

COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD OF EDUCATION OF PRINCETON ELEMENTARY SCHOOLS DISTRICT NO. 115 AND THE PRINCETON FEDERATION OF TEACHERS COUNCIL, AMERICAN FEDERATION OF TEACHERS LOCAL 604.

This Agreement is made and entered into this 9th day of June, 2025, by and between the BOARD OF EDUCATION OF PRINCETON ELEMENTARY SCHOOLS, DISTRICT NO. 115, Bureau County, Illinois, hereinafter referred to as the “Board” and the PRINCETON FEDERATION OF TEACHERS COUNCIL, AMERICAN FEDERATION OF TEACHERS LOCAL 604, AFL-CIO, hereinafter referred to as the “Union” or “Federation.”

ARTICLE I. RECOGNITION

For the purposes of collective bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment, the Board recognizes the Union as the sole and exclusive bargaining representative for all full and *part-time professional licensed staff who are non-supervisory (hereinafter referred to as “Teachers” or “Employees”), and excluding those employed directly by the BMP special education cooperative.

*Part-time means those professional licensed non-supervisory employees whose salary and working conditions are determined by Princeton Elementary School District No. 115, and who are paid a proportionate amount of their position on the salary schedule.

ARTICLE II. JURISDICTION AND SCOPE

Section 1. This Agreement constitutes the sole and entire existing agreement between the parties in respect to pay, wages, hours of employment or other conditions of employment which shall prevail during the term of this Agreement. It supersedes and cancels all prior practices, whether oral or written, and expresses all obligations of and restrictions imposed upon the employer and the union. All matters or subjects not herein covered have been satisfactorily adjusted, compromised, or waived by the parties for the life of this Agreement. This contract is subject to amendment, alteration or additions only by a subsequent written agreement between and executed by the Union and the Employer. The waiver of any breach, term or conditions of the Agreement by either party shall not constitute a precedent in the future enforcement of its terms and conditions. The Employer shall deal with all matters not expressly covered by this contract through the exercise of its management right without prior negotiations during the life of this Agreement.

Section 2. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE III. MANAGEMENT RIGHTS

Section 1. The Employer, on its behalf and on behalf of the electors of the School District, hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Illinois and of the United States.

Section 2. Institute Days, Staff Development Days, Inservice Days shall be considered as regular work days for all teachers in the District. (See Section 7, Article V.) Princeton Elementary School District No. 115 has the right to organize, plan and develop such days and the activities to be conducted on such days regardless of Institute, Staff Development, Inservice Activities/Programs conducted in neighboring school districts, ESR or ESC Region.

ARTICLE IV. NO STRIKE PLEDGE

Section 1. During the term of the agreement, neither the Union nor the teachers shall authorize, sanction, condone, engage in or acquiesce in any strike. Strike shall be defined to include slowdowns; stoppages; sit-ins; picketing; boycotts; work stoppage of any kind; the concerted failure to report for duty; the willful absence from one's position, or abstinence in whole or in part from the full, faithful, and proper performance of one's assigned duties; the improper influencing or coercing of a change in the conditions, compensations, or the rights, privileges or obligations of employment; and any other concerted activities having the effect of interrupting work or interfering with the operation of any of the facilities of the District.

Section 2. Any violation of Section 1 of this Article shall mean that the Union and/or teachers involved may be held liable for any and all damages, injuries, or expenses incurred or suffered by the District. Further, any teachers so involved may be subject to discharge or disciplinary action without recourse to the grievance procedure. The Union shall not be held in violation of this no strike pledge if they have performed the duties set forth in Section 3 hereinafter.

Section 3. In the event of any such violation of this Article, the Union shall endeavor to return the teachers to work as expediently and quickly as possible by:

1. Taking prompt affirmative action to prevent strikes and picketing or any other action as described above by notifying the employees and public that the Union disavows their actions.
2. Delivering immediately to the Board a notice addressed to all teachers, repudiating such acts of the teachers and ordering them to cease such acts and return to work.

ARTICLE V. UNION AND TEACHER RIGHTS

Section 1. All teachers will have a room assigned to them and will be provided a place in which they may secure their valuables. A desk will be provided each teacher, and a filing cabinet will be provided where possible.

Section 2. Teachers will not be required to perform any nonprofessional chores, such as janitorial or maintenance duties, other than duties outlined in the building policies.

Section 3. Where possible, teachers shall not be required to score annual standardized tests.

Section 4. No teacher shall be required to submit lesson plans for approval, unless the teacher is notified in writing as to the reason for and duration of such requirement.

Section 5. The responsibility and prerogative for assigning grades to students rests with the classroom teacher. In cases other than clerical error, the Administration shall not change any grade recorded by a teacher unless the teacher is notified of the reason and the changed grade will be notated on the permanent record as assigned by the Administration.

Section 6. Teachers may leave the building during lunch and assigned preparation periods provided they notify the building office of their leaving and returning. Use of preparation time for out-of-building purposes should not be a regular occurrence.

Section 7.

A. The working day for teachers shall consist of 7.5 continuous hours, and shall commence and end at such time as directed by the Administration. Such working day shall commence no earlier than 7:45 a.m. nor end after 3:30 p.m. No assignment to any individual teacher may be made outside of the 7:45 a.m. to 3:30 p.m. limits without the express prior voluntary consent by and approval of said teacher. In addition to teaching responsibilities, licensed staff may be required to perform playground and recess duties, bus duty on field trips, and any other activities associated with their customary professional duties including consultations, staffing conferences for special education, individual parent conferences, open house, K-5 programs (for their class), graduation (5th, 6th, 7th and 8th grade teachers), student orientation events and staff meetings. Licensed teaching staff shall not be required to perform lunch duties. All licensed teaching staff will receive at a minimum a thirty (30) consecutive-minute duty free lunch. Teachers will receive a minimum of thirty (30) days' notice prior to the annual Open House. Teachers will receive a minimum of ninety (90) minutes of consecutive undirected preparation time on the Institute Day preceding the first attendance day as long as there are two (2) Institute Days scheduled before the first attendance day. Student supply drop off cannot be scheduled during this time.

The District will cease pay for supervision at the Logan winter or spring music programs.

B. No employee shall serve on more than five (5) committees without Superintendent approval. No employee shall miss more than one (1) attendance day per week due to cumulative committee activities.

Section 8. The teacher work year shall consist of a maximum of 180 work days. These 180 work days shall consist of pupil attendance days, institute days and in-service days. In addition to the 180 teacher work days in the calendar, there shall be scheduled five (5) emergency days any or all of which will be used in the events that some of the 185 days are not used.

A joint administration/union (officers) calendar committee will convene annually. The union's input is advisory in nature. Prior to the adoption of the following year's calendar by the Board, the Superintendent will make available to the teachers a copy of the proposed calendar at least 2 months prior to the adoption of a calendar by the Board for the teachers' review and suggestions concerning same.

Section 9. The administration will solicit recommendations for institutes and inservice activities from the Inservice Committee made up of one teacher from each building and one administrator.

Section 10. A preparation/lounge room for teachers shall be provided in each building. Where possible, computers, copy machines, telephones and other equipment necessary for completion of materials necessary for classroom use shall be provided for teacher use.

Section 11. Each teacher shall have a key to his/her classroom, and keys to the desks and cabinets in said room. Teachers will be provided keys to other areas when necessary for instructional purposes, provided, however, that teachers shall be required to sign out for said keys, and shall return the keys promptly when the use is completed or upon request by administration. Building principals will have the option to determine if keys will be returned by teachers on the last day of the school year. Keys will be available during the summer months on a sign-out basis only for teachers required to return their keys.

Section 12. The Union agrees to represent equally and without prejudice all members of the bargaining unit for the purposes of negotiations with the Board concerning terms and conditions of their employment.

Section 13. The Union shall be granted:

A. The use of employee mailboxes, inter-school mail, and a designated bulletin board in each building for purposes of internal communication, so long as the same does not substantially interfere with daily school business.

B. The use of school business equipment, e.g., computers and duplicating machines, excluding postage meter use, so long as same does not substantially interfere with daily school business. Such equipment shall not be removed from school premises.

C. The Union shall provide or pay for all expendable materials or phone calls.

D. No secretarial and/or administrative aid shall be provided by the District.

E. Such use as above shall be allowed only for PFT Union business, and all such privileges shall not be granted to the Union during such period of time as the Union has declared a strike.

F. The district will provide within five (5) business days prior to the start of the school year, a list of all newly hired teachers, position, salary schedule placement and education earned to the Union President. The district will provide the same information within five (5) business days for teachers hired after the start of the school year.

G. Union/Management Meetings

The Superintendent or designee shall meet at least once a semester during the months of September through May with representatives of the Union at a mutually agreed upon times to discuss matters relating to the implementation of this Agreement. Proposed changes in existing policies and procedures and new policies and procedures may be subject for discussion at such meetings.

H. The union will receive a minimum of thirty (30) minutes at the employee orientation institutes for union purposes.

Section 14. The Union shall be granted:

A. The right to use the school facilities for PFT Union Teacher membership meetings. Meetings shall be held during non-school hours, and written notice of meetings shall be given to the building principal at least 24 hours prior to the meeting. District employees use of the facilities during non-working hours and for activities not assigned by the District must be granted approval by the Board of Education.

B. Use of the school building shall not interfere with or interrupt normal school operations or other uses previously committed. When special custodial services are required, the Board may make a reasonable charge for such service.

