COULTERVILLE UNIT DISTRICT #1

2026-2027
2027-2028
CONTRACT

WITH THE COULTERVILLE EDUCATION ASSOCIATION (CEA)

ARTICLE I

1.1 Recognition

The Board of Education of School District 1, Randolph County, Coulterville, Illinois, hereinafter referred to as the "Board" recognizes Coulterville Education Association IEA-NEA, hereinafter referred to as the "Association," as the sole and exclusive negotiating agent for all full-time and part-time contractual certified teaching personnel, hereinafter referred to as "employees."

ARTICLE II

EMPLOYEE AND ASSOCIATION RIGHTS

2.1 Non-Discrimination

The Board nor the Association shall not discriminate against any employee for reason of membership or non-membership in the Association. The Board shall not discriminate against any employee with respect to hours, wages, terms or conditions of employment by reason of membership in the Association, or in negotiations with the Board, nor shall the Board discriminate against any employee for having instituted any grievance complaint or proceeding under the Agreement. The Board recognizes the employee's right to fair treatment.

2.2 Right of Representation and Employee Discipline

A. When the Board or Administration knows in advance that an employee will be discussed at a Board meeting concerning any matter which could adversely affect the employee's employment or the employee's salary, the employee shall be advised in writing of the reasons and shall be given at least forty-eight (48) hours notice prior to the meeting. Further, the employee shall be entitled to have a representative of the Association present at the meeting.

B. Employee discipline shall mean written reprimand, suspension with or without pay, or dismissal. All employees shall be afforded due process and progressive discipline.

If a written reprimand or warning is to be issued to a teacher, and that document is to be made part of their official personnel file, the teacher may have a representative of the CEA-IEA present at such a meeting with the Administration.

2.3 Personnel File

Each employee shall have the right, upon request, to review the contents of said employee's personnel file and to place therein written reactions to any of its contents. A representative of the Association may, at the request of the employee, accompany the employee for the review.

No material related to performance shall be placed in an employee's personnel file without providing a copy of the material to the employee at the time it is placed in the file.

2.4 Right to Organize

Employees shall have the right to organize, join and assist the Association in professional negotiations with the Board.

2.5 Meetings, Notices and General Information

The Association shall not be denied the following:

A. The use of the school building for meetings, if scheduled through the Administration.

B. The use of employee mailboxes, inter-school mail, and teachers' lounge bulletin boards for the purpose of internal communications.

C. The reasonable use of school equipment, e.g., computers and duplication machines, except when preempted by educational purposes. The Association will pay for all materials used.

2.6 Association Matters - Board Agenda

The Association may place items for consideration under "New Business" as long as forty-eight (48) hours advance notice is given before the regular meeting.

2.7 Pertinent Information - Association

The Association shall be furnished upon, request, a copy of readily available public information concerning the financial conditions of the school. The Board will grant reasonable requests for other pertinent information which may be relevant to negotiations. Nothing herein shall require the Administrative staff to research and assemble information. The Association will furnish copies of any pertinent information as reasonably requested by the Board or its designee.

2.8 Employee Payments

Employees desiring their pay in eighteen (18) equal installments shall have the right to do so provided they notify the superintendent no later than August 20. A maximum of twenty (20) employees may select this payment option.

2.9 Dues Deduction

The District and Association shall not take any action to require, compel or coerce an employee to pay Association dues. An employee's decision to pay Association dues shall be voluntary and subject to the following procedures.

The Association shall prepare an annual dues deduction form, which form will identify the annual Association dues, as established and determined solely by the Association. The Association shall submit this form to the District no later than August 30 each year and the District will distribute the form to the employees. The Board shall deduct from the pay of each employee all current membership dues of the Association, provided that at the time of such deduction there is in the possession of the Board a membership-written authorization form voluntarily authorizing-dues deductions, signed and dated by the employee.

An employee may voluntarily authorize dues deduction by presenting a signed and dated authorization card to the Board on or before September 15 each school year. The employee's voluntary election to have dues withheld from his/her payroll shall be valid for one year and shall be irrevocable for the duration of the school year. The amount will be prorated and deducted from each paycheck starting in October and ending in February.

