

ARTICLE XXV

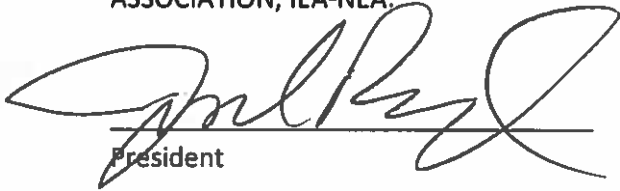
Duration of Agreement

Section 1.

This Agreement will be effective beginning September 1, 2015 and will continue in effect until August 31, 2018. This Agreement is signed this 29th day of May, 2014.

IN WITNESS THEREOF:

FOR THE BARRINGTON EDUCATION
ASSOCIATION, IEA-NEA:
FOR THE BARRINGTON EDUCATION
ASSOCIATION, IEA-NEA:

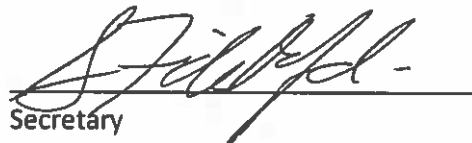


President

FOR THE BOARD OF EDUCATION OF
COMMUNITY UNIT SCHOOL DISTRICT
220 OF LAKE, KANE, COOK AND
MCHENRY COUNTIES, ILLINOIS



President



Secretary

**Extension of 2012-15 Collective Bargaining Agreement thru the
2017-18 School Year**

Compensation/Grids

It is agreed that compensation for the three years of this extension are as follows:

	FY 15-16	FY16-17	FY17-18
Base Increase	0.0%	1.6%	50% CPI
Step Movement	Half	Half	Full

¹ Calculated by averaging two steps from previous year in a manner consistent with past practice

² Subject to a minimum of 1%, and a maximum of 2.5%

In addition, if legislation is passed during the Spring 2014 legislative session that the BOE feels significantly compromises the District's ability to meet the expenditure demands of this contract extension, with consultation with the BEA, the BOE may choose to rescind this extension no later than June 15, 2014.

Medical Insurance

For the duration of this extension, the total aggregate cost paid by the District for each plan year for Medical and Dental Insurance for teachers will increase by no more than 3% over the amount paid by the District in the previous plan year.

Memorandum of Understanding

Middle School Schedule

The Board and the BEA agree to convene a joint committee to research all possible options and recommend a schedule that addresses student access to classes.

The composition of this committee will be:

- Two (2) middle school principals
- Two (2) middle school assistant principals (one from each building)
- Two (2) other administrators as designated by the Superintendent
- BEA President or designee
- Six (6) grade-level teachers (one from each grade level, for a total of three from each building)
- Two (2) special education teachers (one from each building)
- Two (2) regular education interventionists/reading, writing, or math specialists (one from each building)
- Two (2) World Language teachers (one from each building)
- Two (2) Exploratory teachers (one from each building)
- Two (2) band/orchestra/chorus teachers (one from each building)

No later than October 1, 2014, the Superintendent or designee and the BEA President or designee will meet to identify committee members and set an initial meeting date. Thereafter, the committee will set additional meeting dates. The committee will use a consensus decisional model, and reserves the right to obtain a mutually agreed upon mediator, if necessary. The committee is expected to submit its recommendations to the BEA and Administration by March 1, 2015. Final committee recommendations will be submitted to the BEA and Administration to allow for approval and implementation no earlier than the start of the 2015-2016 school year or later than the start of the 2016-2017 school year.