C. Such use as above shall not be granted to the Union during such time as the Union has declared a strike.

Section 15. Administrators will hold faculty meetings at least once a month during the school

year either immediately before or after school, with appropriate advance notification to be provided to the staff.

Section 16. The PFT Union President or his/her designee shall have the right to address all faculty as part of the agenda for the first and last institute day of the school year.

Section 17. The Board shall furnish the PFT Union President with the following documents and kinds of information as they are received, completed, approved or compiled, or as otherwise indicated.

- a. Board agendas.
- b. Official minutes of Board meetings after the same have been approved.
- c. Individual school handbooks and revisions.
- d. Board policy manual (the Union President shall see that the manual provided pursuant to this Section is transferred and delivered to each succeeding Union President and acknowledges that the Board need not provide a new copy of such manual to each succeeding President).
- e. Annual auditor's report and management letter.
- f. Current fiscal year budget after the same has been adopted by the Board.
- g. Statistical information not including teachers' names pertaining to teacher step placement, salary lane placement, extended service placement, and present insurance coverage.
- h. Faculty list including home addresses and telephone numbers shall be provided to all staff in the form of a staff directory during the month of September each year. Names and addresses of new teachers hired shall be given to the Union after official Board action to hire them upon Union request to the bookkeeper.

Section 18. Full-time teachers shall have a minimum of 150 minutes of preparation time per week. Preparation time is defined as non-student contact time and shall not include teachers' lunch period. All parties to the Contract acknowledge that it will not be possible to provide 150 minutes of preparation time during the week when the week consists of less than five work days, when school days are shortened for early release, or when individual teachers may have voluntarily agreed otherwise (such as a temporary staffing or established supervision).

Section 19. A duty free lunch equal in length to that of the students, but in no case less than 30 minutes, shall be provided each teacher whose duties require attendance at the school for four or more clock hours in any school day, provided that said duty free lunch period need not correspond to the same periods of time during which lunch is taken by said students. Except where the teacher is involved in extracurricular lunchtime supervision, said lunch period shall be provided between the hours of 10:45 a.m. and 1:15 p.m., except where the school day schedule is shortened or compressed for early release. For teachers assigned to multiple buildings in the District, travel time between buildings shall not be included in the duty free lunch period.

Section 20. Teachers who are required to use their personal vehicles to travel from building to

building in the teaching of their classes during the work day shall be reimbursed at the maximum rate established by the Internal Revenue Service for such use. Such reimbursement shall not include mileage to and from the teacher's residence. Written request for reimbursement shall be made at the end of each semester, and shall be paid within 30 days from the receipt of such request. The rate paid during the school term shall be that rate that exists on the first day of school that year.

Section 21. Teachers assigned to multiple buildings in the District shall be assigned no more duties outside of their classroom duties than are customarily assigned to a teacher assigned to a single building in the District. The length of the duties will not exceed 30 minutes. Any duties after 3:00 p.m. will be assigned on a rotating basis to teachers.

Section 22. All members of the school staff are members of the school's Risk Management Team. The Risk Management Team has been formed to help prevent accidents and damage to school property. Injuries to people and damage to property can be minimized if all members of the school community, while here at school, report the following:

1. Any defects or deficiencies in machines, i.e., computers, typewriters, copiers, telephones, etc.;
2. Hazards in the parking lot, walkways, sidewalks, grass and field areas, playground equipment, stairs and hallways.
3. Broken furniture, carpeting, and safety devices.
4. Any activities, which might cause damage.

Please report any problems to the Building Administrator.

Section 23. A minimum of one (1) teacher chosen by administration will be invited to all teacher interviews. The teacher will be from the same content area, or grade level, as the applicant being interviewed. Teachers invited to the interview process will sign a non-disclosure agreement. Teachers shall provide feedback, ask questions, and make recommendations. The administration reserves the right to schedule all interviews, and proceed with all interviews, regardless of the invited teacher's availability to attend. The Board of Education retains sole authority over which applicants are hired.

ARTICLE VI. - FORMAL TEACHER EVALUATION

Section 1. The Board, through its administrative staff, shall formally evaluate each full time, nontenured teacher, employed from the beginning of the school year, at least two times during the school year, and each full-time tenured teacher shall be evaluated at least once during any 3 consecutive school years. Teacher evaluations shall be conducted in accordance with IL School Code (105 ILCS 5/24A) and Title 23 of the IL Administrative Code Part 50 – Evaluation of Certified Employees.

Section 2. A formal evaluation shall be such evaluation that utilizes the written evaluation

instrument as provided for in Section 5 hereinafter, and shall include at least one observation of teacher performance of reasonable duration. Such formal evaluation may include such other or additional observations of teacher performance as the Administration deems necessary.

Section 3. At such time as the formal evaluation is reduced in writing, the evaluator shall have a conference with the teacher to review such evaluation. The teacher shall be given a copy of the completed evaluation, and shall indicate receipt thereof by signing the formal instrument.

Section 4. The teacher may present written rebuttal or explanatory remarks within 10 days of the conference with the evaluator. Such remarks shall be attached to the written evaluation instrument.

Section 5. The Administration shall adopt a written evaluation instrument, of substantial conformity throughout the District, at the start of the school year. The evaluation instrument shall be made known to all full-time teachers at the start of the school year.

Section 6. The formal evaluation of classroom teaching performance provided hereinbefore shall be conducted with full knowledge of the teacher.

Section 7. Nothing herein contained shall prohibit or limit the right of the Administration to otherwise observe and evaluate the performance of the teacher, provided that when such observation or evaluation is reduced to writing the teacher shall be provided a copy of same and shall have the right to attach rebuttal or explanatory remarks to the same within 10 days of receipt of such writing.

Section 8.

A. Formal written evaluations will be conducted no earlier than twenty (20) school calendar days following the beginning of the school year, or his/her start date, and not less than thirty (30) days from the close of the school year for tenure teachers and the evaluation completed two (2) weeks prior to the rehiring cut-off date for non-tenured teachers.

B. Written evaluations will be submitted to the teacher within three (3) weeks of the evaluation.

ARTICLE VII. PERSONNEL FILE

Section 1. A personnel file for each teacher shall be kept in the Superintendent's office. The following information shall be included in the file; however, additional information may be included in the file as appropriate.

A. Up-to-date transcripts of all college credits earned.

B. Up-to-date list of teaching qualifications.

C. Completed withholding form.

D. Teacher service record information.

E. Copy of all teaching certificates.

F. Evaluation and communications.

Each individual teacher shall have the responsibility to see that the materials listed in subparagraphs (A) through (E) above are current.

Section 2. After review of the file, the teacher may obtain a copy of the material maintained in this personnel file. The teacher shall pay for the cost of such copy, payment to be limited to the actual cost of duplicating the information.

Section 3. All material to be placed in the official Board file shall be inserted in a timely fashion, and shall be date stamped to indicate the date said material was placed in the file.

ARTICLE VIII. GRIEVANCE PROCEDURES

Section 1. Definitions:

A. Grievance: A written complaint by a bargaining unit member or member that here has been an alleged violation of the express terms of this Agreement.

B. It is expressly agreed that the following matters shall not be the basis of any grievance filed under the procedure outlined in this Article:

1. The termination of services of any probationary teacher;
2. Any matter involving the content of a teacher's evaluation.

C. Time Limits: All time limits herein set forth shall consist of school days, except that when a grievance is submitted fewer than ten days before the close of the current school term, time limits shall consist of all week days, excluding holidays.

Additionally, where such grievance is processed during the summer months between the end

of one school term and the commencement of the subsequent school term, all time limits hereinafter set forth shall be doubled for all parties during summer months. Time limits may be extended by mutual written agreement of both parties.

Section 2. Procedures:

The parties hereto acknowledge that it is usually most desirable for a teacher and his/her building principal to resolve problems through free and informal communications. However, if the informal process fails to satisfy the teacher, a grievance shall be processed as follows:

A. Step One: The teacher shall present the grievance in writing to his/her building principal within ten days of the teacher's knowledge of the alleged occurrence. The written grievance shall specify the term or terms of this Agreement which have allegedly been violated. The principal will arrange for a meeting with the grievant to take place within ten days after receipt of the written grievance. If possible, the meeting shall not take place during assigned duties. The grievant shall be present at the meeting with the principal, unless the grievant waives his/her right to be present in writing.

Within ten days of the meeting, the grievant shall be provided with the principal's written response.

B. Step Two: If the grievance is not resolved satisfactorily to the grievant at Step One, then the grievant may appeal his/her grievance to the Superintendent within ten days after receipt of the above Step One answer. The Superintendent shall arrange with the grievant for a meeting to take place within ten days of the Superintendent's receipt of the appeal. The grievant shall be present at the meeting with the Superintendent. If possible, the meeting shall not take place during assigned duties.

Within ten days of the meeting, the grievant shall be provided with the Superintendent's written response.

C. Step Three: If the grievant is not satisfied with the disposition of the grievance at Step Two, the grievant may submit the grievance to final and binding arbitration to an arbitrator mutually agreed upon or the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not so filed within ten days of the date for the above Step Two answer, then the grievance shall be deemed withdrawn.