Any employee employed after the start of the school term may voluntarily authorize dues deduction by presenting a signed and dated authorization card to the Board no later than 30 calendar days after his/her first day of employment. The employee's election to have dues withheld from his/her payroll shall be valid for the remainder of the year and shall be irrevocable for the duration of the school year. The combined annual membership dues will be prorated and deducted from the first check of the remaining months to complete payment by February 28.

The above procedures shall be required on an annual basis.

Neither the District nor the Association members shall harass, intimidate, disparage, ridicule or discriminate against any employee based on his/her decision to pay or not pay Association dues.

2.10 New Board Policy and Changes

A copy of all new written Board policies or changes in Board policies shall be posted on the district website within thirty (30) days after they are officially adopted at a Board meeting.

2.11 New Employee Names and Addresses

Names and addresses of newly hired employees shall be provided to the Association upon request if said employees have not objected.

2.12 Credit Union Payments

The School Board agrees to deduct a specified amount from the employee's paycheck and make direct deposits to the Illinois Education Association Credit Union in Springfield if requested by the employee.

2.13 Policy Manual Distribution

All employees will be notified of changes. A copy of the policy manual will be posted on the district website.

2.14 Reorganization Committee

In the event that the Board forms any committee, regardless of capacity scope, or decision-making, that is related directly or indirectly with the reorganization of Coulterville Unit District #1, the Coulterville Education Association will be entitled to at least two (2) members with full voting privileges on any such committee. The voting members will be named by the Association president.

ARTICLE III

EMPLOYEE EVALUATION

3.1 The classroom teaching performance of non-tenured classroom teachers shall be formally evaluated at least two (2) times per year. The first evaluation will take place during the first semester, the second during the second semester prior to the March board meeting. Tenured employees shall be formally evaluated at least twice (2) every three (3) school years.

3.2 When a new teacher signs their employment contract they will be given a copy of the evaluation tool. The District's evaluation tool and procedures will be reviewed with all staff members during the teacher institute prior to the first day of student attendance.

3.3 Results of the formal evaluation provided for in 3.1 above shall be in writing with a copy to be given to the teacher, and shall be preceded by an in-class observation of a teacher's performance.

3.4 The evaluator shall have a meeting with the teacher following the classroom observation. This meeting shall be held within ten (10) days of attendance after the observation.

3.5 The teacher shall have the right to submit an explanation or other written statement regarding any evaluation or inclusion in his/her personnel file.

3.6 Agreeing to the procedures outlined above does not limit the right of management to also utilize informal observations to evaluate teachers during the work day or at school functions. Any result from such observations that becomes part of a teacher's personnel file, shall be preceded by a meeting with the teacher. This meeting shall be held within five (5) school days after the informal observation to discuss remediating any deficiencies that may have been noticed. Any deficiencies noticed, suggestions for correction, or positive observations will be placed in writing with a copy going to the Employee.

ARTICLE IV

CONDITIONS OF EMPLOYMENT

4.1 Employee Work Day

The full time employee work day shall run from 7:30 to 2:53. If school dismisses prior to 2:38 the employee shall be required to stay 15 minutes after the student dismissal unless school is dismissed early for a scheduled workshop or teacher training. No employee shall be required to have more than 315 minutes of student contact time per day.

4.2 Work Year

The employee's work year shall not exceed 180 days unless mandated by school code.

4.3 School Calendar

No later than March 1 of each year the Association will meet with administration to have input in the development of the school calendar for the following year.

4.4 Employee Planning

The employee is required to plan and prepare lessons in advance. The substitute will be instructed to follow available lesson plans which should include methods and clear instructions for each assigned responsibility.

4.5 Individualized Education Programs

Teachers who participate in the formulation of IEPs shall be released from their regular duties on an as needed basis to perform tasks related to formulating IEPs. The total number of days and dates of release shall be mutually agreed upon between the administration and those teachers.

