption process that is underway. Such leave shall be limited to 30 days unless a longer leave is requested.

7.10 Perfect Attendance Bonus:

Any staff member who has perfect attendance except for school related absence shall be given one days pay (without TRS). Payment shall be the first June pay date.

Article VIII

Vacancies

8.1 A vacancy shall be defined as a newly created position within the bargaining unit or a previously existing bargaining unit position that has been vacated because of retirement, resignation, dismissal, or death.

8.2 When a vacancy occurs, the Administration shall email all district employees a notice of such vacancy, which shall include the job title and qualifications for the position. The posting shall remain in place for no less than five (5) days before being posted externally. Internal applicants shall be given first priority. It is the responsibility of the staff to notify administration of their intent to apply for the vacant position within the posting period, unless waived by the Union President.

8.3 Any employee may apply for such vacancy and shall be entitled to an interview with the Administration to discuss interest, qualifications and reasons for applying.

8.4 In the event an employee who applies does not receive the position, he/she shall be notified by the Administration. If the employee requests, he/she will given the reasons for the decision and the reasons shall not be grievable under the contract.

Article IX

Salary and Fringe Benefits

9.1 Certified employees shall be compensated in accordance with the provisions of this agreement and the salary schedule attached as Appendix A. Newly hired certified employees may be awarded up to five (5) years of experience for purposes of determining salary.

9.2 Educational support employees shall be compensated in accordance with the provisions of this agreement and the salary schedule attached as Appendix B. Newly hired educational support employees will be placed on Step 1 of the schedule unless the Board determines otherwise.

9.3 Certified employee's contribution to the Illinois Teacher Retirement System, TRS, shall be tax sheltered by the Board. The Board will pay 9.0% TRS to the Illinois Teacher Retirement System (see Appendix A).

Teacher's health insurance program up to Fifty Dollars ($50) per month will be paid by the Board.

9.4 The Board shall deduct from each support employee's pay the employee's contribution to Illinois Municipal Retirement Fund, IMRF, (if any). It is the intention of this section to shelter such deduction from federal income taxation to the maximum extent permitted by law.

9.5 The Board will pay $650/month toward a single health insurance premium for any employee that participates in the Egyptian Employee Benefit Trust. The payment will be prorated for part-time employees who participate in the Trust. For this purpose, a part-time employee is any employee who works less than full time. There will be no cash option for employees who choose not to participate in the Trust. Employees may choose any package that the Trust offers.

9.6 Teacher's aides coming into the District may be credited with all experience earned in any other Illinois public school up to at least five (5) years to determine placement on the salary schedule.

9.7 Certified employees who perform 120 days of service during any school year will advance one year on the salary schedule. Salary and other benefits will be prorated for those who are hired after the school year begins. Educational Support Personnel hired prior to November 1 will be given credit for the entire school year on the salary schedule. Any benefits will be prorated for those hired after the normal work year begins.

9.8 Certified employees successfully completing graduate degree programs pertaining to the fields of education will be reimbursed for tuition, not to exceed $100 per credit hour and 6 credit hours per year including the previous summer. If other reimbursement is received, then tuition reimbursement will not be provided. Tuition reimbursement payment shall be paid the following June after completion.

9.9 Horizontal advancement on the salary schedule for education beyond a bachelor's degree will be awarded only for credit earned in graduate level classes measured in semester hours (or the equivalent thereof) from an institution of higher education in a subject relating to the teacher's assigned teaching subject matter or other professional programs relating to education and pre-approved by the Superintendent.

9.10 All employees above step 20 shall be compensated the equivalent percentage and/or step as negotiated within the Collective Bargaining Agreement.

9.11 The Board shall pay for the cost of flu shots if available and administered locally through the Washington County Health Department.

9.12 Notice of intent to retire and additional compensation/retirement incentive.

Eligibility

To be eligible for any of the following Plans, an employee must meet the following requirements:

1. Be at least sixty (60) years of age by the last day of service in the District; or

2. Be at least fifty-five (55) years of age with thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the District; and

3. Have at least fifteen (15) years of full-time service in the District.

4. Shall not be retiring under the provisions of ERO.

The District may require proof of eligibility.