Section 3. Arbitration

When the American Arbitration Association ("AAA") is used, the parties shall jointly request the AAA to submit to them a list of five (5) arbitrators' names and qualifications. Each arbitrator shall be a resident of the State of Illinois. Each party may reject one list in its entirety and request that another list be submitted. From such list, the party initially requesting the arbitration shall strike two (2) names (or strike the entire list) within fourteen (14) calendar days of receipt of said list. The other party shall

then strike two (2) names (or strike the entire list) within fourteen (14) calendar days of receipt of the list from the first party. The party striking the entire list goes first when the next list arrives. The person whose name remains shall be the arbitrator. The arbitrator selected shall be jointly notified of his/her selection and requested to contact the parties with respect to setting a time for a hearing. If the individual selected cannot serve, the parties shall request another list and repeat the striking process to determine another arbitrator to serve. Failure of a party to strike in turn within fourteen (14) calendar days shall constitute a waiver of the right to select an arbitrator from the list. In such case, the other party shall select an arbitrator from the list, and arbitration shall proceed.

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, except where said arbitrator has specifically requested the disclosure of such information. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. He shall consider and decide only the specific issues submitted to him in writing and shall have no authority to make any decision or recommendation on any other issue not so submitted to him. The arbitrator shall submit in writing his decision within 30 days following the close of the hearing or the submission of briefs by the parties, whichever is later. The arbitrator's decision shall be based solely upon his interpretation of the meaning or application of the specific terms of this Agreement involved to the facts of the grievance presented. The decision of the arbitrator shall be final and binding on the parties. The fees and expenses of the arbitrator shall be shared equally by the grievant and the Board.

The party ordering a transcript of an arbitration hearing shall pay for the cost of the transcript. If both parties order the transcript, the cost shall be shared equally.

Section 4. Bypass to Superintendent:

If the grievant and the Superintendent agree, Step One of the grievance procedure may be bypassed and the grievance may be brought directly to Step Two.

Section 5. Bypass to Arbitration:

If the Superintendent and the grievant agree, the grievance may be submitted directly to arbitration.

Section 6. Class Grievance:

Grievances shall be filed as a "Class Grievance" where two or more teachers complain of the same act or occurrence. Separate grievances filed by one or more teachers may be consolidated by the Superintendent or the Union into a single class grievance where the alleged occurrence relates to identical or substantially identical alleged violations of this Agreement by one or more supervisors, and the relief sought by the individual teachers is substantially identical. Class grievances involving two or more supervisors or involving an administrator above the building level may initially be filed by the

grievant at Step Two.

Section 7. Union Participation:

An adjustment of any grievance shall not be inconsistent with the terms of this Agreement. Once a written grievance has been filed, any such adjustment of that grievance shall not be given unless the union shall have been given an opportunity to be present at the time such adjustment is made. The grievant shall have the right to have a Union representative present during Steps One, Two and Three of the grievance procedure.

Section 8. Released Time:

Should the grievant be required to attend a hearing pursuant to Steps One, Two and/or Three during the grievant's assigned duties, the grievant will be released without loss of pay or benefits from their regular assignment during said hearing.

Section 9. Grievance Withdrawal:

A grievance may be withdrawn at any time. Where such grievance is withdrawn at its initial step and prior to issuance of a written decision, no precedent will be established.

Section 10. Processing Time Limits:

If no written decision has been rendered within the time limits indicated by a Step, then the grievance may be processed to the next Step, at the option of the grievant. If the grievant fails to pursue the appropriate Step within the time limits established in the grievance procedure, the alleged grievance shall be considered withdrawn in accordance with Section 9 above.

ARTICLE IX. STUDENT DISCIPLINE

Section 1. A teacher may send a pupil to the principal for disciplinary action if such action is warranted. Grades kindergarten through five (K-5).

Section 2. Students dismissed from a teacher's class for disciplinary reasons may be sent to the Administrative offices for the duration of the period if such action is warranted. Grades six through eight (6-8).

Section 3. The Administration will provide a set of procedures for handling of discipline problems.

ARTICLE X. TEACHER ASSIGNMENT, TRANSFER AND SENIORITY

Section 1. Teacher assignments. Notification of any change in teaching assignments for the next school term should be given to the teacher prior to the end of the current school term, but shall be given no later than 30 days prior to the beginning of the next school term, except in the case of emergency in which case notification shall be given as soon as possible.

Section 2. Teacher's Request for Transfer. Written request by a teacher for transfer or assignment will be considered prior to the final decision on assignments or transfers.

Section 3. Posting of Job Openings. Any Administrative or teaching position which becomes available for the following school year shall be posted in each of the school buildings and on the district's App/Website. Where possible, notification of such opening will be given to District personnel as above before notification of the position is released to the public. Temporary positions may be filled by the Board without the necessity of posting said job opening as above. All vacancies will continue to be posted with new vacancies until they are filled.

Section 4. Seniority. Seniority shall be defined as the length of continuous contractual service as a full-time teacher in the District.

A. Should a tie occur among two or more teachers with identical seniority as defined above, such ties shall be broken, and seniority determined, as follows:

1. Seniority shall be determined by total full-time teaching service with the District regardless whether such service is continuous.
2. If after the above standards are applied a tie still exists, seniority shall be determined by the total years teaching experience.
3. If after the above standards are applied a tie still exists, then seniority shall be determined by the hours of recognized education credits earned at the time a reduction in force is acted upon by the Board.
4. If after the above standards are applied a tie still exists, the Board shall have the discretion to determine the teachers' respective rankings for purposes of seniority and in so determining shall consider the needs of the District.

B. The Administration shall each year establish a list categorized by position, showing the length

of continuous service in the District of each teacher who is qualified to hold any such positions. A copy of the list shall be distributed to the Union on or before February 1 of each year.

Section 5. Part-Time Employees:

Any teacher who is a part-time teacher shall receive a pro-rata salary equal to the percentage of time they are employed compared to that of a full-time teacher.

Teachers who work fifty percent (50%) or more shall receive pro-rata sick leave, personal leave, seniority and advancement on the salary schedule. Notwithstanding the language above, no teacher shall acquire or retain tenure or bumping rights greater than that provided by the School Code or Illinois case law.

ARTICLE XI. LAYOFF AND RECALL

The parties agree that the District shall comply with Section 24-12 of the Illinois School code with regard to the dismissal and recall of teachers.

ARTICLE XII. LEAVE OF ABSENCE

Section 1. Sick Leave. All full-time teachers shall be entitled to 17 days of sick leave each year without loss of pay. Sick leave not used in the year of service for which it was granted shall accumulate to a maximum of 340 days.

- A. The teacher may use all or any portion of his/her sick leave to recover from his/her own illness or disability or birth, adoption or placement of adoption, or for the serious illness, accident or death of the teacher's immediate family. Immediate family is defined herein as parents, spouse, brothers, sisters, children, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, stepchildren and stepparents, legal guardians, and legal dependents. Teachers that have exhausted their accumulated sick leave and remain unable to return to work per the definition provided in this paragraph may receive up to five (5) unused sick leave days from any teacher covered by the collective bargaining agreement. The donating teacher must give written consent to the Superintendent, which includes the number of days to be donated. These sick leave days will be deducted from the accumulated days from the donor. Days donated and unused by the

recipient will be returned to the donating teacher. Teachers that entered into the Retirement Incentive agreement with the district are prohibited from exercising the benefits in this paragraph.

B. Upon request of the Superintendent, an absence in excess of three working days caused by an illness or disability of the teacher or the teacher's immediate family must be supported by a physician's certificate, or if treatment is by prayer or spiritual means, the certificate of a spiritual or the practitioner of such teacher's faith. Failure to submit such evidence will result in the denial of pay for such absence.

C. Part-time teachers shall receive a prorated number of sick days as above based upon their teaching time in relation to that of a full-time teacher.

D. A full-time teacher may use allotted sick days for personal leave pursuant to the provisions of Section 2 of this Article. Should a teacher not use a sick day for personal leave, said sick day may be accumulated as provided hereinabove.

E. If the Board has reason to suspect that any employee who has been ill remains unable to perform the usual or ordinary work duties, the employee may be requested to obtain a doctor's statement, at the expense of the District, that the employee is able to return to work and perform his or her usual and customary duties. If so requested, the employee must submit such a statement as precondition to the employee's return to work.

Section 2. Personal leave. Each full-time teacher shall be entitled to 3 days per school year for personal or emergency leave without loss of pay. Teachers will not be charged a personal day(s) for preparing a school sponsored event, on the day of the event. Unused personal or emergency days will accumulate as sick leave.

Use of such personal or emergency days shall be in accord with the following:

A. Except in the case of emergency, personal days may not be taken during the first five (5) pupil attendance days of the school year, or the last (5) five pupil attendance days of school year. It is understood that personal leave may be used for the day before or after a holiday/vacation day, as long as the total number is 10% or under of certified staff per school building. These requests will be made 10 working days prior to the event and will be time-stamped in an email to building administration. An individual may only use this one time per school year. These will be granted on a first come, first served basis. No unpaid days shall be permitted consecutively to personal leave notwithstanding an intervening weekend per Superintendent discretion.

Notwithstanding the previous language of this paragraph, the employee may use personal days during the first and last week of the school year if necessary to attend a graduation of that employee's child or to transport their child or children to or from school. The employee may only use a personal day in this manner if he/she has attempted to arrange for the activity to take place on a non-work day

and has been unsuccessful in that regard.

