

COLLECTIVE BARGAINING AGREEMENT

BOARD OF EDUCATION
ODIN PUBLIC SCHOOL DISTRICT #722

AND

ODIN EDUCATION ASSOCIATION
(IEA-NEA)

2023-2027

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ARTICLE 1 RECOGNITION AND DEFINITIONS

1.1 RECOGNITION

- A. The Board of Education of Odin Public School District No 722, Marion County, Illinois, (hereinafter referred to as the "Board") recognized the Odin Education Association — IEA-NEA (hereinafter referred to as the "Association") as the sole, and exclusive bargaining representative for all full and part time positions requiring certification under Article 21 of the Illinois School Code (hereinafter referred to as the "Employee") exclusive of supervisors,, as defined by the Illinois Educational Labor Relations Act.
- B. Temporary Employees and substitutes paid on a per diem basis are not covered by this Agreement
- C. Teacher Aides are not covered by the Agreement

1.2 EMPLOYEE BENEFITS

All Employees covered by this Agreement shall be provided all benefits and conditions in this Agreement, except as specified to the contrary.

1.3 DEFINITIONS

A. DAYS

The term "days" when used in this agreement, except where otherwise indicated, shall mean days when the School District's Office is officially open.

A. SUPERINTENDENT

The title Superintendent shall indicate the Superintendent of Schools or his/her designee.

A. DUTY DAYS

Duty Day(s) means day(s) during which Employees are required by contract to render service.

A. INSTRUCTIONAL DAYS

Instructional day(s) means any day(s) pupils are present for instruction.

A. PAID LEAVE OF ABSENCE

Paid Leave of Absence means that an Employee shall be entitled to receive wages and all fringe benefits, including, but not limited to, insurance and retirement benefits, return to the same or similar assignment which he/she enjoyed immediately preceding the commencement of the leave, and receive credit for annual salary increments provided during his/her leave.

A. NONPAID LEAVE OF ABSENCE

Nonpaid Leave of Absence (NLOA) means that an Employee shall not be entitled to pay or benefits associated with continuous active employment.

G. IMMEDIATE FAMILY

Immediate family means any spouse, civil union partner, domestic partner, significant other, mother, father, daughter, son, grandmother, grandfather, granddaughter, grandson, sister, brother, legal ward and other children being cared for as dependents, and all

corresponding in-law and step relations as listed above.

H. DAILY RATE OF PAY

Daily Rate of Pay means the Employee's annual scheduled, salary divided by the number of duty days required by the school calendar.

I. SITE

Site means a building or location where an Employee(s) work(s).

**ARTICLE 2
FRAMEWORK FOR COLLECTIVE BARGAINING**

2.1 BARGAINING NOTIFICATION

The parties shall commence bargaining for a successor agreement no earlier than February 15th and no later than May 1st of the current contract year.

2.2 MEDIATION

The parties may agree to jointly request the services of a mediator at any time. If an impasse occurs, the parties will jointly request mediation. The Federal Mediation and Conciliation Service (FMCS) will be used if FMCS is not available, the parties will immediately commence discussion as to a replacement. If agreement is not reached, the Illinois Educational Labor Relations Board shall be notified. Any costs incurred for mediation services will be borne equally by the parties.

2.3 CONTRACTUAL AMENDMENTS

The parties may modify or amend this agreement only by mutual consent. Such changes shall be reduced to writing, ratified and signed by the parties and become an amendment to this contract and considered a part of this Agreement.

**ARTICLE 3
EMPLOYEE RIGHTS AND MANAGEMENT RIGHTS**

3.1 BOARD HEARINGS/EMPLOYEE RIGHTS

When any Employee is required to appear before an administrator or supervisor, a Board committee, or Board of Education, concerning any matter which is, disciplinary in nature, or which could adversely affect their terms and conditions of employment, the Employee shall:

- A. Be given at least twenty four (24) hours prior written notice of the reasons for such meeting or interview and,
- A. Be entitled to have a representative of the Association present.
- A. This provision shall not apply to conferences held with respect to routine evaluation of Employees.

3.2 RULES AND REGULATIONS

A copy of the official Board policy manual shall be available in the office for all Employees. -A copy of all new written Board policies or changes in board policies shall be presented to the

Association within fifteen (15) days after they are officially adapted.

3.3 EMPLOYEE NOTIFICATION OF ASSIGNMENTS

An Employee shall be given written notice of any change of his/her assignments for the forthcoming school year no later than twenty-one (21) calendar days preceding the first day of the new school term unless an emergency situation develops as determined by the Board.

3.4 JUST CAUSE DISCIPLINE

The Board retains its right to discipline Employees for just cause. Discipline includes but is not-limited to verbal and written warnings and reprimands, suspensions without pay, reductions in rank, loss of professional advantage and discharge. With the exception of verbal warnings and reprimands,, the Board will within 30 days, furnish the Employee with a written statement of the reasons for the action.

3.5 MANAGEMENT RIGHTS

The Board retains and reserves to itself all rights, power, privileges, duties, responsibilities, 'and authority conferred upon and vested in it by law, including but not limited to, the right to operate, manage, control, organize and maintain the School District and to adopt subsequent polices rules, regulations, and practices in furtherance thereof. Such rights, powers and duties include but are • not limited to oversight of and decisional authority over educational programs, budget, personnel (except as provided for by this Agreement), buildings, facilities, and services: institutional organization; development of policies, procedures, and schedules; and responsibility for responding to emergencies. The Board's exercise of its rights, powers, privileges, duties, responsibilities, and authority and the adoption by the Board of policies, rules, regulations, and practices shall be limited only by the specific and express teens of this Agreement.

**ARTICLE 4
ASSOCIATION RIGHTS**

4.1 ASSOCIATION MATTERS – BOARD AGENDA

The Board will consider requests for placement under "New Business", Matters brought to its attention by the Association.

4.2 BOARD MINUTES-ASSOCIATION COPIES

- A. A copy of the Agenda of regular and special meetings of the Board of Education will be placed in the mailbox of the President of the Association at least forty-eight (48) hours prior to a regular scheduled meeting and twenty-four (24) hours prior to a special meeting. A copy of the Agenda will include the stated purpose for the meeting. The time parameter may be waived in emergency situations. In such cases, the President of the Association will be informed either orally or in writing of the meeting.
- B. A copy of the minutes of the open sessions of Board of Education will be placed in the mailbox of the President of the Association within five (5) days after the Board approved the minutes.
- C. A copy of the AFR (Annual Financial Report) and Annual Budget shall be placed in the mailbox of the President of the Association within five (5) days after the Board adopts the AFR and the Annual Budget.

