

AGREEMENT BETWEEN

THE BOARD OF EDUCATION OF  
COMMUNITY UNIT SCHOOL DISTRICT  
NUMBER 100

AND

THE CERRO GORDO  
EDUCATION ASSOCIATION

2020-2024

THIS AGREEMENT between the Board of Education of Community Unit School District No. 100, Piatt, Macon, and Moultrie Counties, Cerro Gordo, Illinois, hereinafter referred to as the "Board", and the Cerro Gordo Education Association, hereinafter referred to as the "Association", shall become effective on the first day of the 2020-2021 school year and expire on the last day prior to the beginning of the 2024-2025 school year.

ARTICLE I: Recognition

- 1.1 Recognition - The Board of Education of School District 100 recognizes the Cerro Gordo Education Association, unified with the Illinois Education Association and the National Education Association, as the sole and exclusive negotiating agent for all full-time and part-time regularly employed certificated personnel, hereinafter referred to as "employees", except for the superintendent and all other administrative or supervisory personnel having the authority to hire, transfer, assign, promote, discharge, discipline, evaluate, or process grievances of other employees or having the responsibility to make recommendations thereon.
  
- 1.2 Exclusivity - The Board agrees not to negotiate with any other teachers' organization purporting to represent employees defined in section 1.1 as in the bargaining unit or with individual employees within the bargaining unit with regard to negotiable items, unless otherwise provided for in this agreement or unless mutually agreed to by the parties during the term of this agreement; provided, it is understood that the board may discuss with individual employees in the district matters relating to the educational program which are beyond the scope of salaries and term and conditions of employment covered by this agreement.

## ARTICLE II: Employee, Association, and Board Rights

- 2.1 Right of Representation - When an employee appears before the Board in executive session, the employee shall be entitled to have a representative present. If the employee is required to appear before the Board the employee shall be advised in writing of the reason for the appearance.
- 2.2 Personnel File - No materials will be placed in the personnel file maintained in the superintendent's office unless the teacher has had an opportunity to read such material. Teacher will indicate having seen the material by dating and signing the document along with the statement "I have received and read a copy of this letter. My signature does not signify agreement with the contents of the letter, but only signifies that I acknowledge receipt of the same." Each employee shall have the right to place a written response to any material placed in their file within five work days of its insertion. Non-job related financial information shall be exempt.
- 2.3 Meetings - The Association shall have use of school buildings for meetings with proper approval of the superintendent or building principal.
- 2.4 Communications - The Association may use facility mailboxes and school bulletin boards located in the teachers' workrooms for internal communication in order to communicate with bargaining unit employees.
- 2.5 Use of School Equipment - The Association may use school equipment such as computers and copying machines. The Association will assume the cost of paper and supplies utilized by the Association. All use of school equipment shall be outside the normal work day and shall be available only after prior approval of the superintendent or building principal.
- 2.6 Notice of Board Meetings - The president of the Association or his/her designee shall be given the same notice of special board meetings as are board members.
- 2.7 Board Agendas - The Association shall be provided a copy of the public agenda of each open board meeting at the same time board members are provided with such information.
- 2.8 Board Minutes - The President of the Association or his/her designee shall be provided a copy of the minutes awaiting approval of each open board meeting ten (10) days prior to the next scheduled board meeting. ("Day(s)", in this section shall be defined as employee work days during the school term and weekdays excluding legal holidays during the remainder of the year).
- 2.9 Management Rights - It is expressly understood and agreed that all functions, rights, powers, or authority of the administration of the school district and the Board which are not specifically limited by the express language of this agreement are retained by the Board. Modification by alteration, addition to, or deletion may be made only through the voluntary mutual consent of the parties in a written amendment in accordance with the provisions of this agreement. The Board has the right to hire, dismiss, demote, transfer, discipline, establish curriculum, and approve textbook selections.
- 2.10 No Strike - During the term of this agreement, employees shall not participate in a strike in whole or in part.
- 2.11 Association/Board Communication - The Association and the Board recognize the importance of communication in maintaining good relationships and agree to meet monthly or as needed for the purpose of discussing items of mutual interest. Meetings will be held thirty (30) minutes prior to regular Board meetings with reasonable written notice stating the items to be discussed at such meetings. Such meetings shall not be construed as negotiating sessions.