Definitions

For purposes of this Article, TRS creditable compensation (earnings) includes (but is not limited to):

- Salary for regular contractual teaching duties
- Wages for substitute teaching
- Wages for homebound teaching or tutoring
- Earnings for extra duties performed that relate to teaching or supervision of students, and other assignments related to the academic program
- Earnings for summer school
- Bonuses
- Contributions to qualified plans eligible for tax-deferral under the Internal Revenue Code, Sections 401(a), 403(b), and 457(b)
- Contributions to flexible benefit plans
- Salary or back wage payments resulting from contract buy-outs, labor litigation, and settlement agreements

Plans

One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 stating that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule and for the final year of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment.

Example: The employee's prior year TRS creditable earnings were $40,000.00. The employee's final year TRS creditable earnings will be $42,400.00 (i.e., $40,000.00 x 1.06 = $42,400.00).

Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 two (2) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2006, stating he/she will retire on June 30, 2008. The employee's TRS creditable earnings for the 2005-2006 school year were $40,000.00. The employee's TRS creditable earnings for the 2006-2007 school year will be $42,400.00 (i.e., $40,000.00 x 1.06 = $42,400.00). The employee's TRS creditable earnings for the 2007-2008 school year will be $44,944.00 (i.e., $42,400 x 1.06 = $44,944.00).

Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2006, stating he/she will retire on June 30, 2009. The employee's TRS creditable earnings for the 2005-2006 school year were $40,000.00. The employee's TRS creditable earnings for the 2006-2007 school year will be $42,400.00 (i.e., $40,000.00 x 1.06 = $42,400.00). The employee's TRS creditable earnings for the 2007-2008 school year will be $44,944.00 (i.e., $42,400 x 1.06 = $44,944.00). The employee's TRS creditable earnings for the 2008-2009 school year will be $47,640.64 (i.e., $44,944.00 x 1.06 = $47,640.64).

Four Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 four (4) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final four (4) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2006, stating he/she will retire on June 30, 2010. The employee's TRS creditable earnings for the 2005-2006 school year were $40,000.00. The employee's TRS creditable earnings for the 2006-2007 school year will be $42,400.00 (i.e., $40,000.00 x 1.06 = $42,400.00). The employee's TRS creditable earnings for the 2007-2008 school year will be $44,944.00 (i.e., $42,400 x 1.06 = $44,944.00). The employee's TRS creditable earnings for the 2008-2009 school year will be $47,640.64 (i.e., $44,944.00 x 1.06 = $47,640.64). The employee's TRS creditable earnings for the 2009-2010 school year will be $50,499.78 (i.e., 47,640.64 x 1.06 = $50,499.78).

Miscellaneous

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee.

If after submitting an irrevocable letter of retirement, the employee resigns from or is removed from duties for which the employee was compensated the previous year (i.e., Schedule B, extended contract and/or stipends); the employee's TRS creditable earnings will be adjusted accordingly.

Example: The employee's TRS creditable earnings from the 2005-2006 school year were $43,000.00, of which $3,000.00 was compensation for coaching basketball in 2005-2006. Under the employee's retirement plan, he/she would be scheduled to receive $45,580.00 TRS creditable earnings for the 2006-2007 school year (i.e., $43,000.00 x 1.06 = $45,580.00). However, the employee resigns from his/her coaching position before the start of the 2006-2007 school year. The employee's TRS creditable earnings for the 2006-2007 school year will be $42,400.00 (i.e., $40,000.00 x 1.06 - $42,400.00) rather than $45,580.00.

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life changing circumstances, the Board, in its sole discretion, may allow the employee to rescind his/her letter or retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

If an employee gives his/her irrevocable letter of retirement, the letter must also state the employee's wishes regarding their accrued sick leave, whether it be turned into TRS, or if he/she would like a cash reimbursement from the District for 25% of the value of those days at substitute teacher's rate of pay. Up to a year prior to retiring, an employee may change his/her mind about which option to take should a significant event occur, such as the death of a spouse, divorce, health crisis, etc.