4.3 PERTINENT INFORMATION - ASSOCIATION

The Association shall be furnished upon request a copy of readily available public information concerning the financial conditions of the district. 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:

4.4 PAYROLL DEDUCTIONS

- A. The Board shall deduct from each Employee's pay the current dues of the Association, beginning with the first paycheck of the new school year, if the Board has an Employee-executed authorization form provided by the Association on file. The Association shall notify the District of dues prior to August 31st.
- B. The Association's monthly dues payment will be direct directly deposited into the Association's checking account at the time of payroll deduction.

4.5 ASSOCIATION USE OF DISTRICT FACILITIES AND EQUIPMENT

The Association will be allowed the reasonable use of the following for its official business.

- A. designated areas in the school building for meetings, if scheduled through the administration,
- A. employees' mailboxes, interschool mail, and teachers' lounge bulletin boards for the purpose of internal communications,
- C. designated school equipment, e.g. computers and copier equipment, except when preempted by educational purposes The Association will pay for all material used.
- D. Association activities will not be conducted during the work day excluding the teacher's duty free lunch.

4.6 RIGHT TO ORGANIZE AND PARTICIPATE

Employees shall have the right to organize, join and assist the Association and to participate in negotiations with the Board or do so through representatives of their own choosing.

**ARTICLE 5
CALENDAR - WORK LOAD**

5.1 LENGTH OF WORK DAY

The length of the work day for all Employees shall be seven (7) hours and thirty (30) minutes except in *case* of early dismissal. Employees shall be on duty at 8:00 a.m. and may leave the campus at 3:30 p.m. In Case of early dismissal, teachers shall be able to leave ten (10) minutes after the buses leave providing there are no meetings or conferences scheduled which require the attendance of the Employee.

A. LUNCH PERIODS

All Employees shall have a duty free lunch period equal to that of his/her students' lunch period but no less than thirty (30) minutes.

B. LIMIT ON EMPLOYEE'S RESPONSIBILITY

An Employee shall not be required to assume the responsibility of another Employee's students simultaneously with his/her own students, except in emergency situations.

C. PARENT CONFERENCES

Employees shall be available outside the normal work day for parent conferences and for students needing special assistance. The Superintendent may arrange a mutually agreed upon time for the conferences in consultation with the parent(s) and the Employee.

D. ATTENDANCE AT GRADUATION

Teachers shall attend either the High School or Junior High School graduation ceremony. The Superintendent shall approve any absences from these ceremonies.

5.2 CALENDAR

The school year calendar shall consist of 185 days which shall include 176 student attendance days, four (4) teacher institute days and five (5) emergency days. Unused emergency days shall not become workdays. The work year for Employees shall not exceed 180 days which shall include the four (4) teacher institute days.

A calendar advisory committee will be organized to advise the Board in the development of the school calendar. This committee will be composed of three (3) association members, the Principal, and the Superintendent. Association representatives will be appointed by the Association president. The committee will develop two proposed calendar options that will be presented to the Association to vote for a preferred version. The committee will then make its report and recommendations to the Board prior to the March meeting of the Board of Education.

5.3 PROFESSIONAL SERVICE

Teachers shall comply with the policies and regulation of the Board and the administration and will receive in writing applicable policies, rules, and any rule amendments and/or additions and faculty handbooks prior to any enforcement of such policies and rules. Additional copies of Board policies, administrative rules and faculty handbooks will be made available in teachers' lounge, to each department head, in the office and to the Association President

**ARTICLE 6
WORKING CONDITIONS**

6.1 SAFE WORKING CONDITIONS

- A. Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which pose an unreasonable risk to their health, safety or well-being.
- B. Employees shall have the right to refuse to attend or chaperone any student class funded excursion they feel may be detrimental to their safety or could jeopardize their position and/or occupation.
- C. If the Employee becomes aware of a potentially unsafe or hazardous condition, the Employee should report this situation to his/her immediately involved supervisor who shall initiate an investigation into the problem and take steps to correct said problem if found to be a valid concern.
- D. An Employee may refuse any direction(s) that a reasonable person would feel would pose an unreasonable risk to life, safety and/or welfare.
- E. In the event of an emergency school or District closure, including but not limited to natural disaster, quarantine, or government order, Employees shall receive their daily rate of pay

and benefits. If make-up days are required by law, the Association shall negotiate said days with the Board.

- A. Employees leaving the campus during regular school hours must notify the office either in person, or by phone, email, chat or text.

6.2 ASSISTANCE FOR CONTROL AND DISCIPLINE OF STUDENTS

The Association acknowledges that it is the responsibility of each teacher to maintain discipline of students under his/her control *as* outlined in the student handbook. The Board acknowledges that it is the responsibility of Administration to support Employees with respect to the maintenance of control and discipline of students.

6.3 ADMINISTERING MEDICATION

Employees shall not be required to administer medication to pupils. Pupils shall be referred to proper, designated medical personnel for this function.

6.4 PREPARATION TIME

- A. Each Pre-K-5 teacher shall receive a preparation period during student attendance time of no less than fifty (50) minutes per day of which thirty (30) must be continuous. It is understood that on shortened schedule days, the continuous thirty minutes may not be feasible.
- B. Each grade 6-12 teacher shall receive no less than one duty free class period per day as preparation time.

6.5 SUBSTITUTION FOR ANOTHER TEACHER

- A. When a teacher is asked or required to substitute for another teacher's class Or to assume that teacher's students into his/her own class, the affected teacher shall be paid thirty-five dollars (\$35.00) per period or hour as applicable.
- B. If a teacher With a Type 75 certificate is asked to temporarily perform administrative duties due to the absence of an administrator, a substitute teacher will be provided to cover the teacher's teaching duties.

6.6 COMBINED CLASSES

When a teacher is assigned a combined class, the teacher shall receive an additional 1/5 teacher's salary per year for the extra preparation involved.

6.7 LUNCH DUTY

Each teacher shall receive no less than a thirty (30) minute duty free lunch or the equivalent of the student lunch period whichever is greater. If a teacher not assigned regular lunch duty agrees to supervise during his/her lunch period, the teacher shall be compensated at \$20 per day plus a free lunch.

6.8 PARENTAL COMPLAINT PROCEDURE

All complaints directed toward any Employee from a student, parent, other staff member or member of the general public shall be directed to the principal who shall consult with the Employee and allow the Employee an opportunity to respond before taking any action which negatively impacts the teacher. The Board shall not take any action regarding a complaint unless the principal and superintendent have indicated that they have not resolved the matter.

