

APPENDIX A

CENTRAL SCHOOL DISTRICT #104

SALARY SCHEDULE 2008-2009

YR	BA	BA+8	BA+16	BA+24	M	M+8	M+16	M+24
1	\$ 32,706.36	\$ 33,159.36	\$ 33,612.36	\$ 34,065.36	\$ 34,518.36	\$ 34,971.36	\$ 35,424.36	\$ 35,877.36
TRS	\$ 3,393.37	\$ 3,440.37	\$ 3,487.37	\$ 3,534.37	\$ 3,581.37	\$ 3,628.37	\$ 3,675.37	\$ 3,722.37
Cred. Earn	\$ 36,099.73	\$ 36,599.73	\$ 37,099.73	\$ 37,599.73	\$ 38,099.73	\$ 38,599.73	\$ 39,099.73	\$ 39,599.73
2	\$ 33,690.27	\$ 34,143.27	\$ 34,596.27	\$ 35,049.27	\$ 35,502.27	\$ 35,955.27	\$ 36,408.27	\$ 36,861.27
TRS	\$ 3,495.46	\$ 3,542.46	\$ 3,589.46	\$ 3,636.46	\$ 3,683.46	\$ 3,730.46	\$ 3,777.46	\$ 3,824.46
Cred. Earn	\$ 37,185.73	\$ 37,685.73	\$ 38,185.73	\$ 38,685.73	\$ 39,185.73	\$ 39,685.73	\$ 40,185.73	\$ 40,685.73
3	\$ 34,674.19	\$ 35,127.19	\$ 35,580.19	\$ 36,033.19	\$ 36,486.19	\$ 36,939.19	\$ 37,392.19	\$ 37,845.19
TRS	\$ 3,597.54	\$ 3,644.54	\$ 3,691.54	\$ 3,738.54	\$ 3,785.54	\$ 3,832.54	\$ 3,879.54	\$ 3,926.54
Cred. Earn	\$ 38,271.73	\$ 38,771.73	\$ 39,271.73	\$ 39,771.73	\$ 40,271.73	\$ 40,771.73	\$ 41,271.73	\$ 41,771.73
4	\$ 35,658.10	\$ 36,111.10	\$ 36,564.10	\$ 37,017.10	\$ 37,470.10	\$ 37,923.10	\$ 38,376.10	\$ 38,829.10
TRS	\$ 3,699.63	\$ 3,746.63	\$ 3,793.63	\$ 3,840.63	\$ 3,887.63	\$ 3,934.63	\$ 3,981.63	\$ 4,028.63
Cred. Earn	\$ 39,357.73	\$ 39,857.73	\$ 40,357.73	\$ 40,857.73	\$ 41,357.73	\$ 41,857.73	\$ 42,357.73	\$ 42,857.73
5	\$ 36,642.02	\$ 37,095.02	\$ 37,548.02	\$ 38,001.02	\$ 38,454.02	\$ 38,907.02	\$ 39,360.02	\$ 39,813.02
TRS	\$ 3,801.71	\$ 3,848.71	\$ 3,895.71	\$ 3,942.71	\$ 3,989.71	\$ 4,036.71	\$ 4,083.71	\$ 4,130.71
Cred. Earn	\$ 40,443.73	\$ 40,943.73	\$ 41,443.73	\$ 41,943.73	\$ 42,443.73	\$ 42,943.73	\$ 43,443.73	\$ 43,943.73
6	\$ 37,625.94	\$ 38,078.94	\$ 38,531.94	\$ 38,984.94	\$ 39,437.94	\$ 39,890.94	\$ 40,343.94	\$ 40,796.94
TRS	\$ 3,903.79	\$ 3,950.79	\$ 3,997.79	\$ 4,044.79	\$ 4,091.79	\$ 4,138.79	\$ 4,185.79	\$ 4,232.79
Cred. Earn	\$ 41,529.73	\$ 42,029.73	\$ 42,529.73	\$ 43,029.73	\$ 43,529.73	\$ 44,029.73	\$ 44,529.73	\$ 45,029.73
7	\$ 38,609.85	\$ 39,062.85	\$ 39,515.85	\$ 39,968.85	\$ 40,421.85	\$ 40,874.85	\$ 41,327.85	\$ 41,780.85
TRS	\$ 4,005.88	\$ 4,052.88	\$ 4,099.88	\$ 4,146.88	\$ 4,193.88	\$ 4,240.88	\$ 4,287.88	\$ 4,334.88