1. The Board will designate two (2) members in addition to the superintendent to attend such meetings.
2. The Association will designate not more than three (3) representatives to attend such meetings.

## ARTICLE III: Employment Conditions

- 3.1 School Calendar - The school calendar shall contain no more than one hundred seventy-six (176) regular pupil attendance days, four (4) institute days, and eight (8) emergency pupil attendance days. The employee work year shall not exceed one hundred eighty (180) days.
- 3.2 Employee Work Day - The employee work day shall commence twenty-five (25) minutes before the beginning of the first pupil attendance period and shall end fifteen (15) minutes following pupil dismissal at the end of the school day, except that employees may be required to work beyond the normal work day to accommodate
- a. faculty meetings (shall not exceed thirty (30) minutes beyond the end of the work day)
  - b. open houses
  - c. conference days
  - d. extra duties as defined and compensated in Appendix B.
  - e. early release days identified for staff development shall not go beyond 4:00 p.m. unless mutually agreed upon by participants.
  - f. special student staffings to include but not limited to 504 plan developments and meetings, discipline meetings and special education meetings. Every effort will be made to hold meetings immediately after the end of the school day for a period not to exceed one hour. Teachers will be compensated at the academic coach rate for any time in excess of the one-hour limit in fifteen (15) minute increments. Example: If the meeting lasts over sixty (60) minutes but less than seventy-five (75) minutes the pay would be one fourth of \$20.00. The clock for this payment begins when the meeting actually begins.
- 3.3 Lesson plans - Lesson plans are for the use of the employee and substitute teachers and may be viewed by the administration.
- 3.4 Institute Days - The day prior to the first student attendance day of the school year, the first day of the second semester, and the day after the year's last pupil attendance day shall be designated as workshop days. The fourth day shall be determined by the administration.
- 3.5 Legal Appearance - If an employee is required by subpoena to appear as a witness on behalf of another person in a legal matter, the employee shall timely apply for a leave of absence for such purpose. The employee shall suffer no loss of benefits or salary for the appearance, provided any witness fee received shall be turned over to the District. Nothing herein shall require the District to pay the employee hereunder if such legal matter is:
1. an adversary proceeding against the Board of Education, unless such action is a proceeding involving a student enrolled in the district; or
  2. a legal action in which the employee is personally involved.
- 3.6 Substitutes - Employees shall not be required to arrange for their own substitute teachers.
- 3.7 Internal Substituting - Principals shall make every effort to arrange for substitute teachers. Should these efforts fail, an employee may be requested to substitute internally. Whenever a principal/administrator requires an employee to substitute for a time period of greater than fifteen (15) minutes, the substituting employee will be compensated at the rate of twenty five (\$25) dollars per class period. It will be the responsibility of the substituting employee to make a written record of the internal substitution, and turn it in to the principal for a signature and compensation approval.
- 3.8 Ticket Taking - Ticket taking at extra-curricular events or any school function will be on a voluntary basis.

3.9 Association Membership -

- a. The Board shall deduct from each employee's pay the current dues of the Association, provided the Board has an employee-executed authorization for dues deduction, the amount of which shall be certified annually by the Association. All dues deducted by the Board shall be remitted to the Association no later than ten (10) calendar days after such deductions are made.
  
- b. In the event of any legal action against the Employer brought in a court of administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its counsel, provided:
  1. The board gives timely notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires; and
  2. The Board gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.
  3. The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with this Article.
  4. Exception--It is expressly understood that this save harmless provision will not apply to any claim, demand, suit, or other form of liability which may arise as a result of any type of intentional misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

ARTICLE IV: RTI

The Association, in consultation with the administration, will appoint an appropriate number of members to any district-wide, building-wide, or subject matter committee related to Response to Intervention (RTI). Participation on the committee will be mandatory.

ARTICLE V: EVALUATION

Members of the Association, Principals, and the Superintendent have cooperatively developed a teacher evaluation plan that satisfies the rules and regulations developed by the State Board of Education. The current evaluation plan will remain in effect until a new evaluation plan is developed and approved. The Performance Evaluation Reform Act (PERA) joint committee will review the plan annually. The PERA committee will be comprised of an equal number of Administrators and Association members. The Administration and the Association will have the sole discretion on selecting their members.