ARTICLE 7 LEAVES

I. PAID LEAVE OF ABSENCE

7.1 SICK LEAVE

- A. At the beginning of each work year, each Employee shall be credited with twelve (12) sick leave days, the unused portion of which shall accumulate to a maximum of three hundred eighty (380) days. The Board shall furnish each Employee with a written statement at the beginning of each school year setting forth the total accumulated sick leave credit for said Employee.
- B. Sick leave shall be interpreted to mean personal illness or disability, and illness or death in the immediate family.
- C. After an absence of three (3) consecutive days the Employee may be required to verify the need for additional sick leave with documentation from a health care provider or other source acceptable to the Superintendent. Such documentation may also be required whenever an Employee has excessive or a reoccurring pattern of absenteeism.
- D. Sick leave may be taken in hourly/period increments.
- E. Upon retirement, teachers will be paid Seventy Five Dollars (\$75.00) for each unused accumulated sick leave day earned in the Odin School District, not eligible for TRS retirement purposes. The maximum the District will pay for unused sick leave is \$3,500 per teacher. Any eligible payment shall be made post-retirement on September 15 following retirement.

7.2 PERSONAL LEAVE

- A. Each Employee shall be entitled to three days (3) days personal leave per school year without loss of pay. A request to use personal leave days shall be made in writing' at least four (4) days in advance. Requests for personal leave shall be responded to within 48 hours. Reason for personal leave shall not be requested from employees. Unused personal days shall be converted to sick leave days.
- B. Personal leave will not be granted during the first two weeks or the last two weeks of pupil attendance, Personal leave may not be used by a Pre-K-5th grade teacher on days when three (3) or more other Pre-K-5th grade teachers have scheduled absences. Likewise, personal leave may not be used by a 6th-12th grade teacher on days when, more than three (3) other 6th-12th grade teachers have scheduled absences. Certified staff with multiple grade assignments shall be counted in the group where they spend the majority of their time.
- C. Personal leave Must be taken in no less than half (1/2) day increments.
- D. The Superintendent may waive any of the above conditions in cases of emergency where the conditions are unable to be met.

7.3 JURY DUTY

Any Employee called for jury duty, shall suffer no loss of pay. The Employee shall return to the district any dollars earned for jury service which occurred on a school day.

7.4 ASSOCIATION LEAVE

In the event that the Association desires to send a representative to local, state, or national conferences or on other business pertinent to Association affairs, such representative(s) shall be excused a maximum of four (4) days per year without loss of pay. The Association shall reimburse the district for the cost of a substitute teacher and give at least five (5) days' notice. No more than two (2) teachers May use this leave at a time without the approval of the Superintendent.

7.5 BEREAVEMENT AND FUNERAL LEAVE

Employees may use three (3) bereavement leave days per occurrence, of the death of the following family members:

Spouse, civil union partner, domestic partner, significant other
Mother and Father (Step included),
Son, Daughter, Sister and Brother (Step included),
Mother-in-law, Father-in-law, Son-in-law and
Daughter-in-law (step included)

Employees may use two (2) bereavement leave days per occurrence, of the death of the following family members:

Grandmother and Grandfather (step and in-law included)
Granddaughter and Grandson (step and in-law included)
Sister-in-law and Brother-in-law (step included)

Employees shall use one (1) bereavement leave day for legal wards and dependents living in the household. Employees may use sick leave in addition to bereavement leave upon the death of an immediate family member. Employees may take up to five (5) days sick leave to attend the funeral of a person who is not an immediate family member *as* defined in Article 1.3 (G).

II. NON-PAID LEAVES OF ABSENCE

7.6 Leaves of absence without pay or benefits may be granted for a period of up to one year to tenured Employees upon written request and approval of the Board. Leave absence 'may be granted for:

- A. Advanced study leading to a degree in an approved university or college
- A. Educationally related travel; The Employee shall provide an itinerary and an explanation of how such travel will improve the educational program.
- A. Military induction in any branch of the Armed Forces of the United States or being called for, active duty in the National Guard or Reserve.
- B. Other reasons petitioned to and approved by the Board.

- 7.7 Employees on non-paid leave of absence may continue benefits if they reimburse the District on a prorated basis for the cost of said benefits.
- 7.8 Employees on non-paid leave of absence shall not lose accrued sick leave, tenure, or seniority.
- 7.9 Employees shall not advance on the salary schedule or receive seniority credit while on any approved unpaid leave of absence.
- 7.10 The granting of such leaves will be wholly and unilaterally at the sole discretion of the Board. Refusal shall not be for arbitrary or capricious reasons.
- 7.11 An Employee on a non-paid leave of absence shall notify the superintendent, in writing no later than ninety (90) days prior to the date of their intended return to employment.

ARTICLE 8 PERSONNEL FILE

8.1 CONDITIONS AND PROCEDURES FOR PLACEMENT OF MATERIALS IN FILE

Only one official file shall be maintained. No material shall be placed in the file-unless the employee has had an opportunity to read such material. The Employee shall acknowledge that he/she has read any material by affixing his/her signature on the copy to be filed. However, any information which has not been reduced to writing within thirty (30) calendar days following the discovery by the Principal or the Superintendent of the event or occurrence may not be added to the file.

8.2 RIGHT TO RESPOND TO MATERIALS IN FILE

The Employee shall have the right to respond to any material which is entered into their file and his/her response shall be attached to the file.

8.3 RIGHT TO EXAMINE FILE

The Employee shall have the right to examine his/her personnel file. The Board will make the file available at a designated time and place within 2 days of the request. A representative of the Association may accompany the Employee in such review.

8.4 RIGHT TO REPRODUCE MATERIALS IN FILE

Upon request of an employee, the district will reproduce any materials in his/her personnel file provided doing so would not invade the privacy of another individual. Cost of reproduction will be reimbursed to the district.

8.5 RELEASE OF INFORMATION

The Administrative staff shall not divulge a disciplinary report, letter of reprimand or other disciplinary action to any person or party other than the Employee except as follows:

- A. School District official is in need-to-know capacity.
- B. The Employee has given written consent to release specific information or has specifically waived written notice as a part of a written, signed employment application

with a potential employer:

- C. The disclosure is ordered to a party in a legal action or arbitration proceeding.
- D. The information is requested by a government agency as a result of a claim or complaint, or as a result of a criminal investigation.

ARTICLE 9 EMPLOYEE EVALUATION

9.1 PURPOSE

The purpose of an evaluation is to accurately and objectively rate a teacher as excellent, proficient, needs improvement, or unsatisfactory.

9.2 EVALUATOR'S QUALIFICATION

Teachers shall be evaluated only by qualified Odin Public School District #722 Administration (i.e. acting superintendent or principal, full or part time). Qualified administrators shall have successfully passed the State-Approved assessments specific to the evaluation of teachers in all its components.

9.3 EVALUATION PLAN

The Administration shall maintain, in cooperation with the Association, a state-approved performance evaluation plan for teachers in contractual, continued service. Procedural aspects shall be cooperatively developed and agreed upon. Standards of Performance will be shared with the Association's representatives in order to ensure understanding. A joint committee of representatives from both parties shall be convened on an as needed basis to review and to reach agreement on procedural changes and to receive information regarding changes in the Standards of Performance.