4.6 Extra-Curricular Appointments

Extra-curricular assignments will be on a voluntary basis. If there are no volunteers within the first two (2) weeks of school, these positions will be assigned by the Administration. Athletic coaching positions and cheerleading sponsor positions are excluded from assignment. No person may be assigned to an extra-curricular position if they already have an extra-curricular assignment. No person can be assigned junior class sponsor if he/she was junior class sponsor the previous year. Only those people who come in contact with high school students on a daily basis can be assigned junior class sponsor.

4.7 Changes in Curriculum Assignment

Employees shall be given notice of their curricular assignment for the forthcoming year as soon as possible but no later than the last day of school. With the exception of remedial, special education and self-contained classes, the employee shall be given a tentative curricular assignment for the forthcoming year no later than June 15.

In the event that later changes in curricular assignments are made necessary, the employee affected shall be notified of any change in assignment at least thirty (30) days prior to the beginning of the next academic school year. In the event of an emergency, or after August l, a teacher shall be notified in writing and consulted within five (5) working days from the date the change is made.

The administration will send written notice of all vacancies for any certified teaching position and all extra-curricular assignments to the faculty via email.

4.8 Classroom Discipline

The parties agree that the employee has the primary responsibility for the maintenance of discipline. Employees shall exhaust all classroom rules and make parental contacts prior to issuing office referrals for minor behavior problems. The Administration recognizes its responsibility to the employee in the maintenance of control and discipline. **Employees shall be notified in writing of any change in the policy on student guidelines prior to enforcement.**

4.9 School Closing/Leave Days

When the school is officially closed, no leave days previously arranged by a teacher will be deducted.

4.10 Notification of Events

Each week the Administration will advise the teachers, **in writing via email**, of the upcoming events. Any changes will be given at least forty-eight (48) hours in advance to allow for planning changes.

4.11 Internal Substitutions

The Administration will make an attempt to obtain a substitute teacher to substitute in an unsupervised class. If this fails, a regular teacher who has a planning period during the needed hour can be used to substitute in an unsupervised class and will be paid according to Appendix B. In emergency situations, administrative discretion for substitutions will be followed.

4.12 Retirement Incentive

A. An employee tendering an irrevocable letter of resignation in conformance with the following conditions shall be eligible for a retirement incentive during his/her final three (3) years of teaching. To be eligible, the employee must:

1. Be eligible to retire under the Illinois Teachers Retirement System on the effective date of resignation; and

2. Submit an irrevocable letter of resignation on or before May 30 of the school year preceding the year the incentive is to commence.

B. The pre-retirement period may be from one (1) to three (3) years in duration depending upon when the irrevocable letter of resignation is received and the specified date of retirement.

C. The teacher will remain on the salary schedule and be paid according to the terms of this Agreement. At the end of each school year in which the employee is in the pre-retirement period, the District will compare his/her TRS creditable earnings to his/her previous year's creditable earnings. On the last paycheck in June, the District will pay the teacher a retirement benefit in an amount to ensure the following increase in TRS creditable earnings:

1. Teachers who have been with the district for less than ten (10) years will receive a 4% increase in TRS creditable earnings each year in the pre-retirement period.

2. Teachers who have been with the district for ten (10) or more years will receive a 6% increase in TRS creditable earnings each year in the pre-retirement period.

Increases will be based on the number of days the teacher worked or received paid leave from one year to the next (periods of unpaid leave will be removed from the calculation when determining retirement benefit).

For example, a teacher enters the retirement program for one year with a retirement date at the end of the 2020-2021 school year. In June 2021, the District will compare the teacher's 2019-2020 TRS creditable earnings to his/her 2020-2021 TRS creditable earnings. The District will pay him/her an incentive amount that increases his/her 2020-2021 TRS creditable earnings by 6% above his/her 2019-2020 TRS creditable earnings.