ARTICLE VI: Termination and Transfer

- 6.1 Dismissal - The procedure for dismissal of employees for any reason other than a reduction in force shall follow procedures as set forth in the Illinois School Code.
- 6.2 Reduction in Force - In the event a reduction of force is necessary, the staff will be reduced in accordance with the needs of the district. Reductions in force will follow procedures set forth in 105 ILCS 5/24-12 of the School Code.
- 6.3 Notification of Assignments - An employee shall be notified as soon as possible if changes are to be made in his/her teaching assignment. Principals are responsible for this notification. Notification shall be made by personal contact, if possible, and by mail.
- 6.4 Assignment Conference - Employees who have been notified of a change in assignment have a right to a conference with the superintendent to discuss the matter. The employee shall have the right to resign without penalty if dissatisfied with the result of the change in assignment.
- 6.5 Vacancies -Vacancies will be posted in each building and via internal email so that any certified, qualified employee may have first opportunity to apply.

ARTICLE VII: Compensation

- 7.1 Experience Credit - A new employee may be awarded full experience credit for teaching full-time Pre-Kindergarten through Grade 12 for prior teaching experience. However, the Board shall have the sole discretion to determine whether to grant a new teacher full experience credit for all prior teaching experience. The Board shall also have the sole discretion to place a new teacher with less than twelve (12) years of experience at any step up to Step 12 of the Salary Schedule and provide such teacher with a hiring bonus not to exceed \$2500.00. However, in no event will the Board place a newly hired teacher with twelve (12) or more years of experience on the salary schedule at a step where the newly hired teacher will earn more in base salary than a current Cerro Gordo teacher with equal years of teaching experience at the same level of educational attainment.
- 7.2 School Year Salary Schedule - The salary schedules for the 2020-21 through 2023-24 school years shall be set forth in Appendix A. The schedule shall be based on a one-hundred eighty (180) day employee work year. All figures on the salary schedule include the Board-paid retirement contributions as defined in Section 7.9. Part-time employees shall receive pro-rata salaries.
- 7.3 Pay Days - Pay days shall be the fifth and twentieth of each month. If a regular pay date during the school term falls on a day when school is not in session, employees shall receive their checks on the last work day prior thereto. During the summer, checks shall be mailed twice a month. The one exception to this section will be the December break. If the regular pay day falls on a day when school is not in session, the paychecks will be mailed to the teachers so that they arrive by the January 5<sup>th</sup> date.
- 7.4 Payroll Installments - All employees will be paid twice per month for twelve months with the option of direct deposit.
- 7.5 Supplemental Job Openings - The Board and Association understand the value of filling supplemental positions with certified personnel when possible to help achieve the best possible experience for students. Should an opening occur in any supplemental job position, such opening will be posted in each building and via internal e-mail a minimum of one week prior to public posting so that any certified, qualified employee may have first opportunity to apply.
- 7.6 Supplemental Jobs Compensation - The Supplemental Pay Schedule shall be as set forth in Appendix B, which is attached to and incorporated into this agreement.
- 7.7 Supplemental Jobs Payroll Procedure - Employees of the district who are paid for supplemental jobs may request payments be made in one of two ways:
  - a. added to the employee's salary and paid in the regular paycheck.
  - b. payment in full at the completion of the activity.
- 7.8 Insurance - All full-time certified staff may enroll in the major medical and hospitalization plan provided by the district. The district will pay:

2020-21 = \$650  
 2021-22 = \$665  
 2022-23 = \$680  
 2023-24 = \$695

If the health insurance premium is less than the per-month rate agreed upon in paragraph one (1), the Board will pay the full single premium. If the health insurance premium is more than the per-month agreed upon amount in paragraph one (1) the full time participating employee will pay the difference.

If declared legally permissible to do so, all employees may have the option of paying insurance premium amounts above the Board's contribution with before tax dollars by participation in an IRS Section 125 premium only plan. The Board will not assume any future financial liability if the IRS Section 125 is declared illegal. Any future financial assessment by the IRS shall be paid by the individual and/or association.

Changes in insurance coverage and/or the carrier of the policy will be made by the Association. The CGEA will make the final decision of the policy chosen.

The CGEA will instigate a review of yearly renewal with bid specifications sent no later than May 10 if and when deemed necessary by the insurance committee.