B. No more than 10% of teachers in each building may take a personal or emergency day on the same day. Personal and emergency days shall be granted by the building principal in the order in which they are received, with the exception that emergency days shall have first priority. This provision may be waived at the discretion of the Superintendent. Such waiver shall not be precedential.

Section 3. Health and Hardship Leave. Upon recommendation of the Superintendent, the Board may permit teachers to take an unpaid leave not in excess of six months in length for rest, restoration of health, or the alleviation of hardship involving themselves or their immediate families. In considering whether to recommend such leave, the Superintendent may take the following factors into account, and may report them to the Board when recommending such leaves:

- A. Length of time teacher has served the District.
- B. Benefit which would result for the District.
- C. Expectation of the teacher to return to the District.

All requests for such leave shall be made by the teacher in writing and shall include reasons the teacher requests such leave.

Section 4. Maternity/paternity/Child-Rearing Leave. A teacher who has entered upon contractual continued service shall be eligible for maternity/child-rearing leave without pay or other benefits subject to the following conditions: (As used herein, "teacher" means a tenured teacher, except in Section I, which is applicable only to non-tenured teachers, and in Sections J and L which are applicable to all teachers.)

A. The teacher shall advise the Superintendent or designee of her pregnancy no later than the sixth month of pregnancy or upon ascertainment of such condition, whichever shall be the later. At such time, she shall provide a written statement from her obstetrician or physician indicating the expected date of delivery and an opinion that the teacher may safely continue in her employment and perform all her regular teaching duties during her pregnancy. From time to time, the Superintendent or designee may request the teacher to furnish subsequent statements from the physician indicating her continued ability to perform her teaching duties.

B. Notification of intent to take such leave shall be made in writing to the Superintendent or designee at least ninety (90) calendar days prior to the anticipated birth of the child.

C. After consultation with the teacher, the Superintendent or designee shall prepare a plan for the commencement and termination of such leave, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree, and the pertinent time factors related thereto. The leave shall not exceed the balance of the school term in which it commences and one (1) additional school term. Every effort shall be made to have such leave terminated immediately

prior to the start of a new school term. Such leave shall commence upon (1) the date agreed upon by the Superintendent or designee and the teacher; (2) the actual date of delivery; or (3) the date on which the teacher is required to leave or cease employment because she is unable to perform her duties, whichever shall first occur. Such leaves which commence during the summer recess shall begin no later than July 1.

The Superintendent or designee may waive any of the provisions of this subsection C in his/her sole discretion, and any such waiver shall not be precedential in any respect.

D. Sick leave shall be applicable during the period of the maternity/paternity/child-rearing leave. Any accumulated sick leave available at the commencement of the leave shall be available to the teacher upon return to employment in the District.

E. With the consent of the carrier, the teacher may maintain insurance benefits by making timely payments of all premiums which may be due to the District's business office or elsewhere pursuant to its direction.

F. Any teacher who has been employed ninety-three (93) or more days of the school term prior to the commencement of such leave shall be entitled to such advancement on the salary schedule as she/he would have had if the leave had not been granted. If the leave exceeds the school term in which such leave commences, the second school term shall not be considered for step advancement on the salary scale.

G. In all instances where a teacher is granted maternity/paternity/child-rearing leave of eight (8) calendar months or more, as a condition thereof, she/he shall advise the Superintendent or designee in writing no later than February 15 prior to the termination of such leave that she/he intends to return to employment. Failure to timely advise the Superintendent or designee of intent to return as required by the preceding sentence shall be treated as an election not to return to employment and as a resignation from the District.

H. Any teacher desiring adoption leave as a result of becoming an adoptive parent shall notify the Superintendent or designee, in writing, upon the initiation of such adoption proceedings. Leave shall be granted upon satisfactory written notification to the Superintendent or designee of the date the child is expected to be received. It shall be the responsibility of the applying teacher to keep the Superintendent or designee informed on the status of the proceedings, and, as soon as known, the expected day of the delivery of the child.

I. A maternity/paternity/child-rearing leave may be granted to a non-tenured teacher under unusual circumstances by action of the Board, subject to all conditions applicable to a tenured teacher, and provided the term of such leave shall not be considered in computing full time employment under Section 24-11 of the Illinois School Code for purposes of the continuous employment necessary to attain contractual continued service status. Upon the return from such leave, the teacher shall be

considered to have commenced her/his first probationary year. The granting of maternity/paternity/child-rearing leave to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board. Additional conditions or restrictions may be established for any such leave, provided nothing herein shall be construed as requiring any non-tenured teacher to apply for such leave or accept the conditions established therefore.

J. Nothing in this policy shall be construed as requiring any teacher to apply for a maternity leave. A teacher not eligible for or not desiring maternity leave may utilize accumulated sick leave during any period of disability related to her pregnancy and/or to the delivery of the child. If such teacher shall have exhausted accumulated sick leave, she shall be granted a leave of absence without pay or other benefits during such period of disability. Such teacher shall return to employment immediately following the termination of such disability.

K. A teacher who has entered upon contractual continued service shall be entitled to a maternity/paternity/child-rearing leave of absence. Such leave shall be unpaid and shall be subject to all of the applicable notice and other requirements as set forth in this policy. Eligibility for such leave shall arise upon the anticipated birth of a child or upon the planned adoption of a child.

L. A teacher granted a leave of absence hereunder shall agree as a condition precedent to waive any claim to unemployment compensation.

M. In the event of the death of the object child of the leave, the leave of absence may be terminated upon the request of the teacher and the teacher reemployed for the next vacant position for which the teacher is legally qualified or upon expiration of the contract of the teacher who was hired to replace the teacher on maternity/paternity/child-rearing leave.

Section 5. Professional Leave. The Board may grant a leave of absence without pay to tenured teachers for any purpose it deems appropriate and beneficial to the School District for a period up to one school year on such conditions as imposed by the Board. The granting, withholding or conditioning of such leave of absence shall be within the sole discretion of the Board and shall be nonprecedential. No experience credit will be granted for the time the teacher is on such leave. With the express written consent of the carrier, the teacher may maintain insurance benefits by making timely payments of all premiums which may be due to the District's Administrative Office or elsewhere pursuant to its direction.

Section 6. Conditions of Expiration of Leave.

A. Upon expiration of the leave and upon presentation of evidence satisfactory to the Board of Education manifesting compliance with the conditions of the leave, the tenured teacher shall be returned to a position within the District; however, not necessarily at the same building and/or position formerly held.

B. Tenured teachers returning from an unpaid leave of absence shall be placed on the salary schedule at the same experience step they occupied at the beginning of the leave; except that where such teacher was employed by the District 93 or more days of the school term prior to the commencement of such leave, said teacher shall be entitled to an advancement on the salary schedule for that school year.

C. Teachers returning from an unpaid leave of absence shall resume their duties only at the beginning of the school year, unless otherwise recommended by the Superintendent and approved by the Board. Any such approval by the Board shall be non-precedential.

D. Notification of the teacher's intention to return to the employ of the District from an unpaid leave of absence shall be made in writing to the Superintendent at least 90 calendar days prior to the end of the school year preceding the expected return. Where such leave commences less than 90 calendar days before the end of the school year as above, such written notice of intent to return shall be given by the teacher at the commencement of such leave. Failure to provide such written notice of intent to return to the Superintendent shall be deemed a resignation.

Section 7. Unpaid Leave

A. A leave of absence without pay may be granted or denied upon application in writing to the Superintendent, which will be based upon the facts of the specific request.

B. Leaves of absence without pay will not be granted during the first five pupil attendance days of the school year, the last five pupil attendance days of the school year, or on the day before or after a holiday.

C. Leaves of absence without pay must be applied for at least three days in advance of the anticipated absence.

Section 8. Jury Duty

Payment in full by the Board shall be made to an employee on jury duty provided such employee refunds to the Board the amount received as payment for such service, assuming that pay for duty is less than the employee's regular pay. Daily rates received for such duties shall be reimbursed to the Board only for those working days when the employee was absent and do not include any compensation received for food or travel.

Section 9. Bereavement Leave

In the event of the death of a member of an employee's family (as expressed in Sick Leave Section A), or special circumstances to be reviewed and approved per administrative discretion, such

employee shall be entitled to a maximum of 5 (five) bereavement days of absence per year without loss of pay, and without loss of personal or sick leave. If the bereavement leave extends beyond the maximum allowable, the employee shall be allowed to use sick days, with the prior permission of the Superintendent.

Section 10. Association Leave

The Union President, Vice President, Secretary, and Treasurer, (current and elect or respective designee), shall each be allowed two (2) association days annually to be used by him/her to attend local or state continuing education functions relevant to union matters. The days shall not count against sick days or personal leave.

Section 11. Special Education Teacher Leave

Special Education teachers will receive 2 days per year, 1 day per semester, or a .5 day per quarter to work on special education paperwork. Requests for coverage must be, at least, 5 days in advance of the requested coverage date. Requests will be approved pending substitute teacher availability.

ARTICLE XIII. COMPENSATION AND BENEFITS

Section 1. Base Salary and Salary Schedule.

A. For FY26-FY30, full-time teachers shall be compensated pursuant to the salary schedules attached hereto as Appendix A. (See Attached)

Part-time employees shall be compensated on a prorated basis.

Section 2. Teachers' Retirement System Contribution.