If legislation is enacted and/or administrative rules are adopted during the life of this agreement that result, by reason of a teacher retiring hereunder, in a greater cost to the District than the costs generated by this paragraph, the provisions of this paragraph shall be null and void.

Nothing in this section 9.12 or any other provision in this agreement requires the Superintendent or Board to assign any teacher to duties such that their creditable earnings for any year will increase by more than 6% as compared to any prior year, if that teacher will be eligible to retire that year, or if that increased compensation in excess of 6% may be utilized by TRS in calculating that teacher's final compensation for TRS annuity purposes. Under no circumstances shall a teacher's creditable earnings increase cause the board to pay a penalty.

After a notice of intent to retire has been given if a teacher fails or refuses to perform work upon which a prior year's creditable earnings total was based, then that teacher's subsequent year's creditable earnings shall be calculated as if the teacher had not performed the same work in the prior year. Similarly, the Board shall not remove work from a teacher necessary to achieve the intended levels of compensation absent good cause.

Article X

Response to Intervention

The Board agrees to involve the Association in the development of any plans submitted to the state or implemented in the District. The Board further agrees to negotiate with the Association the impact upon the hours, wages, terms and conditions of the employees as The Board agrees to involve the Association in the development of any plans submitted as result of RtI. Included as subjects of bargaining shall be but not limited to workload, length of the school day, committee work, and caseload or number of students.

Article XI

Effect of Agreement

11.1 Complete Understanding. The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. It is understood that all rights, powers, and authority of the Board and or its administrative staff not specifically limited by the language of this Agreement are retained by the Board. The Board, however, shall not take any action which shall violate any of the specific provisions of this Agreement.

11.2 Recognition of this Agreement. This Agreement supersedes and nullifies all previous written and verbal negotiation agreements between the Board and the Association.

11.3 Separability. Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in effect. Any modification or change in this Agreement shall be mutually agreed to in writing.

11.4 No Strike. During the term of this Agreement, no member of the Association shall participate in any refusal to work, mass resignation, work slow down or strike. Any member violating this provision may be subject to discharge from employment by the Board.

11.5 Duration. This Agreement shall become effective July 1, 2024 and shall continue in effect until June 30, 2027. When either party executes written notification to the other party prior to April 1, of the year the contract terminates that it wishes to renegotiate the Agreement, the Board shall meet with the Association no later than April 25, to receive the Association proposal and negotiations shall continue in an effort to reach an Agreement.

This agreement is signed the 19th day of August, 2024, in witness thereof:

For the Ashley Education Association IEA-NEA

Jami Rollie
President

Donna Hicks
Secretary

For the Board of Education of Ashley Community Consolidated School District #15

President

Candace Reid
Secretary

Appendix A
2024-2025 Certified Schedule

24-25 8.9% On Base + Step Advancement

Step	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24
1	37,493	38,358	39,223	40,088	41,048	42,008	42,968	43,928
2	38,516	39,381	40,246	41,111	42,071	43,031	43,991	44,951
3	39,539	40,404	41,269	42,134	43,094	44,054	45,014	45,974
4	40,562	41,427	42,292	43,157	44,117	45,077	46,037	46,997
5	41,585	42,450	43,315	44,180	45,140	46,100	47,060	48,020
6	42,608	43,473	44,338	45,203	46,163	47,123	48,083	49,043
7	43,631	44,496	45,361	46,226	47,186	48,146	49,106	50,066
8	44,654	45,519	46,384	47,249	48,209	49,169	50,129	51,089
9	45,677	46,542	47,407	48,272	49,232	50,192	51,152	52,112
10	46,700	47,565	48,430	49,295	50,255	51,215	52,175	53,135
11	47,723	48,588	49,453	50,318	51,278	52,238	53,198	54,158
12	48,746	49,611	50,476	51,341	52,301	53,261	54,221	55,181
13	49,769	50,634	51,499	52,364	53,324	54,284	55,244	56,204
14	50,792	51,657	52,522	53,387	54,347	55,307	56,267	57,227
15	51,815	52,680	53,545	54,410	55,370	56,330	57,290	58,250
16	52,838	53,703	54,568	55,433	56,393	57,353	58,313	59,273
17	53,861	54,726	55,591	56,456	57,416	58,376	59,336	60,296
18	54,884	55,749	56,614	57,479	58,439	59,399	60,359	61,319
19	55,907	56,772	57,637	58,502	59,462	60,422	61,382	62,342
20	56,930	57,795	58,660	59,525	60,485	61,445	62,405	63,365
21	57,953	58,818	59,683	60,548	61,508	62,468	63,428	64,388
22	58,976	59,841	60,706	61,571	62,531	63,491	64,451	65,411
23	59,999	60,864	61,729	62,594	63,554	64,514	65,474	66,434
24	61,022	61,887	62,752	63,617	64,577	65,537	66,497	67,457
25	62,045	62,910	63,775	64,640	65,600	66,560	67,520	68,480
26	63,068	63,933	64,798	65,663	66,623	67,583	68,543	69,503
27	64,091	64,956	65,821	66,686	67,646	68,606	69,566	70,526
28	65,114	65,979	66,844	67,709	68,669	69,629	70,589	71,549
29	66,137	67,002	67,867	68,732	69,692	70,652	71,612	72,572
30	67,160	68,025	68,890	69,755	70,715	71,675	72,635	73,595
31	68,183	69,048	69,913	70,778	71,738	72,698	73,658	74,618

