



LAKE FOREST HIGH SCHOOL

Lake Forest, Illinois

COLLECTIVE BARGAINING AGREEMENT

FINANCIAL SUPPLEMENT

**Summer 2010
School Year 2010-2011**

BOARD OF EDUCATION, COMMUNITY HIGH SCHOOL DISTRICT # 115

and

LAKE FOREST EDUCATION ASSOCIATION (DISTRICT 115)

2010-2011 SALARY SCHEDULE

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	50,116	53,318	56,007	58,169	60,166	62,140	63,072	65,578
2	52,607	55,990	58,805	61,073	63,172	65,174	66,152	68,658
3	55,201	58,719	61,702	64,079	66,281	68,308	69,333	71,839
4	57,852	61,553	64,657	67,133	69,447	71,502	72,574	75,080
5	60,446	64,320	67,570	70,160	72,578	74,660	75,780	78,286
6	63,054	67,073	70,464	73,180	75,706	77,811	78,978	81,484
7	65,688	69,899	73,421	76,263	78,874	81,010	82,226	84,732
8	68,320	72,690	76,377	79,303	82,042	84,205	85,469	87,975
9	70,910	75,461	79,271	82,326	85,152	87,340	88,651	91,157
10	73,541	78,253	82,204	85,366	88,302	90,517	91,874	94,380
11			85,162	88,425	91,487	93,727	95,133	97,639
12			88,137	91,531	94,698	96,966	98,421	100,927
13			91,051	94,555	97,804	100,101	101,602	104,108
14			93,970	97,570	100,935	103,255	104,804	107,310
15			96,884	100,594	104,063	106,412	108,008	110,514
16			99,778	103,617	107,194	109,566	111,210	113,716
17			102,774	106,735	110,400	112,803	114,495	117,001
18			105,647	109,720	113,506	115,939	117,678	120,184
19			108,605	112,801	116,681	119,135	120,920	123,426
20	(see Note #3 below)		111,541	115,841	119,826	122,310	124,143	126,649

Note #1: The salary schedule adjustment for 2010-2011 was determined based on the equation of 2% < CPI* < 4% Plus 1%. The CPI established on 12/31/09 for 2010-2011 was 2.7%.

Note #2: The PHD column includes the additional stipend of 5% of BA Step 1 (\$2,506) 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 2009-2010 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 (+ \$250)	111,791	116,091	120,076	122,560	124,393	126,899
20 Longevity Step 2 (+ \$500)	112,041	116,341	120,326	122,810	124,643	127,149
20 Longevity Step 3 (+ \$750)	112,291	116,591	120,576	123,060	124,893	127,399
20 Longevity Step 4 (+\$1000)	112,541	116,841	120,826	123,310	125,143	127,649

Longevity Pay applies only for teachers who were at Step 20 for a full year during 2009-2010. It does not apply for teachers who move to Step 20 at the beginning of or during 2010-2011.