Illinois Teachers' Retirement System requires that a sum equal to 9% of a teacher's total compensation be paid to the system. As a fringe benefit and pursuant to the authority granted by Section 414(L)(2) of the Internal Revenue Code, for and during the term of this Contract the Board agrees to pay on behalf of the teachers employed by the District to TRS a sum equal to .098901 of the total compensation received by said teacher.

For purposes of this paragraph, "compensation" shall mean only such salary and/or stipends received by said teachers and paid pursuant to the provisions of Sections 1, 3, 4, and 9 herein and those schedules attached hereto as Appendix A, B, and C.

The Board will consider as excludable or "picked up" for federal income tax purposes the

amount paid by the Board to the Teachers' Retirement System. The Board will not report the excludable or "picked up" income as part of the staff members' gross income to the Internal Revenue Service, unless otherwise specifically required by the Internal Revenue Code, as amended.

Should future legislation impact TRS contributions during the term of this contract, both parties agree to re-open the contract regarding the legislative change.

Section 3. Longevity Pay.

In addition to the compensation provided in this Article XIII, those teachers who have completed 20 years of full-time teaching in the District shall receive the additional sum of \$1000 each year thereafter during which they are employed full-time. Said \$1000 shall be added to their other compensation and paid prorata with their monthly paychecks. Those teachers who have completed 30 years full-time teaching in the District shall receive the additional sum of \$2000 each year thereafter during which they are employed full-time, to be paid as aforesaid. Note: Said payments are not cumulative as such, but instead mean that a teacher, during years 21 through 30, receives a total of \$1000 in each of those years; and during years 31 and beyond, receives a total of \$2000 in each of those years. Notwithstanding the language set forth above, no longevity payment shall be paid to any teacher who is placed in a cell on the salary schedule in years 21 through the bottom of the vertical lane if that teacher is being paid for step movement in that year.

Section 4. Manner of Payment.

A. Teachers will be paid on a 24 pay period basis. Paychecks will be issued on the 15th and 30th of each month that the teacher has selected as a payment month. The first check of each year will be issued on the 15th of September.

B. Payments made pursuant to the extra-curricular schedule, as set forth in Section 9 hereinafter and attached hereto, shall be made in accord with the provisions contained in said schedule and Section 9.

C. All payment to new teachers shall be made by electronic direct deposit. Teachers shall provide the necessary bank information to the District and sign any necessary forms on or before the first (1st) day of school.

Section 5. Initial Employment.

At the time of initial employment in the District, each teacher not employed for primarily supervisory or administrative duties shall be placed on the salary schedule at the appropriate step representing teaching experience and educational attainment. However, placement on the appropriate experience step shall be subject to the following:

A. Said teacher shall receive credit for all prior years of full-time teaching experience, but not to exceed a total of 6 years; and

B. Where such teacher has more than 6 years of prior, full-time teaching experience, the Board may place said teacher at such experience step on the schedule as it deems necessary and appropriate (not to exceed actual total of full-time teaching years of experience).

Section 6. Movement on Salary Schedule.

A. Education Movement. College credit obtained by a teacher from an accredited institution shall apply towards horizontal advancement on the salary schedule, provided said teacher has received prior approval in writing from the Superintendent that said course or courses are of value both to the teacher and to the District. Course approval decisions by the Superintendent shall be non-precedential. Horizontal advancement on the salary schedule shall only take place at the beginning of the school year. Said teacher shall be responsible for providing the Superintendent with a grade report prior to the 8th day of September for the new school year, with properly certified transcripts to be received by September 30. If the college credit obtained by a teacher, pursuant to this section, results in educational movement of more than one column between two academic years, the teacher may nonetheless move the additional column(s) consistent with his/her college credit obtained.

B. Experience Movement. Except as otherwise specifically provided in this Agreement, completion of one full year of continuous, full-time employment in the District shall entitle a teacher to move down one step on the salary schedule. Each teacher who is at an experience step below the cutoff point of the index column on the schedule shall be frozen at that step. If a teacher who is frozen moves across the schedule to a new column, that teacher may move down one step to reflect the year's earned experience. However, in no event may a teacher in any given year move down more than one step on the schedule for experience.

Section 7. Health Insurance.

A. Insurance

I. Individual

For the FY26-FY30 (entirety of contract) school years, the District shall provide full time teachers with group health insurance coverage. For that coverage, the District will pay \$1675 of the applicable premium (whether that employee is seeking individual, family, employee plus spouse, or employee plus children coverage) for FY26-FY28, and then \$1759 of the applicable premium for FY29-FY30.

However, the Board's contribution will not exceed 100% of the actual premium for the respective categories in the event that the actual premium for those policy options in the respective years is less than the amount specified above. Each individual teacher will be responsible for payment of the cost in excess of that amount.

The Board is willing to seek other insurance companies with the Union in order to evaluate current coverage and costs. Should the federal government pass legislation mandating all employers to participate in a national health care plan during the term of this Agreement, the parties agree to re-negotiate employer contribution.

B. The District shall negotiate with the Union prior to making a change in either the carrier or the coverage.

C. The District has adopted a benefit plan commonly known as a full IRC Section 125 plan. Although the intent of the District was to adopt a benefit plan that fully qualifies under said IRC Section 125, the District does not warrant that the plan as adopted will be such a qualified plan and the employees hereunder agree and understand that the District does not so warrant. The cost of adoption and administration of a benefit plan shall be borne by the District.

Section 8. Life Insurance.

The Board shall provide each full-time teacher with a \$75,000.00 term life insurance policy at no cost to the teacher.

Section 9. Extracurricular and Extra Duty Pay.

Extracurricular and extra duty pay shall be compensated as set forth in the schedule attached hereto as Appendix B, and shall be paid in the next paycheck following the completion of said activity. There will be 4% increase given to extracurricular and extra duty pay in year one (1) of the contract (FY26) that will remain steady through FY28, and then an additional 4% increase to those positions in FY29, that will remain steady in FY30. Extracurricular and extra duty job openings shall be posted in a timely manner in each of the attendance centers. Assistant coach(es) to be made available as the Board determines appropriate.

Section 10. Tuition Reimbursement.

Full-time teachers shall be reimbursed by the Board for undergraduate and graduate credit coursework, which is previously approved by the District, and successfully completed. Teachers will receive \$215/credit hour (entirety of contract), but not to exceed the cost of the course.

In no event, however, shall the amount of reimbursement per credit hour be less than the amount which the teacher would have received for the 1995-96 school year. The Superintendent shall have the authority to waive the allowable semester hour limitation. Approval for such reimbursement must be given by the Superintendent prior to the teacher undertaking such course or courses. No reimbursement will be given for pass/fail course work unless the course is within an approved masters program. Such approval must be in writing and will be based

upon whether the course or courses will be of value both to the teacher and to the District. The total number of approved credits that a teacher may receive reimbursement for shall not exceed a total of fifteen (15) credits for each school year (July 1 through June 30). Approval for reimbursement decisions shall be non-precedential. Reimbursement shall be paid within 30 days following notification satisfactory to the Superintendent of successful completion of such courses completed during the months of September through May, both inclusive. After the approved course is successfully completed during the months of June, July or August, reimbursement will be paid only to those teachers returning to the employ of the District for the immediately following school year. Reimbursement for such summer courses shall be made by the District either by October 1 or within thirty (30) days following notification satisfactory to the Superintendent of successful completion of the summer course, whichever is later (but no earlier than September 1).

Section 11. 403(b) Companies

The District currently makes available to employees a 403(b) program. The U.S. Treasury Department issued comprehensive new regulations pertaining to 403(b) plans. The new rules increase the level of employer oversight required within a 403(b) plan forcing plan sponsors to look at their plan in a new light and decide which approach will best meet the needs of the participants moving forward. The Princeton Elementary District #115 403(b) Plan is designed to comply with the new regulations.

Section 12. Retirement Option

The following retirement option applies to those teachers eligible for TRS retirement with 5 or more years of service to Princeton Elementary School District #115. If the state or federal government or any other governmental agency enacts, offers or mandates any other early retirement plan or statute, employees may not access or elect to receive benefits under this contract in combination with any other statutory or contractual retirement plan. This provision shall supersede those other provisions mentioned in the previous sentence. If the teacher elects to retire and so notifies the Board in writing, the election is irrevocable regardless of any changes in statute, regulation, law or contract. Nothing herein prohibits the Board (with the approval of the Union) from enhancing a teacher's retirement option in order to save the District money and improve the teacher's retirement benefits.

Only an employee who will not cost the District an ERO penalty may initial the retirement plan herein. The teacher must submit before June 30 prior to the first year of this plan an irrevocable written notice of intent to retire, specifying the year of retirement. Employees may select a plan length between four years and one year. If the employee selects a four year plan, his/her total creditable earnings during the fourth year before the retirement shall be increased by six (6%) percent over what it was the previous year. During the remaining three years of employment, the employee's creditable earnings shall be six (6%) percent more than it was the previous year. An employee shall be eligible to

select a plan of three years or less only if the employee's increase in creditable earnings in any year used by TRS to determine pension value was no more than 6%. After selecting a plan of less than four years, the qualifying employee's creditable earnings in each of the years remaining until retirement shall be six (6%) percent greater than the previous year.

Any supplemental duties that are included in the creditable earnings in the year prior to giving notice shall be continued during the remaining years prior to retirement, or the fixed creditable earnings shall be reduced according.

Payments under the terms of the plan will be made in a manner specified under the individual member's retirement/resignation contract, total payments being made on or before the member's last paycheck.