FY 14-15 Salary Grid

1.0% Increase on Base

Step - Full

Base Salary

\$ 46,950 14-15

Step	Salary	Salary	Salary	Salary
1	\$ 46,950	\$ 50,236	\$ 50,941	\$ 51,645
2	\$ 47,243	\$ 50,575	\$ 51,323	\$ 52,148
3	\$ 48,143	\$ 51,615	\$ 52,493	\$ 53,683
4	\$ 49,395	\$ 53,061	\$ 54,121	\$ 55,793
5	\$ 50,730	\$ 54,600	\$ 55,854	\$ 58,002
6	\$ 52,151	\$ 56,239	\$ 57,698	\$ 60,317
7	\$ 53,664	\$ 57,983	\$ 59,661	\$ 62,742
8	\$ 55,275	\$ 59,840	\$ 61,750	\$ 65,284
9	\$ 56,989	\$ 61,815	\$ 63,974	\$ 67,948
10	\$ 58,328	\$ 63,918	\$ 66,342	\$ 70,741
11	\$ 58,784	\$ 66,156	\$ 68,865	\$ 73,670
12		\$ 68,539	\$ 71,552	\$ 76,742
13		\$ 71,076	\$ 74,415	\$ 79,966
14		\$ 73,778	\$ 77,468	\$ 83,349
15		\$ 76,657	\$ 80,723	\$ 86,900
16		\$ 79,725	\$ 84,196	\$ 90,629
17		\$ 82,995	\$ 87,902	\$ 94,544
18		\$ 85,554	\$ 91,859	\$ 98,658
19		\$ 86,424	\$ 96,087	\$ 102,979
20			\$ 99,399	\$ 107,521
21			\$ 100,527	\$ 112,327
22				\$ 116,090
23				\$ 117,375

FY 15-16 Salary Grid

0% Increase on Base

Step - 1/2

Base Salary

\$ 46,950 15-16

	BA00	MA00	MA30	MA45
Step	Salary	Salary	Salary	Salary
1	\$ 46,950	\$ 50,236	\$ 50,941	\$ 51,645
2	\$ 47,097	\$ 50,406	\$ 51,132	\$ 51,897
3	\$ 47,693	\$ 51,095	\$ 51,908	\$ 52,916
4	\$ 48,769	\$ 52,338	\$ 53,307	\$ 54,738
5	\$ 50,062	\$ 53,830	\$ 54,988	\$ 56,898
6	\$ 51,440	\$ 55,420	\$ 56,776	\$ 59,160
7	\$ 52,907	\$ 57,111	\$ 58,680	\$ 61,530
8	\$ 54,469	\$ 58,911	\$ 60,706	\$ 64,013
9	\$ 56,132	\$ 60,827	\$ 62,862	\$ 66,616
10	\$ 57,659	\$ 62,867	\$ 65,158	\$ 69,344
11	\$ 58,556	\$ 65,037	\$ 67,603	\$ 72,205
12	\$ 58,784	\$ 67,348	\$ 70,208	\$ 75,206
13		\$ 69,808	\$ 72,983	\$ 78,354
14		\$ 72,427	\$ 75,941	\$ 81,657
15		\$ 75,218	\$ 79,095	\$ 85,124
16		\$ 78,191	\$ 82,459	\$ 88,764
17		\$ 81,360	\$ 86,049	\$ 92,586
18		\$ 84,274	\$ 89,881	\$ 96,601
19		\$ 85,989	\$ 93,973	\$ 100,818
20		\$ 86,424	\$ 97,743	\$ 105,250
21			\$ 99,963	\$ 109,924
22			\$ 100,527	\$ 114,208
23				\$ 116,733
24				\$ 117,375

Teachers positioned in BA Step 11, MA Step 19, and MA30 Step 21, as of June 30, 2015, will receive a one-time, non-recurring payment equal to \$1,000.

Teachers positioned in MA 45 Step 23, as of June 30, 2015, will receive a one-time, non-recurring payment equal to \$1,600.