Beginning with the 2017-2018 school year, the Board has the option of adding an additional High Deductible Plan (HDP) to the health insurance offerings for employees in an effort to provide a lower cost premium plan as an option for its employees. The Board may also combine this higher deductible plan with a Health Savings Arrangement (HSA) which is only available to those employees who choose a HDP. The Board's contribution to the HSA will represent the difference between the cost of the single member HDP premium and the Board's health insurance contribution, as long as its health insurance contribution is greater than the premium.

If an employee who has fulfilled his/her contract for a complete school term has his/her insurance coverage terminated because he/she is no longer employed by the district, said employee shall have his/her insurance premiums paid in the agreed upon amount until September 1 of that year or until the first of the month following receipt of their final salary payment, whichever is earlier.

The administration will oversee non-certified staff and school administrators enrolled in the plan. The Board or its designee shall forward to the Association all pertinent information concerning health insurance for the bargaining unit.

If at any time during the duration of this collective bargaining agreement, a change in federal or state laws or regulations becomes effective which affects the cost or availability of any of the employee benefits offered under this paragraph, the parties agree to re-open the contract to renegotiate the affected provisions.

- 7.9 Board-Paid Retirement – The Board agrees to pay to the Downstate Teachers Retirement System on behalf of each employee an amount up to nine percent (9.0%) of each employee's salary as listed in Appendix A.

The Board further agrees to pay for each employee's required contribution for Teachers' Retirement Health Insurance (THIS) as long as these payments are required by the State of Illinois. In the event that Board-paid retirement or THIS contributions are declared illegal within the contract period, the Board agrees to reopen the contract negotiations on such issue(s). The Board shall not be responsible for paying any taxes levied on retirement.

- 7.10 Reimbursement for Professional Days - The Board shall reimburse employees for approved expenses incurred for approved professional betterment days pursuant to its implementation of the Illinois Travel Expense Control Act. Mileage will be paid at the current Internal Revenue Service rate.

- 7.11 Retirement Salary Bonus – If an employee gives the Board an irrevocable notice of retirement by June 1, four (4) years prior to the year of retirement, the Board shall pay him/her a five percent (5%) retirement bonus, inclusive of all other increases in TRS creditable Compensation, for each of his/her remaining four (4) years of service.

If Employee gives an irrevocable notice of retirement by June 1 three (3) years prior to the year of retirement, the Board shall pay him/her a five percent (5%) retirement bonus, inclusive of all other increases in TRS creditable compensation, for each of his/her remaining three (3) years of service.

If Employee gives an irrevocable notice of retirement by June 1 two (2) years prior to the year of retirement, the Board shall pay him/her a five percent (5%) retirement bonus, inclusive of all other increases in TRS creditable compensation, for each of his/her remaining two (2) years of service.

If Employee gives an irrevocable notice of retirement by June 1 one (1) year prior to the year of retirement, the Board shall pay him/her a five percent (5%) retirement bonus, inclusive of all other increases in TRS creditable compensation, for each of his/her remaining year of service.

Once an Employee submits an irrevocable notice of retirement by June 1, that employee shall be removed from the salary schedules contained in Appendix A of this agreement. All calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the year prior to the submission of the irrevocable notice of retirement. Once the Employee submits an irrevocable notice of retirement, in no case will the Employee's TRS creditable earnings increase exceed six percent (6%) of the previous year.

If, after submitting an irrevocable notice of retirement by June 1, the Employee resigns from or is dismissed from duties for which the employee was paid a stipend or additional compensation as set forth in Appendix B the previous year, the retirement bonus for that Employee will be recalculated with the stipend or additional compensation removed.

#### A. Requirements to Qualify

1. Be at least 60 years of age on or before December 31 of the school year of retirement; or
2. Be at least fifty-five (55) years of age with at least thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the District; and
3. Have at least twenty (20) years of full-time teaching service in the District at the time of retirement; and
4. Submit an irrevocable letter of resignation on or before June 1 of the school year preceding the school year the incentive is to commence.

B. In the event an Employee fails to meet the requirements of Section A because of illness in his/her last four (4) years of employment, the Administration may work with the Employee to extend his/her employment for a sufficient length of time to satisfy the requirements of Section A.