Cred. Earn	\$ 42,615.73	\$ 43,115.73	\$ 43,615.73	\$ 44,115.73	\$ 44,615.73	\$ 45,115.73	\$ 45,615.73	\$ 46,115.73
8	\$ 39,593.77	\$ 40,046.77	\$ 40,499.77	\$ 40,952.77	\$ 41,405.77	\$ 41,858.77	\$ 42,311.77	\$ 42,764.77
TRS	\$ 4,107.96	\$ 4,154.96	\$ 4,201.96	\$ 4,248.96	\$ 4,295.96	\$ 4,342.96	\$ 4,389.96	\$ 4,436.96
Cred. Earn	\$ 43,701.73	\$ 44,201.73	\$ 44,701.73	\$ 45,201.73	\$ 45,701.73	\$ 46,201.73	\$ 46,701.73	\$ 47,201.73
9	\$ 40,577.68	\$ 41,030.68	\$ 41,483.68	\$ 41,936.68	\$ 42,389.68	\$ 42,842.68	\$ 43,295.68	\$ 43,748.68
TRS	\$ 4,210.05	\$ 4,257.05	\$ 4,304.05	\$ 4,351.05	\$ 4,398.05	\$ 4,445.05	\$ 4,492.05	\$ 4,539.05
Cred. Earn	\$ 44,787.73	\$ 45,287.73	\$ 45,787.73	\$ 46,287.73	\$ 46,787.73	\$ 47,287.73	\$ 47,787.73	\$ 48,287.73
10	\$ 41,561.60	\$ 42,014.60	\$ 42,467.60	\$ 42,920.60	\$ 43,373.60	\$ 43,826.60	\$ 44,279.60	\$ 44,732.60
TRS	\$ 4,312.13	\$ 4,359.13	\$ 4,406.13	\$ 4,453.13	\$ 4,500.13	\$ 4,547.13	\$ 4,594.13	\$ 4,641.13
Cred. Earn	\$ 45,873.73	\$ 46,373.73	\$ 46,873.73	\$ 47,373.73	\$ 47,873.73	\$ 48,373.73	\$ 48,873.73	\$ 49,373.73
11	\$ 42,545.52	\$ 42,998.52	\$ 43,451.52	\$ 43,904.52	\$ 44,357.52	\$ 44,810.52	\$ 45,263.52	\$ 45,716.52
TRS	\$ 4,414.21	\$ 4,461.21	\$ 4,508.21	\$ 4,555.21	\$ 4,602.21	\$ 4,649.21	\$ 4,696.21	\$ 4,743.21
Cred. Earn	\$ 46,959.73	\$ 47,459.73	\$ 47,959.73	\$ 48,459.73	\$ 48,959.73	\$ 49,459.73	\$ 49,959.73	\$ 50,459.73
12	\$ 43,816.63	\$ 44,269.63	\$ 44,722.63	\$ 45,175.63	\$ 45,628.63	\$ 46,081.63	\$ 46,534.63	\$ 46,987.63
TRS	\$ 4,546.10	\$ 4,593.10	\$ 4,640.10	\$ 4,687.10	\$ 4,734.10	\$ 4,781.10	\$ 4,828.10	\$ 4,875.10
Cred. Earn	\$ 48,362.73	\$ 48,862.73	\$ 49,362.73	\$ 49,862.73	\$ 50,362.73	\$ 50,862.73	\$ 51,362.73	\$ 51,862.73
13	\$ 44,800.55	\$ 45,253.55	\$ 45,706.55	\$ 46,159.55	\$ 46,612.55	\$ 47,065.55	\$ 47,518.55	\$ 47,971.55
TRS	\$ 4,648.18	\$ 4,695.18	\$ 4,742.18	\$ 4,789.18	\$ 4,836.18	\$ 4,883.18	\$ 4,930.18	\$ 4,977.18
Cred. Earn	\$ 49,448.73	\$ 49,948.73	\$ 50,448.73	\$ 50,948.73	\$ 51,448.73	\$ 51,948.73	\$ 52,448.73	\$ 52,948.73
14		\$ 46,237.47	\$ 46,690.47	\$ 47,143.47	\$ 47,596.47	\$ 48,049.47	\$ 48,502.47	\$ 48,955.47
TRS		\$ 4,797.26	\$ 4,844.26	\$ 4,891.26	\$ 4,938.26	\$ 4,985.26	\$ 5,032.26	\$ 5,079.26
Cred. Earn		\$ 51,034.73	\$ 51,534.73	\$ 52,034.73	\$ 52,534.73	\$ 53,034.73	\$ 53,534.73	\$ 54,034.73