FY 16-17 Salary Grid

1.6% Increase on Base

Step - 1/2

Base Salary

\$ 47,701 16-17

	BA00	MA00	MA30	MA45
Step	Salary	Salary	Salary	Salary
1	\$ 47,701	\$ 51,040	\$ 51,756	\$ 52,471
2	\$ 47,776	\$ 51,126	\$ 51,853	\$ 52,599
3	\$ 48,153	\$ 51,563	\$ 52,344	\$ 53,245
4	\$ 49,003	\$ 52,544	\$ 53,449	\$ 54,688
5	\$ 50,206	\$ 53,933	\$ 55,014	\$ 56,711
6	\$ 51,563	\$ 55,499	\$ 56,776	\$ 58,957
7	\$ 53,009	\$ 57,166	\$ 58,652	\$ 61,310
8	\$ 54,547	\$ 58,939	\$ 60,648	\$ 63,776
9	\$ 56,185	\$ 60,827	\$ 62,772	\$ 66,359
10	\$ 57,805	\$ 62,837	\$ 65,034	\$ 69,068
11	\$ 59,037	\$ 64,975	\$ 67,443	\$ 71,907
12	\$ 59,609	\$ 67,251	\$ 70,008	\$ 74,885
13	\$ 59,725	\$ 69,675	\$ 72,741	\$ 78,009
14		\$ 72,255	\$ 75,654	\$ 81,286
15		\$ 75,004	\$ 78,759	\$ 84,725
16		\$ 77,932	\$ 82,070	\$ 88,336
17		\$ 81,052	\$ 85,602	\$ 92,126
18		\$ 84,142	\$ 89,372	\$ 96,107
19		\$ 86,494	\$ 93,398	\$ 100,289
20		\$ 87,586	\$ 97,392	\$ 104,683
21		\$ 87,807	\$ 100,435	\$ 109,309
22			\$ 101,849	\$ 113,860
23			\$ 102,136	\$ 117,318
24				\$ 118,927
25				\$ 119,253

Teachers positioned in MA 45 Step 24, as of June 30, 2016, will receive a one-time, non-recurring payment equal to \$1,200.

FY 17-18 Salary Grid

1.0% Increase on Base (minimum)

Step - Full

Base Salary

\$ 48,178 17-18

	BA00	MA00	MA30	MA45
Step	Salary	Salary	Salary	Salary
1	\$ 48,178	\$ 51,551	\$ 52,273	\$ 52,996
2	\$ 48,253	\$ 51,638	\$ 52,371	\$ 53,125
3	\$ 48,635	\$ 52,078	\$ 52,868	\$ 53,777
4	\$ 49,493	\$ 53,069	\$ 53,984	\$ 55,235
5	\$ 50,709	\$ 54,473	\$ 55,564	\$ 57,278
6	\$ 52,079	\$ 56,054	\$ 57,344	\$ 59,547
7	\$ 53,539	\$ 57,737	\$ 59,238	\$ 61,923
8	\$ 55,093	\$ 59,529	\$ 61,254	\$ 64,414
9	\$ 56,747	\$ 61,436	\$ 63,400	\$ 67,023
10	\$ 58,384	\$ 63,465	\$ 65,685	\$ 69,758
11	\$ 59,628	\$ 65,625	\$ 68,117	\$ 72,626
12	\$ 60,205	\$ 67,924	\$ 70,708	\$ 75,634
13	\$ 60,322	\$ 70,372	\$ 73,469	\$ 78,789
14		\$ 72,978	\$ 76,410	\$ 82,099
15		\$ 75,754	\$ 79,546	\$ 85,573
16		\$ 78,711	\$ 82,890	\$ 89,219
17		\$ 81,862	\$ 86,458	\$ 93,048
18		\$ 84,984	\$ 90,266	\$ 97,069
19		\$ 87,359	\$ 94,332	\$ 101,292
20		\$ 88,462	\$ 98,366	\$ 105,730
21		\$ 88,685	\$ 101,439	\$ 110,402
22			\$ 102,868	\$ 114,998
23			\$ 103,157	\$ 118,492
24				\$ 120,116
25				\$ 120,446

Teachers positioned in MA 45 Step 24, as of June 30, 2017, will receive a one-time, non-recurring payment equal to \$500.