A. The number of employees who may retire under these plans may be limited to the option of the Board to a specified percentage of those eligible. This percentage may not be lower than fifteen (15%) percent of those eligible for retirement. The right to participate shall be determined by the member's written notice of intent to utilize the retirement option and must be allocated among those applying on a seniority basis in this District.

B. Members who take the retirement option may continue as members of the District's group health insurance program subject to full payment of the premium by the employee.

C. Members choosing retirement option must sign a retirement/resignation contract.

D. In the event the implementation of this provision would result in the Board of Education being required to pay an actuarial cost or some other additional payments to TRS, the pay increase shall be limited to the amount that is a six (6%) percent increase in TRS creditable earnings without additional payment by the Board.

Section 13. Internal Substitute Pay

Internal substitute rate of pay will be \$25 per the length of time equivalent to Logan Junior High School's shortest class period when performed during contractual planning time. Guidance Counselors will receive the substitute rate when internally substituting. Internal substitution will be on a voluntary basis.

ARTICLE XIV. DURATION AND EFFECT OF AGREEMENT

Section 1. The terms and conditions set forth in this Agreement may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written amendment executed according to the provision of this Agreement.

Section 2. This Agreement shall be in full force and effect on and from the date of the execution hereof through and including the last day prior to the commencement of the 2029-2030 school calendar.

Section 3. Negotiations for future collective bargaining agreements shall begin no earlier than March 1, 2030, or later than June 1, 2030.

Section 4. If any provisions of this Agreement or any application of this Agreement to any employee shall be found contrary to law by a court of competent jurisdiction, then such provisions or application shall be deemed null and void. All other provisions or applications shall continue in full force and effect.

Section 5. The parties agree that all other points raised by them during this negotiation process, which have not otherwise been agreed to, are hereby dropped and the Collective Bargaining process closed for this Contract.

Section 6. All requests for communication with the Board shall be channeled through the Superintendent or designated representative, and requests by the Union shall be made to the President of the Union or designated representative.

Negotiations regarding extension or renewal of this Agreement shall not begin before March 1, but no later than June 1 of the year in which the Agreement expires unless by mutual agreement. (This provision shall have no application to negotiations which the parties may or may not engage in, as applicable, as it related to Reduction in Force.) Facts, options, and proposals may be exchanged freely during the meeting or meetings in an effort to reach mutual understanding and agreement on items defined as negotiable in this Agreement. All tentatively agreed upon materials shall be prepared for the Board and the Union and initialed.

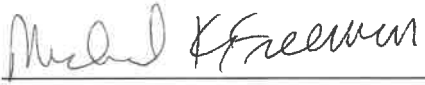
When the Board and the Union reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the members of the Union for ratification and then the Board for approval.

SIGNATURES

IN WITNESS WHEREOF, the parties hereunto have, by and through their duly authorized representatives, set their hand, the date and year aforesaid, indicating their approval and acceptance of the terms and conditions of this Agreement herein contained.

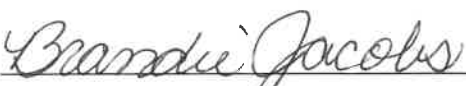
PRINCETON ELEMENTARY SCHOOLS,
DISTRICT NO. 115, BUREAU COUNTY,
ILLINOIS,

BY: 
President, Board of Education

ATTEST: 
Secretary, Board of Education

THE PRINCETON FEDERATION OF
TEACHERS, LOCAL 604, AMERICAN
FEDERATION OF TEACHERS,

BY: 
PFT Union President

ATTEST: 
PFT Vice President

APPENDIX B
EXTRA-CURRICULAR SCHEDULE

<u>ACTIVITY</u>	<u>FY26-FY28</u>	<u>FY29-FY30</u>
Athletic Director/Per AD (6)	<u>\$572</u>	<u>\$595</u>
6 th Grade Boys Basketball	<u>\$1560</u>	<u>\$1622</u>
6 th Grade Girls Basketball	<u>\$1560</u>	<u>\$1622</u>
7 th Grade Boys Basketball	<u>\$2652</u>	<u>\$2758</u>
8 th Grade Boys Basketball	<u>\$2652</u>	<u>\$2758</u>
7 th Grade Boys "B" Basketball	<u>\$762</u>	<u>\$792</u>
8 th Grade Boys "B" Basketball	<u>\$762</u>	<u>\$792</u>
7 th Grade Girls Basketball	<u>\$2392</u>	<u>\$2488</u>
8 th Grade Girls Basketball	<u>\$2392</u>	<u>\$2488</u>
6 th Grade Volleyball	<u>\$1690</u>	<u>\$1758</u>
7 th Grade Volleyball	<u>\$2470</u>	<u>\$2569</u>
8 th Grade Volleyball	<u>\$2470</u>	<u>\$2569</u>
Volleyball Assistant Coach/es	<u>\$1144</u>	<u>\$1190</u>
Track- Head Coach	<u>\$1976</u>	<u>\$2055</u>
Track Assistant Coaches (4)	<u>\$1248</u>	<u>\$1298</u>
7 th /8 th Cheerleading Sponsor	<u>\$1815</u>	<u>\$1888</u>
PomPom Sponsor	<u>\$832</u>	<u>\$865</u>
Cross country head coach/es	<u>\$1664</u>	<u>\$1731</u>
Activities (2 per building) per sponsor	<u>\$33.80/night</u>	<u>\$35.15/night</u>
Logan Noon hour supervision	<u>\$2444</u>	<u>\$2542</u>
Lunch Interventionist/s	<u>\$2444</u>	<u>\$2542</u>
Special Olympics coaches (2)	<u>\$520</u>	<u>\$541</u>
STEM coaches (2)	<u>\$1300</u>	<u>\$1352</u>
<u>Intramurals</u>		
Director	<u>\$762</u>	<u>\$792</u>
Supervisor	<u>\$254</u>	<u>\$264</u>
Academic Team (6 th grade)	<u>\$254</u>	<u>\$264</u>
Chess	<u>\$254</u>	<u>\$264</u>
Band and Chorus After School	<u>\$1118</u>	<u>\$1163</u>
Academic Team (per sponsor)	<u>\$734</u>	<u>\$763</u>

Speech-Logan-Coordinator	<u>\$314</u>	<u>\$327</u>
Coach (per person)	<u>\$245</u>	<u>\$255</u>
Food Chairperson	<u>\$70</u>	<u>\$73</u>
Yearbook (per person) <u>1@Douglas/Jeff./Linc./2@Logan</u>	<u>\$419</u>	<u>\$436</u>
Photographer (per person)	<u>\$139</u>	<u>\$145</u>
Music (Summer Band)	<u>\$566</u>	<u>\$589</u>
Art Club (2 Sponsors)	<u>\$1125</u>	<u>\$1170</u>
Success Club	<u>\$29/day</u>	<u>\$30/day</u>
Directed Learning Center	<u>\$1459</u>	<u>\$1517</u>
Activities Supervision (Logan)	<u>\$33.80/night</u>	<u>\$35.15/nigh.</u>
Student Council	<u>\$843</u>	<u>\$877</u>
Saturday Detention (8:00-11:00 a.m.)	<u>\$50</u>	<u>\$52</u>
Before School Duty (7:15-7:45 a.m.)	<u>\$9.88/day</u>	<u>\$10.28/day</u>
Douglas Bus Transportation Prep/Supervisor	<u>\$21/hour</u>	<u>\$22/hour</u>

*All coaches in season are to be excused at 3:00 p.m. for practice and other coaching duties.

2025-2026 BASE SALARY SCHEDULE

Step	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30	MS+45
1	41,124	42,152	43,180	44,208	45,237	46,265	47,293	48,321
2	42,152	43,180	44,208	45,237	46,265	47,293	48,321	49,349
3	43,180	44,208	45,237	46,265	47,293	48,321	49,349	50,378
4	44,208	45,237	46,265	47,293	48,321	49,349	50,378	51,406
5	45,237	46,265	47,293	48,321	49,349	50,378	51,406	52,434
6	46,265	47,293	48,321	49,349	50,378	51,406	52,434	53,462
7	47,293	48,321	49,349	50,378	51,406	52,434	53,462	54,490
8	48,321	49,349	50,378	51,406	52,434	53,462	54,490	55,519
9	49,349	50,378	51,406	52,434	53,462	54,490	55,519	56,547
10	50,378	51,406	52,434	53,462	54,490	55,519	56,547	57,575
11	51,406	52,434	53,462	54,490	55,519	56,547	57,575	58,603
12	52,434	53,462	54,490	55,519	56,547	57,575	58,603	59,631
13	53,462	54,490	55,519	56,547	57,575	58,603	59,631	60,660
14	54,490	55,519	56,547	57,575	58,603	59,631	60,660	61,688
15	55,519	56,547	57,575	58,603	59,631	60,660	61,688	62,716
16	56,547	57,575	58,603	59,631	60,660	61,688	62,716	63,744
17	57,575	58,603	59,631	60,660	61,688	62,716	63,744	64,772
18			60,660	61,688	62,716	63,744	64,772	65,801
19					63,744	64,772	65,801	66,829
20					64,772	65,801	66,829	67,857
21					65,801	66,829	67,857	68,885
22					66,829	67,857	68,885	69,913
23					67,857	68,885	69,913	70,942
24					68,885	69,913	70,942	71,970
25					69,913	70,942	71,970	72,998