CENTRAL SCHOOL DISTRICT #104
SALARY SCHEDULE 2008-2009

YR	BA	BA+8	BA+16	BA+24	M	M+8	M+16	M+24
15		\$ 47,221.38	\$ 47,674.38	\$ 48,127.38	\$ 48,580.38	\$ 49,033.38	\$ 49,486.38	\$ 49,939.38
TRS		\$ 4,899.35	\$ 4,946.35	\$ 4,993.35	\$ 5,040.35	\$ 5,087.35	\$ 5,134.35	\$ 5,181.35
Cred. Earn		\$ 52,120.73	\$ 52,620.73	\$ 53,120.73	\$ 53,620.73	\$ 54,120.73	\$ 54,620.73	\$ 55,120.73
16		\$ 48,205.30	\$ 48,658.30	\$ 49,111.30	\$ 49,564.30	\$ 50,017.30	\$ 50,470.30	\$ 50,923.30
TRS		\$ 5,001.43	\$ 5,048.43	\$ 5,095.43	\$ 5,142.43	\$ 5,189.43	\$ 5,236.43	\$ 5,283.43
Cred. Earn		\$ 53,206.73	\$ 53,706.73	\$ 54,206.73	\$ 54,706.73	\$ 55,206.73	\$ 55,706.73	\$ 56,206.73
17			\$ 49,642.21	\$ 50,095.21	\$ 50,548.21	\$ 51,001.21	\$ 51,454.21	\$ 51,907.21
TRS			\$ 5,150.52	\$ 5,197.52	\$ 5,244.52	\$ 5,291.52	\$ 5,338.52	\$ 5,385.52
Cred. Earn			\$ 54,792.73	\$ 55,292.73	\$ 55,792.73	\$ 56,292.73	\$ 56,792.73	\$ 57,292.73
18			\$ 50,626.13	\$ 51,079.13	\$ 51,532.13	\$ 51,985.13	\$ 52,438.13	\$ 52,891.13
TRS			\$ 5,252.60	\$ 5,299.60	\$ 5,346.60	\$ 5,393.60	\$ 5,440.60	\$ 5,487.60
Cred. Earn			\$ 55,878.73	\$ 56,378.73	\$ 56,878.73	\$ 57,378.73	\$ 57,878.73	\$ 58,378.73
19			\$ 51,610.05	\$ 52,063.05	\$ 52,516.05	\$ 52,969.05	\$ 53,422.05	\$ 53,875.05
TRS			\$ 5,354.68	\$ 5,401.68	\$ 5,448.68	\$ 5,495.68	\$ 5,542.68	\$ 5,589.68
Cred. Earn			\$ 56,964.73	\$ 57,464.73	\$ 57,964.73	\$ 58,464.73	\$ 58,964.73	\$ 59,464.73
20			\$ 52,593.96	\$ 53,046.96	\$ 53,499.96	\$ 53,952.96	\$ 54,405.96	\$ 54,858.96
TRS			\$ 5,456.77	\$ 5,503.77	\$ 5,550.77	\$ 5,597.77	\$ 5,644.77	\$ 5,691.77