Step Increment: $1023 BS Lane Increment: $865 MS Lane Increment: $960

Appendix A
2025-2026 Certified Staff Schedule

25-26 4% On Base + Step Advancement

Step	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24
1	38,993	39,858	40,723	41,588	42,548	43,508	44,468	45,428
2	40,016	40,881	41,746	42,611	43,571	44,531	45,491	46,451
3	41,039	41,904	42,769	43,634	44,594	45,554	46,514	47,474
4	42,062	42,927	43,792	44,657	45,617	46,577	47,537	48,497
5	43,085	43,950	44,815	45,680	46,640	47,600	48,560	49,520
6	44,108	44,973	45,838	46,703	47,663	48,623	49,583	50,543
7	45,131	45,996	46,861	47,726	48,686	49,646	50,606	51,566
8	46,154	47,019	47,884	48,749	49,709	50,669	51,629	52,589
9	47,177	48,042	48,907	49,772	50,732	51,692	52,652	53,612
10	48,200	49,065	49,930	50,795	51,755	52,715	53,675	54,635
11	49,223	50,088	50,953	51,818	52,778	53,738	54,698	55,658
12	50,246	51,111	51,976	52,841	53,801	54,761	55,721	56,681
13	51,269	52,134	52,999	53,864	54,824	55,784	56,744	57,704
14	52,292	53,157	54,022	54,887	55,847	56,807	57,767	58,727
15	53,315	54,180	55,045	55,910	56,870	57,830	58,790	59,750
16	54,338	55,203	56,068	56,933	57,893	58,853	59,813	60,773
17	55,361	56,226	57,091	57,956	58,916	59,876	60,836	61,796
18	56,384	57,249	58,114	58,979	59,939	60,899	61,859	62,819
19	57,407	58,272	59,137	60,002	60,962	61,922	62,882	63,842
20	58,430	59,295	60,160	61,025	61,985	62,945	63,905	64,865
21	59,453	60,318	61,183	62,048	63,008	63,968	64,928	65,888
22	60,476	61,341	62,206	63,071	64,031	64,991	65,951	66,911
23	61,499	62,364	63,229	64,094	65,054	66,014	66,974	67,934
24	62,522	63,387	64,252	65,117	66,077	67,037	67,997	68,957
25	63,545	64,410	65,275	66,140	67,100	68,060	69,020	69,980
26	64,568	65,433	66,298	67,163	68,123	69,083	70,043	71,003
27	65,591	66,456	67,321	68,186	69,146	70,106	71,066	72,026
28	66,614	67,479	68,344	69,209	70,169	71,129	72,089	73,049
29	67,637	68,502	69,367	70,232	71,192	72,152	73,112	74,072
30	68,660	69,525	70,390	71,255	72,215	73,175	74,135	75,095
31	69,683	70,548	71,413	72,278	73,238	74,198	75,158	76,118

