



LAKE FOREST HIGH SCHOOL

Lake Forest, Illinois

COLLECTIVE BARGAINING AGREEMENT

FINANCIAL SUPPLEMENT

**Summer 2013
School Year 2013-2014**

BOARD OF EDUCATION, COMMUNITY HIGH SCHOOL DISTRICT # 115

and

LAKE FOREST EDUCATION ASSOCIATION (DISTRICT 115)

2013-2014 SALARY SCHEDULE

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	50,742	53,984	56,707	58,896	60,918	62,917	63,860	66,397
2	53,265	56,690	59,540	61,836	63,962	65,989	66,979	69,516
3	55,891	59,453	62,473	64,880	67,110	69,162	70,200	72,737
4	58,575	62,322	65,465	67,972	70,315	72,396	73,481	76,018
5	61,202	65,124	68,415	71,037	73,485	75,593	76,727	79,264
6	63,842	67,911	71,345	74,095	76,652	78,784	79,965	82,502
7	66,509	70,773	74,339	77,216	79,860	82,023	83,254	85,791
8	69,174	73,599	77,332	80,294	83,068	85,258	86,537	89,074
9	71,796	76,404	80,262	83,355	86,216	88,432	89,759	92,296
10	74,460	79,231	83,232	86,433	89,406	91,648	93,022	95,559
11			86,227	89,530	92,631	94,899	96,322	98,859
12			89,239	92,675	95,882	98,178	99,651	102,188
13			92,189	95,737	99,027	101,352	102,872	105,409
14			95,145	98,790	102,197	104,546	106,114	108,651
15			98,095	101,851	105,364	107,742	109,358	111,895
16			101,025	104,912	108,534	110,936	112,600	115,137
17			104,059	108,069	111,780	114,213	115,926	118,463
18			106,968	111,092	114,925	117,388	119,149	121,686
19			109,963	114,211	118,140	120,624	122,432	124,969
20			112,935	117,289	121,324	123,839	125,695	128,232

Note #1: Step, plus lane, plus a base salary increase equal to Funding Year CPI minus 1.75 (CPI capped at 5.25%). The “base salary increase” adjustment for 2013-2014 used the Funding Year CPI of 3.0% established on 12/31/11, thus 3.00 – 1.75 = 1.25% base salary increase.

Note #2: The PHD column includes the additional stipend of 5% of BA Step 1 (\$2,537) for teachers with an approved Doctoral Degree.

Note #3: Longevity Pay will be added to the salary of a teacher who has been at Step 20 of the MA or higher lane of the salary schedule for the 2012-2013 school year for at least one full year (Step 1), two full years (Step 2), three full years (Step 3), or four full years or more (Step 4) based on the following schedule:

Longevity Step		MA	MA+15	MA+30	MA+45	MA+60	PHD
20 Longevity Step 1	(+ \$400)	113,335	117,689	121,724	124,239	126,095	128,632
20 Longevity Step 2	(+ \$700)	113,635	117,989	122,024	124,539	126,395	128,932
20 Longevity Step 3	(+\$1000)	113,935	118,289	122,324	124,839	126,695	129,232
20 Longevity Step 4	(+\$1300)	114,235	118,589	122,624	125,139	126,995	129,532

Longevity Pay applies only for teachers who were at Step 20 for a full year during 2012-2013. It does not apply for teachers who move to Step 20 at the beginning of or during 2013-2014.