Teachers shall be evaluated on the negotiated evaluation instrument according to the district evaluation plan and negotiated procedures. The use of maternity leave, approved personal days, jury duty, and/or military leave shall not be counted against attendance on the teacher's evaluation. Sick leave may be used as part of a teacher's evaluation after the point in which the district requests a doctor's excuse for verification and none is presented.

A. There shall be one evaluation per semester. The first evaluation shall take place prior to December 15 and the second shall take place prior to March 15.

B. Evaluations shall not take place during the first ten (10) days of the first semester, the first five (5) days of the second semester, or during the last ten (10) days of either school semester unless agreed to by the teacher, or unless required pursuant to a professional development or remediation plan.

C. All evaluations shall include a pre-evaluation conference, if requested by the Employee, an in-class observation (or other observation as applicable), and a post-evaluation conference between the teacher and the evaluator. The post evaluation conference shall be held within ten (10) days following the classroom observation(s). A written evaluation shall be provided to the Employee within fifteen (15) days following the evaluation.

9.4 EMPLOYEE RESPONSE

The Employee shall have the right to submit a written response regarding any evaluation to be attached to the evaluation in question. The Employee may also submit additional written comments following the post-evaluation meeting. All written evaluations and Employee comments shall be placed in the Employee's personnel file.

9.5 INFORMAL EVALUATION

The Administration may utilize informal observations to evaluate Employees during the workday or at assigned school functions. Any result from such observation that becomes a part of the Employee's personnel file shall be discussed in a meeting with the Employee. This meeting shall be held within ten (10) days after the informal observation to discuss remediating any deficiencies that may have been noticed. Serious deficiencies noticed and suggestions for correction will be reduced to writing with a copy going to the Employee.

**ARTICLE 10
SENIORITY, RECALL AND TRANSFERS**

10.1 SENIORITY OF EMPLOYEES

A. Definition of Seniority

Only teachers may earn seniority. Seniority shall be defined as the continuous length of service within the district in a position requiring certification. Accumulation of seniority shall begin from the Employee's legal hiring date and time. Leaves without pay approved by the Board will not be considered a break in continuous service, but the time spent on non-paid leave will not count toward seniority.

A. Part-Time Employees shall accrue seniority in proportion to the percentage of time for which they have been employed.

10.2 LOSS OF SENIORITY

The following events will cause an Employee to lose seniority.

- A. Resignation
- B. Dismissal for Cause
- C. Retirement
- D. Being on layoff for one calendar year.
- E. Refusing employment when notified of re-call.

10.3 REDUCTION IN PERSONNEL, LAYOFF, AND RECALL

When the Board determines it is necessary to reduce the number of teaching staff members it shall follow the Illinois School Code.

10.4 NOTIFICATION OF LAYOFFS

Prior to public announcement of the Board, the Association shall be informed of the Board's possible decision to reduce the number of certified staff.

10.5 RE-EMPLOYMENT PROCEDURE AFTER LAYOFF

Any tenured Employee who has been dismissed under these procedures shall have recall rights

as follows:

A. RECALL RIGHTS

Recall rights shall be in effect for one (1) calendar year from the date that the Employee's employment is terminated. If an Employee is laid off and becomes certified and qualified to fill vacancies in teaching area(s) other than that he/she last held, he/she shall notify the Board prior to the Board filling any Vacant position for Which he/she is qualified.

B. RETAINED RIGHTS AFTER RECALL

Recalled Employees shall retain all rights that they had at the time of their termination due to Reduction in Force.

C. RECALL BY REVERSE SENIORITY

The Board shall offer by certified mail available positions to the most senior Employee laid off that *is* legally qualified to fill the available position. It shall be the RIFT Employees responsibility to provide the district with a current address. The Employee must give a written response to the Superintendent within fourteen (14) calendar days of receipt of notice or within fourteen (14) calendar days of receipt of a notice from the post office of inability to deliver. If said Employee elects to pass on the position offered, their name will be removed from the recall list.

If the notified Employee is not immediately available due to reasons beyond the Employee's control, the Employee must inform the Superintendent in his/her written response referred to above. The Employee then has fourteen (14) calendar days to become available for the position or lose the right to said position.

D. TEMPORARY OR PART-TIME POSITIONS

Temporary or part-time positions will first be offered to Employees with recall rights in the same order as for permanent positions. Acceptance or refusal of a temporary or part-time position will not affect the recall rights of an Employee unless the Employee held a part-time position when laid off which was the fractionalized equivalent to the position being offered.

10.6 DEFINITION OF VACANCIES

A vacancy shall be defined *as* a position within the district presently unfilled including newly created positions, as well as such positions currently filled but anticipated to be open in the future. Open positions created because of a Leave of Absence shall not be considered a vacancy unless the Leave of Absence exceeds one year.

10.7 DEFINITION OF TRANSFER

Transfers shall be defined as either a voluntary or involuntary move from one position to another covered by this Agreement, The Board retains complete discretion relating to transfers.

10.8 POSTING OF VACANCIES

Vacancies for certified teaching and extra-curricular positions occurring within the district, including newly created positions, shall be emailed to all employees. In addition, during summer months teachers shall be notified using the school Reach System. Both forms of notification shall be completed at least ten (10) days prior to being filled.

10.9. VOLUNTARY TRANSFER APPLICATION

- A. Employees, interested in vacancies, may apply in writing to the Superintendent, within the ten (10) day posting period. Receipt of a request for transfer shall be acknowledged by the Superintendent within ten (10) working days.
- B. Any employee who has applied for such vacancy shall be entitled to an interview with the Administration to discuss interest, qualifications, and reason for applying. In the event an employee who applies does not receive the position they will be notified by the Administration. If the employee requests, they will be given reasons for the decision and those reasons shall not be grievable under the contract.
- C. An Employee may make a request, at any time, for a transfer to a position for which they are qualified.

10.10 MUTUAL REQUESTS FOR TRANSFER

Mutual requests for transfer are subject to board approval.

ARTICLE 11 GRIEVANCE PROCEDURE

11.1 DEFINITIONS

A grievance shall be any claim by the Association or an Employee that there is an alleged violation, misinterpretation, or misapplication of the terms of this agreement.

11.2 TIME LIMITS

All time limits consist of days which the Administrative office is officially open for business.

11.3 PROCEDURES

The parties acknowledge that an Employee and the Board may resolve problems through free and informal communications. However, a grievance shall be processed as follows.

A. STEP I

The Association or the grievant must present the grievance in writing to the immediately involved Supervisor within thirty (30) days of learning or having the reasonable opportunity to learn of the occurrence of the event giving rise to the grievance. The supervisor will arrange for a meeting to take place within ten (10) days after receipt of the grievance.