Cred. Earn			\$ 58,050.73	\$ 58,550.73	\$ 59,050.73	\$ 59,550.73	\$ 60,050.73	\$ 60,550.73
21			\$ 53,577.88	\$ 54,030.88	\$ 54,483.88	\$ 54,936.88	\$ 55,389.88	\$ 55,842.88
TRS			\$ 5,558.85	\$ 5,605.85	\$ 5,652.85	\$ 5,699.85	\$ 5,746.85	\$ 5,793.85
Cred. Earn			\$ 59,136.73	\$ 59,636.73	\$ 60,136.73	\$ 60,636.73	\$ 61,136.73	\$ 61,636.73
22			\$ 54,561.79	\$ 55,014.79	\$ 55,467.79	\$ 55,920.79	\$ 56,373.79	\$ 56,826.79
TRS			\$ 5,660.94	\$ 5,707.94	\$ 5,754.94	\$ 5,801.94	\$ 5,848.94	\$ 5,895.94
Cred. Earn			\$ 60,222.73	\$ 60,722.73	\$ 61,222.73	\$ 61,722.73	\$ 62,222.73	\$ 62,722.73
23			\$ 55,545.71	\$ 55,998.71	\$ 56,451.71	\$ 56,904.71	\$ 57,357.71	\$ 57,810.71
TRS			\$ 5,763.02	\$ 5,810.02	\$ 5,857.02	\$ 5,904.02	\$ 5,951.02	\$ 5,998.02
Cred. Earn			\$ 61,308.73	\$ 61,808.73	\$ 62,308.73	\$ 62,808.73	\$ 63,308.73	\$ 63,808.73
24				\$ 56,982.63	\$ 57,435.63	\$ 57,888.63	\$ 58,341.63	\$ 58,794.63
TRS				\$ 5,912.10	\$ 5,959.10	\$ 6,006.10	\$ 6,053.10	\$ 6,100.10
Cred. Earn				\$ 62,894.73	\$ 63,394.73	\$ 63,894.73	\$ 64,394.73	\$ 64,894.73
25					\$ 58,419.54	\$ 58,872.54	\$ 59,325.54	\$ 59,778.54
TRS					\$ 6,061.19	\$ 6,108.19	\$ 6,155.19	\$ 6,202.19
Cred. Earn					\$ 64,480.73	\$ 64,980.73	\$ 65,480.73	\$ 65,980.73
26						\$ 59,856.46	\$ 60,309.46	\$ 60,762.46
TRS						\$ 6,210.27	\$ 6,257.27	\$ 6,304.27
Cred. Earn						\$ 66,066.73	\$ 66,566.73	\$ 67,066.73
27						\$ 60,840.37	\$ 61,293.37	\$ 61,746.37
TRS						\$ 6,312.36	\$ 6,359.36	\$ 6,406.36
Cred. Earn						\$ 67,152.73	\$ 67,652.73	\$ 68,152.73
28							\$ 62,277.29	\$ 62,730.29
TRS							\$ 6,461.44	\$ 6,508.44
Cred. Earn							\$ 68,738.73	\$ 69,238.73