EXAMPLE:
TRS Creditable Earnings 2019-2020 (year prior to entering):
Salary: $50,000
Coaching Stipend: $ 3,000
Total TRS Earnings: $53,000

TRS Creditable Earning 2020-2021 (retirement year):
Salary: $51,000
Coaching Stipend: $ 3,100
Retirement Benefit: $ 1,080
Total TRS Earnings: $55,180

(Reflects 6% increase over previous year's earnings)

If an employee has an extra duty obligation at the commencement of the pre-retirement period and ceases to perform those services during the pre-retirement period, the calculation of the employee's 6% increase shall be reduced by the amount of the extra duty compensation.

TRS Creditable Earnings 2019-2020 (year prior to entering):
Salary: $50,000
Coaching Stipend: $ 3,000
Total TRS Earnings: $53,000

TRS Creditable Earning 2020-2021 (retirement year):
Salary: $51,000
Coaching Stipend $ 0
Retirement Benefit: $ 2,000
Total TRS Earnings: $53,000

(Reflects 6% increase over previous year's earnings after removing the stipend work that is no longer performed. The 6% calculation is based on $50,000 and not $53,000)

D. Should legislation and/or TRS rules decrease the amount of creditable earnings that can be paid without triggering a lump sum Board paid TRS contribution (i.e., to less than a 6% increase over the previous year) and this Agreement is not grandfathered and exempt from that change, the retirement benefit under this Article shall be reduced from 6% to the maximum rate which does not result in the District paying any additional contributions to TRS.

4.13 Notification of Snow Days

Announced snow days shall be made by 6:00 AM. if possible. Employees will be notified via phone call and/or text message. The CEA Phone Tree will be utilized as a back-up.

Notification of school closing due to weather conditions shall be given on the previous day, whenever possible.

4.14 Delivery of Paychecks

Employee paychecks shall be available in paper or electronic format on the 15th and 30th of each month, or on the last school day preceding these dates if they fall on a weekend or holiday. For employees opting to receive paper format, the December 30 check will be mailed no later than December 27.

4.15 Joint Committee

If the Association has a matter that needs to be remediated related to the educational environment, issues discussed at the previous Board meeting, items on the upcoming Board agenda, or items submitted to the Administration, a joint committee will convene to discuss it. The committee will meet on an as-needed basis. The committee will be composed of two office staff members and two Association members. If the matter cannot be resolved, two Board members will join the committee.

4.16 Outside Teaching Credit

Teachers will be given up to five (5) years credit for prior public school teaching experience and move appropriately on the salary schedule with additional years credit given at Board discretion.

4.17 Salary Schedule

The Salary schedule shall be set forth in Appendix A and supplementary compensation shall be set forth in Appendix C. Both appendices are attached to and incorporated into this agreement.

4.18 Payment for Extra-Curricular Jobs

The supplemental pay schedule shall be as set forth in Appendix B, which is attached and incorporated into this Agreement. Any extra-curricular program may be added to Appendix B, with the agreement of both parties. Payment for extra-curricular activities will be done when the activity has been completed but no later than May 30 unless otherwise agreed upon. If the extra-curricular activity is not completed but the designated sponsor has put forth effort to complete the activity, a committee of three (Board member, administrator, and Association president or designee) will make a recommendation to the Board concerning remuneration.

4.19 Tuition Reimbursement

The District will reimburse any teacher that takes any post graduate classes pertaining to the teacher's licensed area or have received prior approval by the superintendent. Reimbursements will be at the rate of $200 per graduate hour, not to exceed $1200 per person, per year and not to exceed$6000 total expense to the District for any one year. Total reimbursement to the teacher shall not exceed the actual cost of the tuition paid for classes. **Upon request, the employee will supply proof of personal payment of tuition and successful completion of the class no later than September 1.**

ARTICLE V

LEAVES

5.1 Sick Leave

Each school term, employee shall be entitled to and shall receive as their normal annual allotment and without loss of pay, sick leave days based on years of service in the District, as set forth below:

Years in district	Sick days for the year
0-2	13
3-8	16
9-12	20
13-20	25
21-24	30
25-35	35
36 plus	13

Years are based on total years served in the district, however do not need to be consecutively served.

Sick leave shall accumulate to three hundred fifty-three (353) days, including accumulated unused personal leave.