Step Increment: $1023 BS Lane Increment: $865 MS Lane Increment: $960

Appendix A

2026-2027 Certified Staff Schedule

26-27 4% on Base + Step Advancement

Step	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24
1	40,553	41,418	42,283	43,148	44,108	45,068	46,028	46,988
2	41,576	42,441	43,306	44,171	45,131	46,091	47,051	48,011
3	42,599	43,464	44,329	45,194	46,154	47,114	48,074	49,034
4	43,622	44,487	45,352	46,217	47,177	48,137	49,097	50,057
5	44,645	45,510	46,375	47,240	48,200	49,160	50,120	51,080
6	45,668	46,533	47,398	48,263	49,223	50,183	51,143	52,103
7	46,691	47,556	48,421	49,286	50,246	51,206	52,166	53,126
8	47,714	48,579	49,444	50,309	51,269	52,229	53,189	54,149
9	48,737	49,602	50,467	51,332	52,292	53,252	54,212	55,172
10	49,760	50,625	51,490	52,355	53,315	54,275	55,235	56,195
11	50,783	51,648	52,513	53,378	54,338	55,298	56,258	57,218
12	51,806	52,671	53,536	54,401	55,361	56,321	57,281	58,241
13	52,829	53,694	54,559	55,424	56,384	57,344	58,304	59,264
14	53,852	54,717	55,582	56,447	57,407	58,367	59,327	60,287
15	54,875	55,740	56,605	57,470	58,430	59,390	60,350	61,310
16	55,898	56,763	57,628	58,493	59,453	60,413	61,373	62,333
17	56,921	57,786	58,651	59,516	60,476	61,436	62,396	63,356
18	57,944	58,809	59,674	60,539	61,499	62,459	63,419	64,379
19	58,967	59,832	60,697	61,562	62,522	63,482	64,442	65,402
20	59,990	60,855	61,720	62,585	63,545	64,505	65,465	66,425
21	61,013	61,878	62,743	63,608	64,568	65,528	66,488	67,448
22	62,036	62,901	63,766	64,631	65,591	66,551	67,511	68,471
23	63,059	63,924	64,789	65,654	66,614	67,574	68,534	69,494
24	64,082	64,947	65,812	66,677	67,637	68,597	69,557	70,517
25	65,105	65,970	66,835	67,700	68,660	69,620	70,580	71,540
26	66,128	66,993	67,858	68,723	69,683	70,643	71,603	72,563
27	67,151	68,016	68,881	69,746	70,706	71,666	72,626	73,586
28	68,174	69,039	69,904	70,769	71,729	72,689	73,649	74,609
29	69,197	70,062	70,927	71,792	72,752	73,712	74,672	75,632
30	70,220	71,085	71,950	72,815	73,775	74,735	75,695	76,655
31	71,243	72,108	72,973	73,838	74,798	75,758	76,718	77,678

Step Increment: $1023 BS Lane Increment: $865 MS Lane Increment: $960

In the event minimum salary is increased so as to make any cell on the salary schedule less than is the legal minimum, such cell will be immediately replaced with the minimum salary and the parties will meet on demand of the union, if any, to discuss the impact of the change. No other changes to the schedule will be effective unless agreed in writing by the parties.

Appendix B
2024-2027 Support Personnel Salary

		$2.75	$ 0.75	$ 0.75
Name	Position	24-25	25-26	26-27
Donna Hicks	Parapro	$ 18.05	$ 18.80	$ 19.55
Stacy Schultze	Parapro	$ 22.13	$ 22.88	$ 23.63
Samantha Jones	Parapro	$ 17.75	$ 18.50	$ 19.25
Karen Berry	Head Cook	$ 21.75	$ 22.50	$ 23.25
Lynn Fields	Asst. Cook	$ 17.75	$ 18.50	$ 19.25
Tom Najewski	Custodian	$ 19.97	$ 20.72	$ 21.47

24-25 Starting Pay Range No less than $16.00/hour, and no more than $17.25/hour

25-26 Start Pay Range No less than $16.50/hour, and no more than $18.00/hour

26-27 Starting Pay range No less than $17.00 and no more than $18.25/hour