APPENDIX B

**CENTRAL SCHOOL DISTRICT #104
SALARY SCHEDULE 2009-2010**

YR	BA	BA+8	BA+16	BA+24	M	M+8	M+16	M+24
1	\$ 33,444.29	\$ 33,897.29	\$ 34,350.29	\$ 34,803.29	\$ 35,256.29	\$ 35,709.29	\$ 36,162.29	\$ 36,615.29
TRS	\$ 3,469.94	\$ 3,516.94	\$ 3,563.94	\$ 3,610.94	\$ 3,657.94	\$ 3,704.94	\$ 3,751.94	\$ 3,798.94
Cred. Earn	\$ 36,914.23	\$ 37,414.23	\$ 37,914.23	\$ 38,414.23	\$ 38,914.23	\$ 39,414.23	\$ 39,914.23	\$ 40,414.23
2	\$ 34,481.66	\$ 34,934.66	\$ 35,387.66	\$ 35,840.66	\$ 36,293.66	\$ 36,746.66	\$ 37,199.66	\$ 37,652.66
TRS	\$ 3,577.57	\$ 3,624.57	\$ 3,671.57	\$ 3,718.57	\$ 3,765.57	\$ 3,812.57	\$ 3,859.57	\$ 3,906.57
Cred. Earn	\$ 38,059.23	\$ 38,559.23	\$ 39,059.23	\$ 39,559.23	\$ 40,059.23	\$ 40,559.23	\$ 41,059.23	\$ 41,559.23
3	\$ 35,519.03	\$ 35,972.03	\$ 36,425.03	\$ 36,878.03	\$ 37,331.03	\$ 37,784.03	\$ 38,237.03	\$ 38,690.03
TRS	\$ 3,685.20	\$ 3,732.20	\$ 3,779.20	\$ 3,826.20	\$ 3,873.20	\$ 3,920.20	\$ 3,967.20	\$ 4,014.20
Cred. Earn	\$ 39,204.23	\$ 39,704.23	\$ 40,204.23	\$ 40,704.23	\$ 41,204.23	\$ 41,704.23	\$ 42,204.23	\$ 42,704.23
4	\$ 36,556.40	\$ 37,009.40	\$ 37,462.40	\$ 37,915.40	\$ 38,368.40	\$ 38,821.40	\$ 39,274.40	\$ 39,727.40
TRS	\$ 3,792.83	\$ 3,839.83	\$ 3,886.83	\$ 3,933.83	\$ 3,980.83	\$ 4,027.83	\$ 4,074.83	\$ 4,121.83
Cred. Earn	\$ 40,349.23	\$ 40,849.23	\$ 41,349.23	\$ 41,849.23	\$ 42,349.23	\$ 42,849.23	\$ 43,349.23	\$ 43,849.23
5	\$ 37,593.77	\$ 38,046.77	\$ 38,499.77	\$ 38,952.77	\$ 39,405.77	\$ 39,858.77	\$ 40,311.77	\$ 40,764.77
TRS	\$ 3,900.46	\$ 3,947.46	\$ 3,994.46	\$ 4,041.46	\$ 4,088.46	\$ 4,135.46	\$ 4,182.46	\$ 4,229.46
Cred. Earn	\$ 41,494.23	\$ 41,994.23	\$ 42,494.23	\$ 42,994.23	\$ 43,494.23	\$ 43,994.23	\$ 44,494.23	\$ 44,994.23
6	\$ 38,631.14	\$ 39,084.14	\$ 39,537.14	\$ 39,990.14	\$ 40,443.14	\$ 40,896.14	\$ 41,349.14	\$ 41,802.14
TRS	\$ 4,008.09	\$ 4,055.09	\$ 4,102.09	\$ 4,149.09	\$ 4,196.09	\$ 4,243.09	\$ 4,290.09	\$ 4,337.09
Cred. Earn	\$ 42,639.23	\$ 43,139.23	\$ 43,639.23	\$ 44,139.23	\$ 44,639.23	\$ 45,139.23	\$ 45,639.23	\$ 46,139.23
7	\$ 39,668.51	\$ 40,121.51	\$ 40,574.51	\$ 41,027.51	\$ 41,480.51	\$ 41,933.51	\$ 42,386.51	\$ 42,839.51
TRS	\$ 4,115.72	\$ 4,162.72	\$ 4,209.72	\$ 4,256.72	\$ 4,303.72	\$ 4,350.72	\$ 4,397.72	\$ 4,444.72