2010-2011 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	251	266	282	299	317	336	356	377
1.00	501	531	563	597	633	671	711	754
1.50	752	797	845	896	950	1,007	1,067	1,131
2.00	1,002	1,062	1,126	1,194	1,266	1,342	1,423	1,508
2.50	1,253	1,328	1,408	1,492	1,582	1,677	1,778	1,885
3.00	1,503	1,593	1,689	1,790	1,897	2,011	2,132	2,260
3.50	1,754	1,859	1,971	2,089	2,214	2,347	2,488	2,637
4.00	2,005	2,125	2,253	2,388	2,531	2,683	2,844	3,015
4.50	2,255	2,390	2,533	2,685	2,846	3,017	3,198	3,390
5.00	2,506	2,656	2,815	2,984	3,163	3,353	3,554	3,767
5.50	2,756	2,921	3,096	3,282	3,479	3,688	3,909	4,144
6.00	3,007	3,187	3,378	3,581	3,796	4,024	4,265	4,521
6.50	3,258	3,453	3,660	3,880	4,113	4,360	4,622	4,899
7.00	3,508	3,718	3,941	4,177	4,428	4,694	4,976	5,275
7.50	3,759	3,985	4,224	4,477	4,746	5,031	5,333	5,653
8.00	4,009	4,250	4,505	4,775	5,062	5,366	5,688	6,029
8.50	4,260	4,516	4,787	5,074	5,378	5,701	6,043	6,406
9.00	4,510	4,781	5,068	5,372	5,694	6,036	6,398	6,782
9.50	4,761	5,047	5,350	5,671	6,011	6,372	6,754	7,159
10.00	5,012	5,313	5,632	5,970	6,328	6,708	7,110	7,537
10.50	5,262	5,578	5,913	6,268	6,644	7,043	7,466	7,914
11.00	5,513	5,844	6,195	6,567	6,961	7,379	7,822	8,291
11.50	5,763	6,109	6,476	6,865	7,277	7,714	8,177	8,668
12.00	6,014	6,375	6,758	7,163	7,593	8,049	8,532	9,044
12.50	6,265	6,641	7,039	7,461	7,909	8,384	8,887	9,420
13.00	6,515	6,906	7,320	7,759	8,225	8,719	9,242	9,797
13.50	6,766	7,172	7,602	8,058	8,541	9,053	9,596	10,172
14.00	7,016	7,437	7,883	8,356	8,857	9,388	9,951	10,548
14.50	7,267	7,703	8,165	8,655	9,174	9,724	10,307	10,925
15.00	7,517	7,968	8,446	8,953	9,490	10,059	10,663	11,303
15.50	7,768	8,234	8,728	9,252	9,807	10,395	11,019	11,680

2010-2011 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	3,508	4,761	5,262
2	3,508	4,761	5,262
3	3,758	5,011	5,512
4	3,758	5,011	5,512
5	3,758	5,011	5,512
6+	4,108	5,361	5,862

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 2010	0.00103 (09-10 BA Step 1)	49.78	per hour
Curriculum Work School Year 2010-2011	0.00103	51.62	per hour
Freshman Orientation	0.02580	1,293	per year
Independent Study	0.01360	682	per semester per student (not to exceed 3 students per semester)
Homebound Instructors	0.00075	37.59	per period
Internal Substitutes Instaffing	0.00075	37.59	per period
Summer School 2010 Academic Classes	0.00103 (09-10 BA Step 1)	49.78	per hour
Summer School 2010 Sports Related Classes (including Cheer/PomPons)	0.00090 (09-10 BA Step 1)	43.50	per hour
Summer School 2010 Driver Ed Coordination	0.00520 (09-10 BA Step 1)	251	per summer

2010-2011 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	45.10	per hour
Coach-Athletic Supervision Beyond Defined Season	0.00050	25.06	per hour
Scorekeepers	0.00047	23.55	per hour
Announcers	0.00047	23.55	per hour
Timers	0.00047	23.55	per hour
Chain Gang	0.00047	23.55	per hour
Video Tapers	0.00047	23.55	per hour
Ticket Takers	0.00044	22.05	per hour
Ticket Sellers	0.00044	22.05	per hour
Crowd Supervisors	0.00044	22.05	per hour
Scouting	0.00047	23.55	per hour
Intramural Asst Supervisor	0.00048	24.06	per hour
Weight Room Supervisor	0.00048	24.06	per hour
Non-Athletic Chaperones	0.00044	22.05	per hour
Non-Athletic Supervisors	0.00044	22.05	per hour
Non-Curricular Work	0.00051	25.56	per hour

TRAVEL EXPENSES REIMBURSEMENT

<u>MEALS</u>	<u>ADULTS</u>	<u>STUDENTS</u>	MILEAGE: .50 per mile
Breakfast	6.00	5.00	
Lunch	12.00	5.00	
Dinner	18.00	10.00	