The Association's representative and the immediately involved supervisor shall be present for the meeting within ten (10) days of the meeting, the Association shall be provided with the supervisor's written response, including the reasons for the decision. If the supervisor fails to make a timely response, the grievant may proceed to Step II.

B. STEP II

If the grievance is not resolved at Step 1, then the Association may refer the grievance to the Superintendent or the Superintendent's official designee within ten (10) days after receipt of the Step I answer. The Superintendent shall arrange, with the Association Representative, for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

C. STEP III

If the-grievance is not resolved at Step II, then the Association or Employee may refer the grievance to the Board within ten (10) days after receipt of the Step II answer or lack thereof. The Board shall arrange, with the Association representative, for a meeting to take place at the Board's next regularly scheduled meeting or at a special meeting which may be held at the discretion of the Board for this purpose. Within ten (10) days of the meeting, the Association shall be provided with the Board's written response.

D. STEP IV - ARBITRATION

If the Association is not satisfied with the disposition of the grievance at Step III or if the Board fails to make a timely response, the Association may submit the grievance to final and binding arbitration following the American Arbitration Association guidelines. If no demand to arbitrate is filed within twenty (20) days of the Step III decision or lack thereof, then the decision of the Board or administration shall be final.

11.4 BYPASS AND WAIVER

By mutual-written agreement, any step of the grievance procedure may be bypassed, and timelines may be waived.

11.5 CLASS GRIEVANCE

Grievance, involving more than one Employee, may be initially filed by the Association at Step II.

11.6 NO REPRISALS CLAUSE

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

11.7 FILING OF MATERIALS

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

11.8 GRIEVANCE WITHDRAWAL

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

11.9 EXPEDITED ARBITRATION

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

11.10 COSTS

The fees and the expenses of the arbitrator shall be shared equally by the parties,

11.11 COURT REPORTER

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

11.12 SETTLEMENT

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

ARTICLE 12

COMPENSATION AND RELATED PROVISIONS

12.1. LIFE INSURANCE

The Board shall provide ten thousand dollars (\$10,000) term life insurance for each full-time Employee. Employees may purchase additional insurance up to the maximum allowed by the insurance carrier. Part-time Employees will have insurance provided on a pro-rata basis provided the insurance carrier will cover part-time Employees in the plan.

12.2 HEALTH INSURANCE

The Board shall pay six hundred dollars (\$600.00) per month toward each full-time Employee's chosen hospitalization, major medical, dental, vision, supplemental plans, and/or prescription drug program provided through the district's plan. Part-time Employee shall have insurance provided on a pro-rata *basis* if the insurance carrier will cover part-time Employees in the plan. Questions regarding coverage and claims must be directed to the insurance company.

12.3 TWELVE-MONTH COVERAGE

The Board-provided insurance shall be for twelve (12) consecutive months.

12.4 NEW EMPLOYEE COVERAGE

Employees new to the district will be covered by all Board-provided insurance as of the first day of employment.

12.5 MILEAGE

Employees shall be reimbursed at the Illinois rate for all trips that the Superintendent has approved. All mileage reports must be submitted within five (5) days after the completion of the trip.

12.6 PAY PERIODS

Each Employee shall be paid on the 15th and the last day of each month. If the 15th or last day of the month falls on a weekend or holiday, the teacher shall be paid on the preceding workday. Payments shall be made by automatic deposit into the financial institution and account designated by the Employee in writing. Employees must designate the account or any changes from August 1st through August 15th of each year. Changes in account designation will be allowed at other times at the discretion of the Superintendent

12.7 SALARY SCHEDULE

The Board of Education agrees the salary schedule shall be as set for the Appendix A which is attached to and incorporated in this agreement.

Upon completing step 25, teachers will receive a longevity payment of \$800.00 for each year beyond step 25 in addition to the salary noted by step 25.

1. Permanent substitute salary for permanent substitutes hired after July 1, 2023 shall be BS 0 (base) until certification is completed. Upon completion of certification teacher will be moved immediately to the appropriate step that reflects their years of service as a permanent substitute.

12.8 ADVANCEMENT ON THE SALARY SCHEDULE

Horizontal advancement on the salary schedule for education beyond a bachelor's degree will

be awarded only for graduate credit measured in semester hours or the equivalent thereof from an institution of higher education in the Employee's assigned teaching area or other professional programs related to education.

12.9 TEACHER RETIREMENT SYSTEM

For the duration of the contract the Board shall pay to TRS for and on behalf of each teacher, the teacher's retirement contribution equal to nine percent (9.0%) of the teachers gross total creditable earnings (gross salary, extra duty pay/coaching stipend, and/or any other creditable earnings recognized by IRS)

12.10 COMMITTEE WORK

Committee work mandated by the Board or by the State of Illinois requiring time outside the normal school day or school year shall be compensated at \$35.00 per hour.

12.11 EXTRA DUTY

Tutoring, homebound instruction, summer school, and detention shall be paid at the rate of \$35.00 per hour. Each quarter the list will be shared with employees and employees shall be given the opportunity to sign up for these duties. Any new assignments shall be offered to those on the list on a rotating basis. Any employee may opt out of their turn or remove their name from the list.

Any teacher working at the Christmas Program will be paid at this rate for a minimum of one hour.

12.12 SIX PERCENT SALARY CAP

In no event will an Employee's salary for any school year used by the Teachers Retirement System to determine that Employee's final average salary for retirement purposes exceed that Employee's annual full-time salary rate paid by the Board for the previous school year by more than six percent (6%). The Employee may accept extra-curricular assignment at a reduced payment to avoid exceeding the six percent (6%). This provision supersedes section 12.7 and Appendix A of this Agreement.

12.13 RETIREMENT INCENTIVE

To be eligible for the Retirement Incentive, a teacher must first meet one of the following requirements:

- A. Minimum ten (10) consecutive years in the District and fifty-five (55) years old.
- A. Minimum thirty-five (35) years of service (in and out of District) and fifty-five (55) years old.

Incentive Options

1. Four Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 31 four (4) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final four (4) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

2. Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 31 three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 31, 2016, stating he/she will retire on June 30, 2019. The employee's TRS creditable earnings for the 2015-2016 school year were \$40,000.00. The employee's TRS creditable earnings for the 2016-2017 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2017-2018 school year will be \$44,944.00 (i.e., $\$42,400 \times 1.06 = \$44,944.00$). The employee's TRS creditable earnings for the 2018-2019 school year will be \$47,640.64 (i.e., $\$44,944.00 \times 1.06 = \$47,640.64$).

3. Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 31 two (2) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 31, 2016, stating he/she will retire on June 30, 2018. The employee's TRS creditable earnings for the 2015-2016 school year were \$40,000.00. The employee's TRS creditable earnings for the 2006-2007 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2017-2018 school year will be \$44,944.00 (i.e., $\$42,400 \times 1.06 = \$44,944.00$).