Cred. Earn	\$ 43,784.23	\$ 44,284.23	\$ 44,784.23	\$ 45,284.23	\$ 45,784.23	\$ 46,284.23	\$ 46,784.23	\$ 47,284.23
8	\$ 40,705.88	\$ 41,158.88	\$ 41,611.88	\$ 42,064.88	\$ 42,517.88	\$ 42,970.88	\$ 43,423.88	\$ 43,876.88
TRS	\$ 4,223.35	\$ 4,270.35	\$ 4,317.35	\$ 4,364.35	\$ 4,411.35	\$ 4,458.35	\$ 4,505.35	\$ 4,552.35
Cred. Earn	\$ 44,929.23	\$ 45,429.23	\$ 45,929.23	\$ 46,429.23	\$ 46,929.23	\$ 47,429.23	\$ 47,929.23	\$ 48,429.23
9	\$ 41,743.25	\$ 42,196.25	\$ 42,649.25	\$ 43,102.25	\$ 43,555.25	\$ 44,008.25	\$ 44,461.25	\$ 44,914.25
TRS	\$ 4,330.98	\$ 4,377.98	\$ 4,424.98	\$ 4,471.98	\$ 4,518.98	\$ 4,565.98	\$ 4,612.98	\$ 4,659.98
Cred. Earn	\$ 46,074.23	\$ 46,574.23	\$ 47,074.23	\$ 47,574.23	\$ 48,074.23	\$ 48,574.23	\$ 49,074.23	\$ 49,574.23
10	\$ 42,780.62	\$ 43,233.62	\$ 43,686.62	\$ 44,139.62	\$ 44,592.62	\$ 45,045.62	\$ 45,498.62	\$ 45,951.62
TRS	\$ 4,438.61	\$ 4,485.61	\$ 4,532.61	\$ 4,579.61	\$ 4,626.61	\$ 4,673.61	\$ 4,720.61	\$ 4,767.61
Cred. Earn	\$ 47,219.23	\$ 47,719.23	\$ 48,219.23	\$ 48,719.23	\$ 49,219.23	\$ 49,719.23	\$ 50,219.23	\$ 50,719.23
11	\$ 43,817.99	\$ 44,270.99	\$ 44,723.99	\$ 45,176.99	\$ 45,629.99	\$ 46,082.99	\$ 46,535.99	\$ 46,988.99
TRS	\$ 4,546.24	\$ 4,593.24	\$ 4,640.24	\$ 4,687.24	\$ 4,734.24	\$ 4,781.24	\$ 4,828.24	\$ 4,875.24
Cred. Earn	\$ 48,364.23	\$ 48,864.23	\$ 49,364.23	\$ 49,864.23	\$ 50,364.23	\$ 50,864.23	\$ 51,364.23	\$ 51,864.23
12	\$ 44,855.36	\$ 45,308.36	\$ 45,761.36	\$ 46,214.36	\$ 46,667.36	\$ 47,120.36	\$ 47,573.36	\$ 48,026.36
TRS	\$ 4,653.87	\$ 4,700.87	\$ 4,747.87	\$ 4,794.87	\$ 4,841.87	\$ 4,888.87	\$ 4,935.87	\$ 4,982.87
Cred. Earn	\$ 49,509.23	\$ 50,009.23	\$ 50,509.23	\$ 51,009.23	\$ 51,509.23	\$ 52,009.23	\$ 52,509.23	\$ 53,009.23
13	\$ 45,892.73	\$ 46,345.73	\$ 46,798.73	\$ 47,251.73	\$ 47,704.73	\$ 48,157.73	\$ 48,610.73	\$ 49,063.73
TRS	\$ 4,761.50	\$ 4,808.50	\$ 4,855.50	\$ 4,902.50	\$ 4,949.50	\$ 4,996.50	\$ 5,043.50	\$ 5,090.50
Cred. Earn	\$ 50,654.23	\$ 51,154.23	\$ 51,654.23	\$ 52,154.23	\$ 52,654.23	\$ 53,154.23	\$ 53,654.23	\$ 54,154.23
14		\$ 47,383.10	\$ 47,836.10	\$ 48,289.10	\$ 48,742.10	\$ 49,195.10	\$ 49,648.10	\$ 50,101.10
TRS		\$ 4,916.13	\$ 4,963.13	\$ 5,010.13	\$ 5,057.13	\$ 5,104.13	\$ 5,151.13	\$ 5,198.13
Cred. Earn		\$ 52,299.23	\$ 52,799.23	\$ 53,299.23	\$ 53,799.23	\$ 54,299.23	\$ 54,799.23	\$ 55,299.23