Sick leave shall be interpreted to mean personal illness or disability, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption.

Any employee limiting his/her absences, both sick and personal, to the following limits will receive the following bonuses:

One day used	$200
Two days used	$150
Three days used	$ 50

Sick leave that is accumulated or used will be reported on each regular payroll check for each employee.

5.2 Personal Leave

Each employee shall be granted four (4) days personal leave without loss of pay per year. Requests for personal leave days shall be made in writing to the Administration as soon as possible but no later than two (2) working days before the leave is to be taken. In the event that a personal leave day must be taken in an emergency, the employee shall be required to submit a letter to the Superintendent explaining the reasons for the emergency. No more than two (2) consecutive personal days will be allowed unless it is an emergency.

Each employee shall be granted three (3) bereavement days per school year. These days will not accumulate. The use of bereavement days will not affect sick days or personal leave days.

5.3 Leave of Absence

Leaves of absence without pay may be granted to employees upon Board approval. Leaves of absence may be granted for:

A. Advanced study leading to a degree through an approved university.

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

C. Other reasons acceptable to the Board which will improve the educational program in Unit District 1.

Employees on such leave may continue benefits if they reimburse the District for any prorated costs of benefits for which they apply.

Employees will not advance on the salary schedule, according to experience increment, while on any approved leave of absence without pay. Such leave of absence, however, will not prohibit the employee from receiving any increase negotiated on the base of the salary schedule. The granting of such leaves will be wholly and unilaterally at the sole discretion of the Board. A refusal to grant such leave will not be subject to challenge through the grievance procedure.

Employees must notify by March 1 of the year the leave is taken of the employee's intention to return to employment.

5.4 Disability

Any employee may have their absence due to disability, including pregnancy-related disability, treated as sick leave unless he/she has applied for and received a leave of absence without pay.

5.5 Association Leave

In order to conduct Association business, the Association will have five (5) Association Leave days per year. Any employee using this leave shall be paid the day's pay by the Board. The Association will reimburse the Board for the cost of the substitute teacher and give at least five (5) days notice. These days will be requested for the employee by the Association President or Vice-President and will not count as personal leave days.

5.6 Sick Leave Pool

A. A common pool of sick leave days shall be established for the use of certified employees choosing to participate in the pool. The sick leave pool will be created by a voluntary action by employees who choose to participate by donating up to five (5) sick leave days to the sick leave pool from the number of sick leave days granted each year. The specific number of sick leave days donated will be chosen by each employee individually and may change each year. The sick leave days donated shall be deducted from each donor on September 15th each year. The number of days in the sick leave pool shall continue to accumulate with those unused days being carried over until the next school year. The District shall notify the Association in writing at the end of each school year the number of days available in the sick leave pool. The Association may also request this information at any time during the school year.

B. Any employee shall be eligible to participate in the sick leave pool under the following provisions:

   i. That the employee notifies the district of the intent to participate by filing the proper application with the district office prior to September 1 authorizing the necessary adjustment in the number of available sick leave days. Said employee shall remain in the sick leave pool until he/she notifies the district in writing by September 1 of the year in which he/she wishes to withdraw. Any employee who has contributed to the sick leave pool may not withdraw the donated day(s) when withdrawing from the sick leave pool or leaving employment.

   ii. In order to be eligible to use days from the sick leave pool, an individual must be a participant in the sick leave pool and have donated at least one sick day in the current school year.

iii. A committee of four people (two administrators and two Association members, one of which is either the President or Vice President of the Association) will grant use of sick days from the sick leave pool. An employee must request use of the sick leave pool in writing to the superintendent, who will then convene the committee. All requests should provide information related to the reason for the request to use the sick leave pool. The committee reserves the right to request a physician's statement that includes the beginning date of the condition, a description of the illness or injury, an estimated number of sick days needed, and a prognosis for recovery. In the event the committee vote is a tie, the school board president will be given all information relevant to the request and his/her vote will be the tie-breaker. The committee will render a decision to the employee within ten (10) working days after receipt of the request.