2025-2026 SALARY SCHEDULE WITH TRS

Step	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30	MS+45
1	45,191	46,321	47,451	48,581	49,710	50,840	51,970	53,100
2	46,321	47,451	48,581	49,710	50,840	51,970	53,100	54,230
3	47,451	48,581	49,710	50,840	51,970	53,100	54,230	55,360
4	48,581	49,710	50,840	51,970	53,100	54,230	55,360	56,490
5	49,710	50,840	51,970	53,100	54,230	55,360	56,490	57,620
6	50,840	51,970	53,100	54,230	55,360	56,490	57,620	58,750
7	51,970	53,100	54,230	55,360	56,490	57,620	58,750	59,879
8	53,100	54,230	55,360	56,490	57,620	58,750	59,879	61,009
9	54,230	55,360	56,490	57,620	58,750	59,879	61,009	62,139
10	55,360	56,490	57,620	58,750	59,879	61,009	62,139	63,269
11	56,490	57,620	58,750	59,879	61,009	62,139	63,269	64,399
12	57,620	58,750	59,879	61,009	62,139	63,269	64,399	65,529
13	58,750	59,879	61,009	62,139	63,269	64,399	65,529	66,659
14	59,879	61,009	62,139	63,269	64,399	65,529	66,659	67,789
15	61,009	62,139	63,269	64,399	65,529	66,659	67,789	68,919
16	62,139	63,269	64,399	65,529	66,659	67,789	68,919	70,048
17	63,269	64,399	65,529	66,659	67,789	68,919	70,048	71,178
18			66,659	67,789	68,919	70,048	71,178	72,308
19					70,048	71,178	72,308	73,438
20					71,178	72,308	73,438	74,568
21					72,308	73,438	74,568	75,698
22					73,438	74,568	75,698	76,828
23					74,568	75,698	76,828	77,958
24					75,698	76,828	77,958	79,088
25					76,828	77,958	79,088	80,218

2026-2027 BASE SALARY SCHEDULE

Step	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30	MS+45
1	42,501	43,591	44,681	45,771	46,861	47,951	49,041	50,131
2	43,591	44,681	45,771	46,861	47,951	49,041	50,131	51,220
3	44,681	45,771	46,861	47,951	49,041	50,131	51,220	52,310
4	45,771	46,861	47,951	49,041	50,131	51,220	52,310	53,400
5	46,861	47,951	49,041	50,131	51,220	52,310	53,400	54,490
6	47,951	49,041	50,131	51,220	52,310	53,400	54,490	55,580
7	49,041	50,131	51,220	52,310	53,400	54,490	55,580	56,670
8	50,131	51,220	52,310	53,400	54,490	55,580	56,670	57,760
9	51,220	52,310	53,400	54,490	55,580	56,670	57,760	58,850
10	52,310	53,400	54,490	55,580	56,670	57,760	58,850	59,940
11	53,400	54,490	55,580	56,670	57,760	58,850	59,940	61,029
12	54,490	55,580	56,670	57,760	58,850	59,940	61,029	62,119
13	55,580	56,670	57,760	58,850	59,940	61,029	62,119	63,209
14	56,670	57,760	58,850	59,940	61,029	62,119	63,209	64,299
15	57,760	58,850	59,940	61,029	62,119	63,209	64,299	65,389
16	58,850	59,940	61,029	62,119	63,209	64,299	65,389	66,479
17	59,940	61,029	62,119	63,209	64,299	65,389	66,479	67,569
18	61,029	62,119	63,209	64,299	65,389	66,479	67,569	68,659
19			64,299	65,389	66,479	67,569	68,659	69,749
20					67,569	68,659	69,749	70,838
21					68,659	69,749	70,838	71,928
22					69,749	70,838	71,928	73,018
23					70,838	71,928	73,018	74,108
24					71,928	73,018	74,108	75,198
25					73,018	74,108	75,198	76,288
26					74,108	75,198	76,288	77,378

2026-2027 SALARY SCHEDULE WITH TRS

Step	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30	MS+45
1	46,705	47,902	49,100	50,298	51,495	52,693	53,891	55,088
2	47,902	49,100	50,298	51,495	52,693	53,891	55,088	56,286
3	49,100	50,298	51,495	52,693	53,891	55,088	56,286	57,484
4	50,298	51,495	52,693	53,891	55,088	56,286	57,484	58,682
5	51,495	52,693	53,891	55,088	56,286	57,484	58,682	59,879
6	52,693	53,891	55,088	56,286	57,484	58,682	59,879	61,077
7	53,891	55,088	56,286	57,484	58,682	59,879	61,077	62,275
8	55,088	56,286	57,484	58,682	59,879	61,077	62,275	63,472
9	56,286	57,484	58,682	59,879	61,077	62,275	63,472	64,670
10	57,484	58,682	59,879	61,077	62,275	63,472	64,670	65,868
11	58,682	59,879	61,077	62,275	63,472	64,670	65,868	67,065
12	59,879	61,077	62,275	63,472	64,670	65,868	67,065	68,263
13	61,077	62,275	63,472	64,670	65,868	67,065	68,263	69,461
14	62,275	63,472	64,670	65,868	67,065	68,263	69,461	70,658
15	63,472	64,670	65,868	67,065	68,263	69,461	70,658	71,856
16	64,670	65,868	67,065	68,263	69,461	70,658	71,856	73,054
17	65,868	67,065	68,263	69,461	70,658	71,856	73,054	74,251
18	67,065	68,263	69,461	70,658	71,856	73,054	74,251	75,449
19			70,658	71,856	73,054	74,251	75,449	76,647
20					74,251	75,449	76,647	77,844
21					75,449	76,647	77,844	79,042
22					76,647	77,844	79,042	80,240
23					77,844	79,042	80,240	81,438
24					79,042	80,240	81,438	82,635
25					80,240	81,438	82,635	83,833
26					81,438	82,635	83,833	85,031

2027-2028 BASE SALARY SCHEDULE

Step	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30	MS+45
1	43,896	45,051	46,207	47,362	48,517	49,672	50,828	51,983
2	45,051	46,207	47,362	48,517	49,672	50,828	51,983	53,138
3	46,207	47,362	48,517	49,672	50,828	51,983	53,138	54,294
4	47,362	48,517	49,672	50,828	51,983	53,138	54,294	55,449
5	48,517	49,672	50,828	51,983	53,138	54,294	55,449	56,604
6	49,672	50,828	51,983	53,138	54,294	55,449	56,604	57,759
7	50,828	51,983	53,138	54,294	55,449	56,604	57,759	58,915
8	51,983	53,138	54,294	55,449	56,604	57,759	58,915	60,070
9	53,138	54,294	55,449	56,604	57,759	58,915	60,070	61,225
10	54,294	55,449	56,604	57,759	58,915	60,070	61,225	62,381
11	55,449	56,604	57,759	58,915	60,070	61,225	62,381	63,536
12	56,604	57,759	58,915	60,070	61,225	62,381	63,536	64,691
13	57,759	58,915	60,070	61,225	62,381	63,536	64,691	65,846
14	58,915	60,070	61,225	62,381	63,536	64,691	65,846	67,002
15	60,070	61,225	62,381	63,536	64,691	65,846	67,002	68,157
16	61,225	62,381	63,536	64,691	65,846	67,002	68,157	69,312
17	62,381	63,536	64,691	65,846	67,002	68,157	69,312	70,468
18	63,536	64,691	65,846	67,002	68,157	69,312	70,468	71,623
19	64,691	65,846	67,002	68,157	69,312	70,468	71,623	72,778
20			68,157	69,312	70,468	71,623	72,778	73,933
21					71,623	72,778	73,933	75,089
22					72,778	73,933	75,089	76,244
23					73,933	75,089	76,244	77,399
24					75,089	76,244	77,399	78,555
25					76,244	77,399	78,555	79,710
26					77,399	78,555	79,710	80,865
27					78,555	79,710	80,865	82,020

2027-2028 SALARY SCHEDULE WITH TRS

Step	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30	MS+45
1	48,237	49,507	50,777	52,046	53,316	54,585	55,855	57,124
2	49,507	50,777	52,046	53,316	54,585	55,855	57,124	58,394
3	50,777	52,046	53,316	54,585	55,855	57,124	58,394	59,663
4	52,046	53,316	54,585	55,855	57,124	58,394	59,663	60,933
5	53,316	54,585	55,855	57,124	58,394	59,663	60,933	62,202
6	54,585	55,855	57,124	58,394	59,663	60,933	62,202	63,472
7	55,855	57,124	58,394	59,663	60,933	62,202	63,472	64,742
8	57,124	58,394	59,663	60,933	62,202	63,472	64,742	66,011
9	58,394	59,663	60,933	62,202	63,472	64,742	66,011	67,281
10	59,663	60,933	62,202	63,472	64,742	66,011	67,281	68,550
11	60,933	62,202	63,472	64,742	66,011	67,281	68,550	69,820
12	62,202	63,472	64,742	66,011	67,281	68,550	69,820	71,089
13	63,472	64,742	66,011	67,281	68,550	69,820	71,089	72,359
14	64,742	66,011	67,281	68,550	69,820	71,089	72,359	73,628
15	66,011	67,281	68,550	69,820	71,089	72,359	73,628	74,898
16	67,281	68,550	69,820	71,089	72,359	73,628	74,898	76,167
17	68,550	69,820	71,089	72,359	73,628	74,898	76,167	77,437
18	69,820	71,089	72,359	73,628	74,898	76,167	77,437	78,706
19	71,089	72,359	73,628	74,898	76,167	77,437	78,706	79,976
20			74,898	76,167	77,437	78,706	79,976	81,246
21					78,706	79,976	81,246	82,515
22					79,976	81,246	82,515	83,785
23					81,246	82,515	83,785	85,054
24					82,515	83,785	85,054	86,324
25					83,785	85,054	86,324	87,593
26					85,054	86,324	87,593	88,863
27					86,324	87,593	88,863	90,132