4. One Year Plan.

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 31 one (1) year prior to the year of retirement, the employee will be removed from the salary schedule and for the final one (1) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

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

ARTICLE 13

CONTINUITY OF OPERATIONS AND EFFECT OF AGREEMENT

13.1 SAVINGS CLAUSE

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, or changed by legislative action, 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.

13.2 NO STRIKE PROVISION

The Association and its members agree that they will not strike during the terms of the Agreement.

13.3 NO LOCKOUT PROVISION

The Board agrees that it will not lockout any employee during the term of this Agreement.

13.4 COMPLETE UNDERSTANDING

This Agreement upon ratification, unless expressly stated to the contrary, constitutes the complete and entire agreement between the parties with respect to wages, hours, and working conditions. The contract may be opened by mutual agreement of the parties.

ARTICLE 14
DURATION

14.1 DURATION - 4 YEAR CONTRACT

This agreement shall be effective beginning July 1, 2023 in its entirety and shall continue in effect to June 30, 2027 subject to other provisions of this agreement.

For the Board:

For Odin Education Association

Board President

OEA President

Date

Date

Board Secretary

OEA Secretary

Date

Date

Appendix A

Salary Schedules

23-24 Salary Schedule

23-24	BS	BS +8	BS +16	BS +24	Masters
0	\$40,000	\$40,800	\$41,600	\$42,400	\$43,200
1	\$40,800	\$41,600	\$42,400	\$43,200	\$44,000
2	\$41,600	\$42,400	\$43,200	\$44,000	\$44,800
3	\$42,400	\$43,200	\$44,000	\$44,800	\$45,600
4	\$43,200	\$44,000	\$44,800	\$45,600	\$46,400
5	\$44,000	\$44,800	\$45,600	\$46,400	\$47,200
6	\$44,800	\$45,600	\$46,400	\$47,200	\$48,000
7	\$45,600	\$46,400	\$47,200	\$48,000	\$48,800
8	\$46,400	\$47,200	\$48,000	\$48,800	\$49,600
9	\$47,200	\$48,000	\$48,800	\$49,600	\$50,400
10	\$48,000	\$48,800	\$49,600	\$50,400	\$51,200
11	\$48,800	\$49,600	\$50,400	\$51,200	\$52,000
12	\$49,600	\$50,400	\$51,200	\$52,000	\$52,800
13	\$50,400	\$51,200	\$52,000	\$52,800	\$53,600
14	\$51,200	\$52,000	\$52,800	\$53,600	\$54,400
15	\$52,000	\$52,800	\$53,600	\$54,400	\$55,200
16	\$52,800	\$53,600	\$54,400	\$55,200	\$56,000
17	\$53,600	\$54,400	\$55,200	\$56,000	\$56,800
18	\$54,400	\$55,200	\$56,000	\$56,800	\$57,600
19	\$55,200	\$56,000	\$56,800	\$57,600	\$58,400
20	\$56,000	\$56,800	\$57,600	\$58,400	\$59,200
21	\$56,800	\$57,600	\$58,400	\$59,200	\$60,000
22	\$57,600	\$58,400	\$59,200	\$60,000	\$60,800
23	\$58,400	\$59,200	\$60,000	\$60,800	\$61,600
24	\$59,200	\$60,000	\$60,800	\$61,600	\$62,400
25	\$60,000	\$60,800	\$61,600	\$62,400	\$63,200

24-25 Salary Schedule

24-25	BS	BS +8	BS +16	BS +24	Masters
0	41400	42228	43056	43884	44712
1	42228	43056	43884	44712	45540
2	43056	43884	44712	45540	46368
3	43884	44712	45540	46368	47196
4	44712	45540	46368	47196	48024
5	45540	46368	47196	48024	48852
6	46368	47196	48024	48852	49680
7	47196	48024	48852	49680	50508
8	48024	48852	49680	50508	51336
9	48852	49680	50508	51336	52164
10	49680	50508	51336	52164	52992
11	50508	51336	52164	52992	53820
12	51336	52164	52992	53820	54648
13	52164	52992	53820	54648	55476
14	52992	53820	54648	55476	56304
15	53820	54648	55476	56304	57132
16	54648	55476	56304	57132	57960
17	55476	56304	57132	57960	58788
18	56304	57132	57960	58788	59616
19	57132	57960	58788	59616	60444
20	57960	58788	59616	60444	61272
21	58788	59616	60444	61272	62100
22	59616	60444	61272	62100	62928
23	60444	61272	62100	62928	63756
24	61272	62100	62928	63756	64584
25	62100	62928	63756	64584	65412

25-26 Salary Schedule

25-26	BS	BS +8	BS +16	BS +24	Masters
0	42849	43706	44563	45420	46277
1	43706	44563	45420	46277	47134
2	44563	45420	46277	47134	47991
3	45420	46277	47134	47991	48848
4	46277	47134	47991	48848	49705
5	47134	47991	48848	49705	50562
6	47991	48848	49705	50562	51419
7	48848	49705	50562	51419	52276
8	49705	50562	51419	52276	53133
9	50562	51419	52276	53133	53990
10	51419	52276	53133	53990	54847
11	52276	53133	53990	54847	55704
12	53133	53990	54847	55704	56561
13	53990	54847	55704	56561	57418
14	54847	55704	56561	57418	58275
15	55704	56561	57418	58275	59132
16	56561	57418	58275	59132	59989
17	57418	58275	59132	59989	60846
18	58275	59132	59989	60846	61703
19	59132	59989	60846	61703	62560
20	59989	60846	61703	62560	63417
21	60846	61703	62560	63417	64274
22	61703	62560	63417	64274	65130
23	62560	63417	64274	65130	65987
24	63417	64274	65130	65987	66844
25	64274	65130	65987	66844	67701

26-27 Salary Schedule

26-27	BS	BS +8	BS +16	BS +24	Masters
0	44,349	45,236	46,123	47,010	47,897
1	45,236	46,123	47,010	47,897	48,784
2	46,123	47,010	47,897	48,784	49,671
3	47,010	47,897	48,784	49,671	50,558
4	47,897	48,784	49,671	50,558	51,445
5	48,784	49,671	50,558	51,445	52,331
6	49,671	50,558	51,445	52,331	53,218
7	50,558	51,445	52,331	53,218	54,105
8	51,445	52,331	53,218	54,105	54,992
9	52,331	53,218	54,105	54,992	55,879
10	53,218	54,105	54,992	55,879	56,766
11	54,105	54,992	55,879	56,766	57,653
12	54,992	55,879	56,766	57,653	58,540
13	55,879	56,766	57,653	58,540	59,427
14	56,766	57,653	58,540	59,427	60,314
15	57,653	58,540	59,427	60,314	61,201
16	58,540	59,427	60,314	61,201	62,088
17	59,427	60,314	61,201	62,088	62,975
18	60,314	61,201	62,088	62,975	63,862
19	61,201	62,088	62,975	63,862	64,749
20	62,088	62,975	63,862	64,749	65,636
21	62,975	63,862	64,749	65,636	66,523
22	63,862	64,749	65,636	66,523	67,410
23	64,749	65,636	66,523	67,410	68,297
24	65,636	66,523	67,410	68,297	69,184
25	66,523	67,410	68,297	69,184	70,071