iv. An employee may use days from the sick leave pool only after using his/her accumulated sick leave and personal leave, and only after having missed five (5) consecutive school days for which he/she has been docked. An employee may use up to ten (10) days in one instance. At such time the committee will reconvene to determine if more days are necessary. A tenured employee may use up to a maximum of fifty (50) days in any one (1) school year. A non-tenured employee may use up to a maximum of thirty (30) days in any one (1) school year.

v. The sick leave pool may be used for an employee or a family member's (spouse, registered domestic partner, civil union, child, or parent) serious health condition. The illness or injury must require a health care provider's care.

vi. An employee requesting to use days from the sick leave pool for maternity/paternity leave of a complication free pregnancy/delivery will be granted a maximum of ten (10) days. In the event complications arise, the employee may petition the committee for the use of more days from the sick leave pool.

vii. No employee may be allowed to use days from the sick leave pool while claiming disability insurance through the Illinois Teachers' Retirement System. They may, however, claim disability insurance after using the total number of days available to them from the sick leave pool. No member may be allowed to use days from the sick leave pool if the injury/illness is work-related, as such illness/injury shall be subject to the exclusive provision of the Illinois Workers' Compensation Act.

ARTICLE VI

GRIEVANCE PROCEDURE

6.1 Definitions

A. Any claim by the association or a member that there has been a violation, misinterpretation, or misapplication of the terms of the agreement or the district policies, rules or regulations governing personnel shall be a grievance.

B. All time limits consist of school days, except when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all weekdays in order that the matters may be resolved before the close of the school term or as soon thereafter as possible. School days for the purpose of the grievance procedure shall mean teacher employment days.

C. Upon selection and certification of a grievance representative by the Association, the Board shall recognize such representative.

D. A grievance may be withdrawn at any level without establishing precedent. If withdrawn, the grievance shall be treated as never been filed.

E. Failure of the aggrieved party to honor time limits within the grievance procedure shall constitute a waiver of the grievance.

F. Failure of the Board or Administration to honor time limits within the grievance procedure shall constitute an automatic advancement of the grievance to the next immediate step.

6.2 Procedures

The parties hereto acknowledge that it is usually most desirable for an employee and his/her immediately involved supervisor to resolve problems through free and informal communication. It is the option of either party to have an additional representative present. It is the responsibility of the aggrieved party to inform the other party of the possible grievance for the purpose of informal discussion within five (5) days of the occurrence of the event. If, however, such informal processes fail to satisfy either party, a grievance may be processed as follows:

A. A grievance must be filed in writing to the supervisor immediately involved within twenty (20) days following acknowledgment by both parties of the occurrence of the event which initiated the grievance. The supervisor will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The immediately involved supervisor, another supervisory person if desired by the said supervisor, the employee and a representative within the Association shall be present for the meeting. Within five (5) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reason(s) for the decision.

B. If the grievance is not resolved at Step A, then the aggrieved may refer the grievance to the Superintendent or his/her official designee within ten (10) days after receipt of the Step A answer. The Superintendent shall arrange for a meeting with the aggrieved to take place within five (5) days of this receipt of appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the meeting the superintendent shall consult with the Board of Education in regards to the grievance at the next regularly scheduled board meeting. Within five (5) days of the board meeting, the grievant and the Association shall be provided with the superintendent's written response, including the reason(s) for the decision.

C. If the Association is not satisfied with the deposition of the grievance at Step B, the Association may submit the grievance to final and binding arbitration. If the demand for arbitration is not filed with the Employer within thirty (30) days of the Step B answer, then the grievance shall be deemed resolved. If within thirty (30) days of the filing of the demand with the Employer the parties cannot agree on an arbitrator, the demand shall be submitted to the American Arbitration Association which shall act as the Administrator of the proceedings.

D. Expenses for the arbitration services shall be shared equally by the parties. Each party shall pay their own expenses for preparation of the arbitration case.

E. The arbitrator shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the School District and the Association and his/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

F. If the Association or any employee files any claim or complaint in any forum other than under the grievance procedure of this Agreement, then the School District shall not be required to process the same claim or set facts through the grievance procedure.