2028-2029 BASE SALARY SCHEDULE

Step	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30	MS+45
1	45,305	46,530	47,754	48,979	50,204	51,428	52,653	53,877
2	46,530	47,754	48,979	50,204	51,428	52,653	53,877	55,102
3	47,754	48,979	50,204	51,428	52,653	53,877	55,102	56,327
4	48,979	50,204	51,428	52,653	53,877	55,102	56,327	57,551
5	50,204	51,428	52,653	53,877	55,102	56,327	57,551	58,776
6	51,428	52,653	53,877	55,102	56,327	57,551	58,776	60,000
7	52,653	53,877	55,102	56,327	57,551	58,776	60,000	61,225
8	53,877	55,102	56,327	57,551	58,776	60,000	61,225	62,450
9	55,102	56,327	57,551	58,776	60,000	61,225	62,450	63,674
10	56,327	57,551	58,776	60,000	61,225	62,450	63,674	64,899
11	57,551	58,776	60,000	61,225	62,450	63,674	64,899	66,123
12	58,776	60,000	61,225	62,450	63,674	64,899	66,123	67,348
13	60,000	61,225	62,450	63,674	64,899	66,123	67,348	68,573
14	61,225	62,450	63,674	64,899	66,123	67,348	68,573	69,797
15	62,450	63,674	64,899	66,123	67,348	68,573	69,797	71,022
16	63,674	64,899	66,123	67,348	68,573	69,797	71,022	72,246
17	64,899	66,123	67,348	68,573	69,797	71,022	72,246	73,471
18	66,123	67,348	68,573	69,797	71,022	72,246	73,471	74,696
19	67,348	68,573	69,797	71,022	72,246	73,471	74,696	75,920
20	68,573	69,797	71,022	72,246	73,471	74,696	75,920	77,145
21			72,246	73,471	74,696	75,920	77,145	78,369
22					75,920	77,145	78,369	79,594
23					77,145	78,369	79,594	80,819
24					78,369	79,594	80,819	82,043
25					79,594	80,819	82,043	83,268
26					80,819	82,043	83,268	84,493
27					82,043	83,268	84,493	85,717
28					83,268	84,493	85,717	86,942

2028-2029 SALARY SCHEDULE WITH TRS

Step	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30	MS+45
1	49,786	51,132	52,477	53,823	55,169	56,515	57,860	59,206
2	51,132	52,477	53,823	55,169	56,515	57,860	59,206	60,552
3	52,477	53,823	55,169	56,515	57,860	59,206	60,552	61,897
4	53,823	55,169	56,515	57,860	59,206	60,552	61,897	63,243
5	55,169	56,515	57,860	59,206	60,552	61,897	63,243	64,589
6	56,515	57,860	59,206	60,552	61,897	63,243	64,589	65,935
7	57,860	59,206	60,552	61,897	63,243	64,589	65,935	67,280
8	59,206	60,552	61,897	63,243	64,589	65,935	67,280	68,626
9	60,552	61,897	63,243	64,589	65,935	67,280	68,626	69,972
10	61,897	63,243	64,589	65,935	67,280	68,626	69,972	71,317
11	63,243	64,589	65,935	67,280	68,626	69,972	71,317	72,663
12	64,589	65,935	67,280	68,626	69,972	71,317	72,663	74,009
13	65,935	67,280	68,626	69,972	71,317	72,663	74,009	75,355
14	67,280	68,626	69,972	71,317	72,663	74,009	75,355	76,700
15	68,626	69,972	71,317	72,663	74,009	75,355	76,700	78,046
16	69,972	71,317	72,663	74,009	75,355	76,700	78,046	79,392
17	71,317	72,663	74,009	75,355	76,700	78,046	79,392	80,737
18	72,663	74,009	75,355	76,700	78,046	79,392	80,737	82,083
19	74,009	75,355	76,700	78,046	79,392	80,737	82,083	83,429
20	75,355	76,700	78,046	79,392	80,737	82,083	83,429	84,775
21			79,392	80,737	82,083	83,429	84,775	86,120
22					83,429	84,775	86,120	87,466
23					84,775	86,120	87,466	88,812
24					86,120	87,466	88,812	90,157
25					87,466	88,812	90,157	91,503
26					88,812	90,157	91,503	92,849
27					90,157	91,503	92,849	94,195
28					91,503	92,849	94,195	95,540

2029-2030 BASE SALARY SCHEDULE

Step	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30	MS+45
1	46,725	48,024	49,322	50,620	51,918	53,216	54,514	55,812
2	48,024	49,322	50,620	51,918	53,216	54,514	55,812	57,110
3	49,322	50,620	51,918	53,216	54,514	55,812	57,110	58,408
4	50,620	51,918	53,216	54,514	55,812	57,110	58,408	59,706
5	51,918	53,216	54,514	55,812	57,110	58,408	59,706	61,004
6	53,216	54,514	55,812	57,110	58,408	59,706	61,004	62,302
7	54,514	55,812	57,110	58,408	59,706	61,004	62,302	63,600
8	55,812	57,110	58,408	59,706	61,004	62,302	63,600	64,899
9	57,110	58,408	59,706	61,004	62,302	63,600	64,899	66,197
10	58,408	59,706	61,004	62,302	63,600	64,899	66,197	67,495
11	59,706	61,004	62,302	63,600	64,899	66,197	67,495	68,793
12	61,004	62,302	63,600	64,899	66,197	67,495	68,793	70,091
13	62,302	63,600	64,899	66,197	67,495	68,793	70,091	71,389
14	63,600	64,899	66,197	67,495	68,793	70,091	71,389	72,687
15	64,899	66,197	67,495	68,793	70,091	71,389	72,687	73,985
16	66,197	67,495	68,793	70,091	71,389	72,687	73,985	75,283
17	67,495	68,793	70,091	71,389	72,687	73,985	75,283	76,581
18	68,793	70,091	71,389	72,687	73,985	75,283	76,581	77,879
19	70,091	71,389	72,687	73,985	75,283	76,581	77,879	79,177
20	71,389	72,687	73,985	75,283	76,581	77,879	79,177	80,476
21	72,687	73,985	75,283	76,581	77,879	79,177	80,476	81,774
22			76,581	77,879	79,177	80,476	81,774	83,072
23					80,476	81,774	83,072	84,370
24					81,774	83,072	84,370	85,668
25					83,072	84,370	85,668	86,966
26					84,370	85,668	86,966	88,264
27					85,668	86,966	88,264	89,562
28					86,966	88,264	89,562	90,860
29					88,264	89,562	90,860	92,158

2029-2030 SALARY SCHEDULE WITH TRS

Step	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30	MS+45
1	51,347	52,773	54,200	55,626	57,052	58,479	59,905	61,332
2	52,773	54,200	55,626	57,052	58,479	59,905	61,332	62,758
3	54,200	55,626	57,052	58,479	59,905	61,332	62,758	64,185
4	55,626	57,052	58,479	59,905	61,332	62,758	64,185	65,611
5	57,052	58,479	59,905	61,332	62,758	64,185	65,611	67,038
6	58,479	59,905	61,332	62,758	64,185	65,611	67,038	68,464
7	59,905	61,332	62,758	64,185	65,611	67,038	68,464	69,891
8	61,332	62,758	64,185	65,611	67,038	68,464	69,891	71,317
9	62,758	64,185	65,611	67,038	68,464	69,891	71,317	72,744
10	64,185	65,611	67,038	68,464	69,891	71,317	72,744	74,170
11	65,611	67,038	68,464	69,891	71,317	72,744	74,170	75,596
12	67,038	68,464	69,891	71,317	72,744	74,170	75,596	77,023
13	68,464	69,891	71,317	72,744	74,170	75,596	77,023	78,449
14	69,891	71,317	72,744	74,170	75,596	77,023	78,449	79,876
15	71,317	72,744	74,170	75,596	77,023	78,449	79,876	81,302
16	72,744	74,170	75,596	77,023	78,449	79,876	81,302	82,729
17	74,170	75,596	77,023	78,449	79,876	81,302	82,729	84,155
18	75,596	77,023	78,449	79,876	81,302	82,729	84,155	85,582
19	77,023	78,449	79,876	81,302	82,729	84,155	85,582	87,008
20	78,449	79,876	81,302	82,729	84,155	85,582	87,008	88,435
21	79,876	81,302	82,729	84,155	85,582	87,008	88,435	89,861
22			84,155	85,582	87,008	88,435	89,861	91,288
23					88,435	89,861	91,288	92,714
24					89,861	91,288	92,714	94,140
25					91,288	92,714	94,140	95,567
26					92,714	94,140	95,567	96,993
27					94,140	95,567	96,993	98,420
28					95,567	96,993	98,420	99,846
29					96,993	98,420	99,846	101,273