CENTRAL SCHOOL DISTRICT #104
SALARY SCHEDULE 2009-2010

YR	BA	BA+8	BA+16	BA+24	M	M+8	M+16	M+24
15		\$ 48,420.47	\$ 48,873.47	\$ 49,326.47	\$ 49,779.47	\$ 50,232.47	\$ 50,685.47	\$ 51,138.47
TRS		\$ 5,023.76	\$ 5,070.76	\$ 5,117.76	\$ 5,164.76	\$ 5,211.76	\$ 5,258.76	\$ 5,305.76
Cred. Earn		\$ 53,444.23	\$ 53,944.23	\$ 54,444.23	\$ 54,944.23	\$ 55,444.23	\$ 55,944.23	\$ 56,444.23
16		\$ 49,457.84	\$ 49,910.84	\$ 50,363.84	\$ 50,816.84	\$ 51,269.84	\$ 51,722.84	\$ 52,175.84
TRS		\$ 5,131.39	\$ 5,178.39	\$ 5,225.39	\$ 5,272.39	\$ 5,319.39	\$ 5,366.39	\$ 5,413.39
Cred. Earn		\$ 54,589.23	\$ 55,089.23	\$ 55,589.23	\$ 56,089.23	\$ 56,589.23	\$ 57,089.23	\$ 57,589.23
17			\$ 50,948.21	\$ 51,401.21	\$ 51,854.21	\$ 52,307.21	\$ 52,760.21	\$ 53,213.21
TRS			\$ 5,286.02	\$ 5,333.02	\$ 5,380.02	\$ 5,427.02	\$ 5,474.02	\$ 5,521.02
Cred. Earn			\$ 56,234.23	\$ 56,734.23	\$ 57,234.23	\$ 57,734.23	\$ 58,234.23	\$ 58,734.23
18			\$ 51,985.58	\$ 52,438.58	\$ 52,891.58	\$ 53,344.58	\$ 53,797.58	\$ 54,250.58
TRS			\$ 5,393.65	\$ 5,440.65	\$ 5,487.65	\$ 5,534.65	\$ 5,581.65	\$ 5,628.65
Cred. Earn			\$ 57,379.23	\$ 57,879.23	\$ 58,379.23	\$ 58,879.23	\$ 59,379.23	\$ 59,879.23
19			\$ 53,022.95	\$ 53,475.95	\$ 53,928.95	\$ 54,381.95	\$ 54,834.95	\$ 55,287.95
TRS			\$ 5,501.28	\$ 5,548.28	\$ 5,595.28	\$ 5,642.28	\$ 5,689.28	\$ 5,736.28
Cred. Earn			\$ 58,524.23	\$ 59,024.23	\$ 59,524.23	\$ 60,024.23	\$ 60,524.23	\$ 61,024.23
20			\$ 54,060.32	\$ 54,513.32	\$ 54,966.32	\$ 55,419.32	\$ 55,872.32	\$ 56,325.32
TRS			\$ 5,608.91	\$ 5,655.91	\$ 5,702.91	\$ 5,749.91	\$ 5,796.91	\$ 5,843.91
Cred. Earn			\$ 59,669.23	\$ 60,169.23	\$ 60,669.23	\$ 61,169.23	\$ 61,669.23	\$ 62,169.23
21			\$ 55,097.69	\$ 55,550.69	\$ 56,003.69	\$ 56,456.69	\$ 56,909.69	\$ 57,362.69
TRS			\$ 5,716.54	\$ 5,763.54	\$ 5,810.54	\$ 5,857.54	\$ 5,904.54	\$ 5,951.54
Cred. Earn			\$ 60,814.23	\$ 61,314.23	\$ 61,814.23	\$ 62,314.23	\$ 62,814.23	\$ 63,314.23
22			\$ 56,135.06	\$ 56,588.06	\$ 57,041.06	\$ 57,494.06	\$ 57,947.06	\$ 58,400.06
TRS			\$ 5,824.17	\$ 5,871.17	\$ 5,918.17	\$ 5,965.17	\$ 6,012.17	\$ 6,059.17
Cred. Earn			\$ 61,959.23	\$ 62,459.23	\$ 62,959.23	\$ 63,459.23	\$ 63,959.23	\$ 64,459.23
23			\$ 57,172.43	\$ 57,625.43	\$ 58,078.43	\$ 58,531.43	\$ 58,984.43	\$ 59,437.43
TRS			\$ 5,931.80	\$ 5,978.80	\$ 6,025.80	\$ 6,072.80	\$ 6,119.80	\$ 6,166.80
Cred. Earn			\$ 63,104.23	\$ 63,604.23	\$ 64,104.23	\$ 64,604.23	\$ 65,104.23	\$ 65,604.23
24				\$ 58,662.80	\$ 59,115.80	\$ 59,568.80	\$ 60,021.80	\$ 60,474.80
TRS				\$ 6,086.43	\$ 6,133.43	\$ 6,180.43	\$ 6,227.43	\$ 6,274.43
Cred. Earn				\$ 64,749.23	\$ 65,249.23	\$ 65,749.23	\$ 66,249.23	\$ 66,749.23
25					\$ 60,153.17	\$ 60,606.17	\$ 61,059.17	\$ 61,512.17
TRS					\$ 6,241.06	\$ 6,288.06	\$ 6,335.06	\$ 6,382.06
Cred. Earn					\$ 66,394.23	\$ 66,894.23	\$ 67,394.23	\$ 67,894.23
26						\$ 61,643.54	\$ 62,096.54	\$ 62,549.54
TRS						\$ 6,395.69	\$ 6,442.69	\$ 6,489.69
Cred. Earn						\$ 68,039.23	\$ 68,539.23	\$ 69,039.23
27						\$ 62,680.91	\$ 63,133.91	\$ 63,586.91
TRS						\$ 6,503.32	\$ 6,550.32	\$ 6,597.32
Cred. Earn						\$ 69,184.23	\$ 69,684.23	\$ 70,184.23
28							\$ 64,171.28	\$ 64,624.28
TRS							\$ 6,657.95	\$ 6,704.95
Cred. Earn							\$ 70,829.23	\$ 71,329.23