6.3 Association Rights

The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level beyond Step A if requested by the grievant.

6.4 Class Grievance

Class grievances involving one or more employees or one or more supervisors, and grievances involving any administrator may be initially filed by the Association at Step B.

6.5 Bypass to Arbitration

If the Superintendent and Association both agree, a grievance may be submitted directly to arbitration.

6.6 Board-Administration Cooperation

The Board and Administration shall provide the Association with readily available information.

6.7 No Reprisal Clause

No reprisals shall be taken by the Board, the Administration or the Association against any employee solely because of his/her participation in a grievance.

6.8 Released Time

Should the Board require that an employee or an Association representative be released from his/her regular assignment, he/she shall be released without loss of pay or benefits. Every attempt will be made to process the grievance outside of the regular school day.

6.9 Improper Filing

If a grievance is improperly filed or is not related to a dispute over language contained in this Agreement, it cannot be filed past Step B. If the Association insists on carrying an improper grievance further than Step B, it agrees to pay all costs in time and expense for any costs of further steps.

ARTICLE VII

7.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

7.2 Individual Contracts

Individual contracts or employment agreements shall not be inconsistent with the terms and conditions of the Agreement.

7.3 Savings Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

7.4 Term of Agreement

This Agreement shall be effective August 18, 2026 and shall continue in effect until August 15, 2028.

This Agreement is signed this 18th day of August, 2026.

Coulterville Education Association IEA-NEA	**For the Board of Education Coulterville Unit District #1**
Lindsay Eckart	
President	**President**
Jamie McDougal, Secretary	
Secretary	**Secretary**

Appendix B
Extra Curricular Schedule
2026-2028

Class Sponsors	
8th	$655
9th	$655
10th	$655
11th	$4505
12th	$2425
Clubs and Organizations	
Jr. Beta	$800
Sr. Beta	$800
Student Council	$800
FFA	$800
History	$800
Lifesavers	$800
Yearbook	$1520
Newspaper	$825
Young Authors Contest	$120
County Spelling Bee	$120
County Art Contest	$120

Athletic Percentage Positions	**% of Base Salary**
Athletic Director	7.5%
State Tournament Director	2.25%
JH Cheerleading	5%
JH Head Basketball	9.5%
JH Assist. Basketball	4%
JH Head Baseball	6.75%
JH Assist. Baseball	2%
JH Head Softball	6.75%
JH Assist. Softball	2%
JH Head Volleyball	6.75%
JH Assist. Volleyball	2%
JH Head Track	6.75%
JH Assist. Track	2%

JH Bass Fishing and HS Bass Fishing - $400 plus 0.5% of base salary for every tournament the team participates in, including post-season Regionals. The stipend will be capped at $1200.

*Stipend will be based on step 0 of the salary schedule for that contractual year. Coaches will move one vertical step on the salary schedule for each consecutive year coached in the same position and multiplied by the percent. All coaches will top out at 10 years. No experience will be allowed to transfer into the district. If a coach resigns then resumes coaching the same sport, he or she will be placed back on step 0 of the contract, unless there is a case of maternity or family medical leave. Experience in one sport does not equal experience in another.

Internal Substitution	$25/class hour
Athletic Events	$25/night/person

Appendix C
Supplementary Compensation
2026-2028

- The Board will pay up to the following maximum amounts in each contract year for employees who elect health insurance coverage under the District's health insurance plan.

Year	Single Coverage Only	Single with Dependent or Family Plan
2026-2028	$ 7,000	$ 11,000

- Employees who decline coverage under the District's insurance plan may elect a cash option in the amount of $6,000 in each contract year in lieu of Board paid insurance. Employees who obtain insurance outside the District plan may elect a Flex 125 plan. The Board of Education will pay 9% of each full-time certified employee's $6,000 (cash option) creditable earnings as the employee's contribution to the Teachers' Retirement System (TRS) regardless of whether the employee elects Board paid insurance or the cash option. This contribution will be calculated using the salary add-on method.