2013-2014 EXTRA RESPONSIBILITIES PAY SCHEDULE**Based on 100% of BA Step 1**

Percent of Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
0.50	254	269	285	302	320	339	359	381
1.00	507	537	569	603	639	677	718	761
1.50	761	807	855	906	960	1,018	1,079	1,144
2.00	1,015	1,076	1,141	1,209	1,282	1,359	1,441	1,527
2.50	1,269	1,345	1,426	1,512	1,603	1,699	1,801	1,909
3.00	1,522	1,613	1,710	1,813	1,922	2,037	2,159	2,289
3.50	1,776	1,883	1,996	2,116	2,243	2,378	2,521	2,672
4.00	2,030	2,152	2,281	2,418	2,563	2,717	2,880	3,053
4.50	2,283	2,420	2,565	2,719	2,882	3,055	3,238	3,432
5.00	2,537	2,689	2,850	3,021	3,202	3,394	3,598	3,814
5.50	2,791	2,958	3,135	3,323	3,522	3,733	3,957	4,194
6.00	3,045	3,228	3,422	3,627	3,845	4,076	4,321	4,580
6.50	3,298	3,496	3,706	3,928	4,164	4,414	4,679	4,960
7.00	3,552	3,765	3,991	4,230	4,484	4,753	5,038	5,340
7.50	3,806	4,034	4,276	4,533	4,805	5,093	5,399	5,723
8.00	4,059	4,303	4,561	4,835	5,125	5,433	5,759	6,105
8.50	4,313	4,572	4,846	5,137	5,445	5,772	6,118	6,485
9.00	4,567	4,841	5,131	5,439	5,765	6,111	6,478	6,867
9.50	4,820	5,109	5,416	5,741	6,085	6,450	6,837	7,247
10.00	5,074	5,378	5,701	6,043	6,406	6,790	7,197	7,629
10.50	5,328	5,648	5,987	6,346	6,727	7,131	7,559	8,013
11.00	5,582	5,917	6,272	6,648	7,047	7,470	7,918	8,393
11.50	5,835	6,185	6,556	6,949	7,366	7,808	8,276	8,773
12.00	6,089	6,454	6,841	7,251	7,686	8,147	8,636	9,154
12.50	6,343	6,724	7,127	7,555	8,008	8,488	8,997	9,537
13.00	6,596	6,992	7,412	7,857	8,328	8,828	9,358	9,919
13.50	6,850	7,261	7,697	8,159	8,649	9,168	9,718	10,301
14.00	7,104	7,530	7,982	8,461	8,969	9,507	10,077	10,682
14.50	7,358	7,799	8,267	8,763	9,289	9,846	10,437	11,063
15.00	7,611	8,068	8,552	9,065	9,609	10,186	10,797	11,445
15.50	7,865	8,337	8,837	9,367	9,929	10,525	11,157	11,826

2013-2014 EXTRA RESPONSIBILITIES

DEPARTMENT CHAIR STIPEND

<u>YEAR</u>	<u>1-3 Tchrs in Dept 7.0% BA Step 1</u>	<u>4-9 Tchrs in Dept 9.5% BA Step 1</u>	<u>10+ Tchrs in Dept 10.5% BA Step 1</u>
1	3,552	4,820	5,328
2	3,552	4,820	5,328
3	3,802	5,070	5,578
4	3,802	5,070	5,578
5	3,802	5,070	5,578
6+	4,152	5,420	5,928

ADDITIONAL CONTRACTUAL RATES

<u>POSITION</u>	<u>RATE OF BA STEP 1</u>	<u>AMOUNT</u>	<u>PER PERIOD</u>
Fringe Benefit Allowance	n/a	2,500	annual
Curriculum Work Summer 2013	0.00103 (12-13 BA Step 1)	51.62	per hour
Curriculum Work School Year 2013-2014	0.00103	52.26	per hour
KTI Stipends 2013-2014	0.00070	35.52	per hour
KTI Instructors 2013-2014	0.00150	76.11	per hour
Freshman Orientation	0.02580	1,309	per year
Independent Study	0.01360	690	per semester per student (not to exceed 3 students per semester)
Homebound Instructors	0.00075	38.06	per period
Internal Substitutes Instaffing	0.00075	38.06	per period
Summer School 2013 Academic Classes	0.00103 (12-13 BA Step 1)	51.62	per hour
Summer School 2013 Sports Related Classes (including Cheer/PomPons)	0.00090 (12-13 BA Step 1)	45.10	per hour
Summer School 2013 Driver Ed Coordination	0.00520 (12-13 BA Step 1)	261	per summer

2013-2014 EXTRA RESPONSIBILITIES

EXTRA COMPENSATION FOR FACULTY HELP

<u>POSITION</u>	<u>RATE OF BA STEP 1</u>	<u>AMOUNT</u>	<u>PER PERIOD</u>
Track and Field January Season	0.00090	45.67	per hour
Coach-Athletic Supervision Beyond Defined Season	0.00050	25.37	per hour
Scorekeepers	0.00047	23.85	per hour
Announcers	0.00047	23.85	per hour
Timers	0.00047	23.85	per hour
Chain Gang	0.00047	23.85	per hour
Video Tapers	0.00047	23.85	per hour
Ticket Takers	0.00044	22.33	per hour
Ticket Sellers	0.00044	22.33	per hour
Crowd Supervisors	0.00044	22.33	per hour
Scouting	0.00047	23.85	per hour
Intramural Asst Supervisor	0.00048	24.36	per hour
Weight Room Supervisor	0.00048	24.36	per hour
Non-Athletic Chaperones	0.00044	22.33	per hour
Non-Athletic Supervisors	0.00044	22.33	per hour
Non-Curricular Work	0.00051	25.88	per hour

TRAVEL EXPENSES REIMBURSEMENT

<u>MEALS</u>	<u>ADULTS</u>	<u>STUDENTS</u>	MILEAGE: .565 per mile
Breakfast	6.00	5.00	
Lunch	12.00	5.00	
Dinner	20.00	10.00	