23-24 IRS Schedule

23-24 IRS	BS	BS +8	BS +16	BS +24	Masters
0	43600	44472	45344	46216	47088
1	44472	45344	46216	47088	47960
2	45344	46216	47088	47960	48832
3	46216	47088	47960	48832	49704
4	47088	47960	48832	49704	50576
5	47960	48832	49704	50576	51448
6	48832	49704	50576	51448	52320
7	49704	50576	51448	52320	53192
8	50576	51448	52320	53192	54064
9	51448	52320	53192	54064	54936
10	52320	53192	54064	54936	55808
11	53192	54064	54936	55808	56680
12	54064	54936	55808	56680	57552
13	54936	55808	56680	57552	58424
14	55808	56680	57552	58424	59296
15	56680	57552	58424	59296	60168
16	57552	58424	59296	60168	61040
17	58424	59296	60168	61040	61912
18	59296	60168	61040	61912	62784
19	60168	61040	61912	62784	63656
20	61040	61912	62784	63656	64528
21	61912	62784	63656	64528	65400
22	62784	63656	64528	65400	66272
23	63656	64528	65400	66272	67144
24	64528	65400	66272	67144	68016
25	65400	66272	67144	68016	68888

24-25 IRS Schedule

24-25 IRS	BS	BS +8	BS +16	BS +24	Masters
0	45126	46029	46931	47834	48736
1	46029	46931	47834	48736	49639
2	46931	47834	48736	49639	50541
3	47834	48736	49639	50541	51444
4	48736	49639	50541	51444	52346
5	49639	50541	51444	52346	53249
6	50541	51444	52346	53249	54151
7	51444	52346	53249	54151	55054
8	52346	53249	54151	55054	55956
9	53249	54151	55054	55956	56859
10	54151	55054	55956	56859	57761
11	55054	55956	56859	57761	58664
12	55956	56859	57761	58664	59566
13	56859	57761	58664	59566	60469
14	57761	58664	59566	60469	61371
15	58664	59566	60469	61371	62274
16	59566	60469	61371	62274	63176
17	60469	61371	62274	63176	64079
18	61371	62274	63176	64079	64981
19	62274	63176	64079	64981	65884
20	63176	64079	64981	65884	66786
21	64079	64981	65884	66786	67689
22	64981	65884	66786	67689	68592
23	65884	66786	67689	68592	69494
24	66786	67689	68592	69494	70397
25	67689	68592	69494	70397	71299

25-26 IRS Schedule

25-26 IRS	BS	BS +8	BS +16	BS +24	Masters
0	46705	47640	48574	49508	50442
1	47640	48574	49508	50442	51376
2	48574	49508	50442	51376	52310
3	49508	50442	51376	52310	53244
4	50442	51376	52310	53244	54178
5	51376	52310	53244	54178	55112
6	52310	53244	54178	55112	56046
7	53244	54178	55112	56046	56981
8	54178	55112	56046	56981	57915
9	55112	56046	56981	57915	58849
10	56046	56981	57915	58849	59783
11	56981	57915	58849	59783	60717
12	57915	58849	59783	60717	61651
13	58849	59783	60717	61651	62585
14	59783	60717	61651	62585	63519
15	60717	61651	62585	63519	64453
16	61651	62585	63519	64453	65388
17	62585	63519	64453	65388	66322
18	63519	64453	65388	66322	67256
19	64453	65388	66322	67256	68190
20	65388	66322	67256	68190	69124
21	66322	67256	68190	69124	70058
22	67256	68190	69124	70058	70992
23	68190	69124	70058	70992	71926
24	69124	70058	70992	71926	72860
25	70058	70992	71926	72860	73795

26-27 IRS Schedule

26-27 IRS	BS	BS +8	BS +16	BS +24	Masters
0	48,340	49,307	50,274	51,241	52,207
1	49,307	50,274	51,241	52,207	53,174
2	50,274	51,241	52,207	53,174	54,141
3	51,241	52,207	53,174	54,141	55,108
4	52,207	53,174	54,141	55,108	56,075
5	53,174	54,141	55,108	56,075	57,041
6	54,141	55,108	56,075	57,041	58,008
7	55,108	56,075	57,041	58,008	58,975
8	56,075	57,041	58,008	58,975	59,942
9	57,041	58,008	58,975	59,942	60,909
10	58,008	58,975	59,942	60,909	61,875
11	58,975	59,942	60,909	61,875	62,842
12	59,942	60,909	61,875	62,842	63,809
13	60,909	61,875	62,842	63,809	64,776
14	61,875	62,842	63,809	64,776	65,743
15	62,842	63,809	64,776	65,743	66,709
16	63,809	64,776	65,743	66,709	67,676
17	64,776	65,743	66,709	67,676	68,643
18	65,743	66,709	67,676	68,643	69,610
19	66,709	67,676	68,643	69,610	70,577
20	67,676	68,643	69,610	70,577	71,543
21	68,643	69,610	70,577	71,543	72,510
22	69,610	70,577	71,543	72,510	73,477
23	70,577	71,543	72,510	73,477	74,444
24	71,543	72,510	73,477	74,444	75,411
25	72,510	73,477	74,444	75,411	76,377

Appendix B
2023-2024 Extra-Curricular Activity Schedule

Athletic Director	\$4,500
Ambassador *Must attend a minimum of 40% of home Odin Athletic Events	\$1,400

Junior High

Head Coach Junior High Baseball (Fall Only)	\$1,500
Head Coach Junior High Boys' Basketball	\$2,700
Head coach Junior High Girls' Basketball	\$2,700
Head Coach Junior High Softball	\$1,500
Head Coach Junior High Volleyball	\$1,500
Head Coach Junior High Cross Country	\$1,200
Head Coach Junior High Track	\$1,400
Only 1 Assistant is to be paid-Any Assistant beyond that is volunteer	
Assistant Coach Junior High Boy's Basketball	\$1,400
Assistant Coach Junior High Girl's Basketball	\$1,400
Assistant Coach Junior High Track (only if participation exceeds 20)	\$500
Assistant Coach Junior High Baseball (Fall only)	\$600
Assistant Coach Junior High Softball (Fall only)	\$600
Assistant Coach Junior High Volleyball	\$600