APPENDIX C

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between, Central School District No. 104 (District) and Central Teachers' Association Local 4673 (Union) and shall be attached to 2008-2010 the Collective Bargaining Unit between the District and the Union.

WHEREAS, Title 23, Section 226.735 of the Illinois Administrative Code requires that the District develop, in cooperation with the Union as the exclusive representative of the District's affected employees, and adopt a plan specifying the limits on the work load of its special educators so that all services required under students' IEPs, as well as all needed ancillary and support services, can be provided at the requisite level of intensity, with such plan to take effect for the 2009-2010 school year;

WHEREAS, in accordance with the Illinois Educational Labor Relations Act (IELRA), the District and the Union desire to memorialize their understanding as to the development of such plan;

NOW, THEREFORE, in consideration of the foregoing and the terms and conditions contained herein, the District and the Union hereby agree as follows:

1. The Special Education Work Load Committee (Committee) is hereby created in order to develop a plan specifying the limits on the work load of its special educators so that all services required under students' IEPs, as well as all needed ancillary and support services, can be provided at the requisite level of intensity (Plan).
2. The Committee shall be comprised of eight (8) persons: the District Superintendent; the District Principals; the District Special Education Coordinator; two (2) District Special Education Teachers appointed by the Union; and (2) District General/Regular Education Teachers appointed by the Union.
3. In developing the Plan, the Committee shall consider the activities for which the District's special educators are responsible, including but not limited to:
 - a. individualized instruction;
 - b. consultative services and other collaboration among staff members;
 - c. attendance at IEP meetings and other staff conferences; and
 - d. paperwork and reporting.
4. The Committee shall convene by September 1, 2008, shall meet regularly, and shall submit a recommended written Plan to the District Board of Education for consideration/adoption and the Union membership for consideration/ratification by February 28, 2009. In the event that the Committee is unable to so recommend a written Plan, the Union and the District shall participate in non-binding mediation through Federal Mediation and Conciliation Service.
5. The written Plan adopted by the District Board of Education shall be effective from the 2009-2010 school year until such time as Title 23, Section 226.735 of the Illinois Administrative Code is amended, modified and/or repealed.

6. The Plan adopted by the District Board of Education shall be subject to the Article IV, Grievance Procedure, of the Collective Bargaining Agreement between the District and the Union, to the extent that such grievance resolution is not contrary to Illinois and/or Federal law.
7. This Memorandum of Understanding is the full and complete agreement of the parties relative to the matters referenced herein, and may only be modified through the voluntary written agreement of the District and the Union.
8. This Memorandum of Understanding shall become effective and binding upon approval by the District Board of Education and the Union membership, and full execution below.

Executed on this ____ day of August, 2008.

CENTRAL SCHOOL DISTRICT NO. 104

**CENTRAL TEACHERS
ASSOCIATION, LOCAL 4673**

By: _____
Steve Amizich
Superintendent

By: _____
Mary Ann Rafferty
President