High School

Head Coach High School Fall Baseball	\$1,700
Head Coach High School Spring Baseball	\$1,700
Head Coach High School Boys' Basketball	\$3,200
Head Coach High School Softball	\$1,700
Head Coach High School Volleyball (Currently at Patoka) If Odin Hosted	\$2,200
Head Coach High School Cross Country	\$1,200
Head Coach High School Track	\$1,400
Head Girls Golf Coach Only valid for current position holders	\$1,400
Only 1 Assistant is to be Paid-Any Assistant beyond that is volunteer	
Assistant Coach High School Fall Baseball	\$600
Assistant Coach High School Spring Baseball	\$600
Assistant Coach High School Boys' Basketball	\$1,900
Assistant Coach High School Track (only if participation exceeds 20)	\$500
Assistant Coop Coach High School Boys' Basketball (at Patoka)	\$600
Assistant Coop Coach High School Girls' Basketball (Sandoval Currently)	\$600
Assistant Coop Coach High School Volleyball (Patoka Currently) If Odin Hosted	\$600

Cheerleader Coach Junior High	\$1,200
Cheerleader Coach High School	\$1,400
Assistant Coop Cheerleader Coach High School (Patoka Currently)	\$600

Jr High/High School eSports Coach	\$1,200
Scholar Bowl Coach Junior High	\$1,500
Scholar Bowl Coach High School	\$1,500
Scholar Bowl Moderator	\$35/meet

Appendix B
2023-2024 Extra Curricular Activity Schedule (Continued)

Student Council Sponsor	\$600
Beta Club Sponsor	\$600
FFA Sponsor	\$2,000
FBLA Sponsor	\$600
FCCLA Sponsor	\$600
Yearbook Sponsor	\$1,600
Art Club Sponsor *Must go on trip and host an art show	\$500
8 th Grade Sponsor/8 th Grade Trip *Must go on trip	\$500
*Freshman Class Sponsor (1) Meetings & Fundraisers	\$150
*Sophomore Class Sponsor (1) Meetings & Fundraisers	\$150
*Junior Class Sponsor (1) Meetings & Fundraisers	\$150
*Senior Class Sponsor (1) Meetings & Fundraisers	\$150
Prom Coordinator/Chaperone (2)	\$750
Senior Trip Coordinator (2) *Must go on trip	\$500

Special Education Coordinators: (Must be completing all IEP forms, documentation, and scheduling of IEP meeting for each individual special education teachers' caseload.)

Early Childhood	\$400
Elementary	\$800
Junior High	\$800
High School	\$800

Ticket Sales (per game for volleyball or basketball)	\$20/game
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After School Detention/Saturday Detention/Homebound/Summer School	\$35/hour
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*These Positions will be posted for employment purposes. Any unfilled positions shall be assigned to staff on a rotational basis.

Appendix B
2024-2027 Extra-Curricular Activity Schedule

Athletic Director	\$4,600
Ambassador *Must attend a minimum of 40% of home Odin Athletic Events	\$1,500

Junior High

Head Coach Junior High Baseball (Fall Only)	\$1,600
Head Coach Junior High Boys' Basketball	\$2,800
Head coach Junior High Girls' Basketball	\$2,800
Head Coach Junior High Softball	\$1,600
Head Coach Junior High Volleyball	\$1,600
Head Coach Junior High Cross Country	\$1,300
Head Coach Junior High Track	\$1,500
Only 1 Assistant is to be paid-Any Assistant beyond that is volunteer	
Assistant Coach Junior High Boy's Basketball	\$1,400
Assistant Coach Junior High Girl's Basketball	\$1,400
Assistant Coach Junior High Track (only if participation exceeds 20)	\$600
Assistant Coach Junior High Baseball (Fall only)	\$700
Assistant Coach Junior High Softball (Fall only)	\$700
Assistant Coach Junior High Volleyball	\$700

High School

Head Coach High School Fall Baseball	\$1,800
Head Coach High School Spring Baseball	\$1,800
Head Coach High School Boys' Basketball	\$3,300
Head Coach High School Softball	\$1,800
Head Coach High School Volleyball (Currently at Patoka) If Odin Hosted	\$2,300
Head Coach High School Cross Country	\$1,300
Head Coach High School Track	\$1,500
Head Girls Golf Coach Only valid for current position holders	\$1,500
Only 1 Assistant is to be Paid-Any Assistant beyond that is volunteer	
Assistant Coach High School Fall Baseball	\$700
Assistant Coach High School Spring Baseball	\$700
Assistant Coach High School Boys' Basketball	\$2,000
Assistant Coach High School Track (only if participation exceeds 20)	\$600
Assistant Coop Coach High School Boys' Basketball (at Patoka)	\$700
Assistant Coop Coach High School Girls' Basketball (Sandoval Currently)	\$700
Assistant Coop Coach High School Volleyball (Patoka Currently) If Odin Hosted	\$700

Cheerleader Coach Junior High	\$1,300
Cheerleader Coach High School	\$1,500
Assistant Coop Cheerleader Coach High School (Patoka Currently)	\$700

Jr High/High School eSports Coach	\$1,300
Scholar Bowl Coach Junior High	\$1,600
Scholar Bowl Coach High School	\$1,600
Scholar Bowl Moderator	\$35/meet

Appendix B
2024-2027 Extra Curricular Activity Schedule (Continued)

Student Council Sponsor	\$700
Beta Club Sponsor	\$700
FFA Sponsor	\$2,100
FBLA Sponsor	\$700
FCCLA Sponsor	\$700
Yearbook Sponsor	\$1,700
Art Club Sponsor *Must go on trip and host an art show	\$600
8 th Grade Sponsor/8 th Grade Trip *Must go on trip	\$600
*Freshman Class Sponsor (1) Meetings & Fundraisers	\$250
*Sophomore Class Sponsor (1) Meetings & Fundraisers	\$250
*Junior Class Sponsor (1) Meetings & Fundraisers	\$250
*Senior Class Sponsor (1) Meetings & Fundraisers	\$250
Prom Coordinator/Chaperone (2)	\$850
Senior Trip Coordinator (2) *Must go on trip	\$600

Special Education Coordinators: (Must be completing all IEP forms, documentation, and scheduling of IEP meeting for each individual special education teachers' caseload.)

Early Childhood	\$400
Elementary	\$800
Junior High	\$800
High School	\$800

Ticket Sales (per game for volleyball or basketball)	\$20/game
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After School Detention/Saturday Detention/Homebound/Summer School	\$35/hour
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*These Positions will be posted for employment purposes. Any unfilled positions shall be assigned to staff on a rotational basis.

Appendix C

The Odin Education Association (“OEA”) and the Board of Education of Odin School District #722 (“the Board”) agree the Guidance Counselor will have a work year which includes additional ten (10) working days (180 days which shall include the four (4) workshop/in-service days, plus ten (10) additional working days), for a total work year equaling one hundred and ninety (190) days.