C. If, during the terms of this agreement, any legislation and/or TRS Rules/Regulations are enacted and/or amended that would cause the School District's TRS costs to increase on account of the Retirement Salary Bonus set forth herein, then Section 7.11 of this agreement will become null and void and both parties agree to reopen 7.11 of this agreement for the limited purpose of negotiating a replacement retirement incentive if legally possible.

#### D. Limitation on TRS Creditable Compensation

The purpose of this section entitled "Limitation on TRS Creditable Compensation" is to avoid in all circumstances any payment by the District of a board-paid penalty or fee to TRS or any Board or District liability to fund any portion of a teacher's TRS annuity due to increase in compensation from one year to the next. This section does not apply to teachers who are not eligible for TRS annuity (whether or not they apply) and could not under any circumstances become eligible for TRS annuity within five (5) years of the end of the school year in which the compensation is earned.

No teachers' creditable TRS earnings from employment in this school district, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, may exceed the amount specified here.

No teacher's TRS creditable earnings from employment in this school district, including but not limited to:

- Vertical and horizontal salary schedule movement
- Stipends
- Salary increases
- Retirement incentives
- Extra-duties
- Changes in position or
- Section 125 plan or flex plan benefits or contributions

shall increase from one school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the Board or District for any portion of a teacher's retirement annuity or result of any District – or Board – paid penalty or fee to TRS. If the sum or percentage amount which triggers any obligation for the District or Board to pay additional amounts to cover all or part of a teacher's retirement annuity or cover any Board – or District - paid penalty or fee to TRS decreases, then the maximum of the teacher's creditable TRS earnings from employment in this school district shall similarly decrease so as to avoid any Board – or District – paid penalty or fee.

Even if another provision of this collective bargaining agreement would otherwise provide a teacher's TRS creditable earnings increasing by more than six percent (6%) or any such lesser amount that would trigger a District – paid penalty or fee to TRS due to salary increase in any year over a prior year, that teacher shall receive only the maximum increase to TRS creditable compensation allowed under this provision.

- 7.12 Sick Leave Payment – Upon retirement, employees who have accumulated over three hundred forty (340) days of sick leave shall be paid twenty-five dollars (\$25.00) for each day over the three hundred forty (340) day limit. The payment for any such sick leave shall be made after the employee's last day of service to the District and after the employee has received his or her final paycheck for services.
- 7.13 Tuition Reimbursement – A teacher may apply for tuition reimbursement for coursework offered through an accredited college or university. Coursework leading to an advanced degree in the teacher's area of teaching is encouraged. Coursework must lead to an advanced educational degree or an additional endorsement in an area of need and/or benefit to the district as determined and pre-approved by the Superintendent. A teacher must submit a college or university course description at the time he/she makes his/her application. A limit of twelve (12) semester hours may be taken during the twelve month period from June 1 through May 31. Teachers will be reimbursed at the rate of one hundred fifty dollars (\$150)

per credit hour or the actual credit hour cost, whichever is less. A teacher must obtain a grade of B or better to obtain reimbursement as evidenced by filing an official transcript with the Superintendent.

## ARTICLE VIII: Leaves

- 8.1 Sick Leave - The Board grants its full-time nine (9) month employees sick leave provisions in the amount of twelve (12) days per year at full pay; its full-time ten (10) month employees sick leave provisions in the amount of thirteen (13) days per year at full pay; its full-time eleven (11) month employees sick leave provisions in the amount of fourteen (14) days per year at full pay; and its full-time twelve (12) month employees sick leave provisions in the amount of fifteen (15) days per year at full pay. Sick leave may be taken in full or half day increments and may accumulate to a total of three hundred seventy-five (375) days at full pay. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household. The superintendent may require a physician's certificate as a basis for pay during a leave of absence of three (3) or more consecutive days for personal illness or as he/she may deem necessary in other cases. For purposes of this article, immediate family shall include parents, spouses, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.
- 8.2 Bereavement Leave - Each employee may use up to one (1) day of sick leave per year in the event of a death not in the immediate family or household. Should an employee require leave because of the death of a parent, spouse or child, the District will provide three (3) paid bereavement days. Should an employee require leave because of the death of a parent-in-law, brother, sister, grandparent, grandchild, brother-in-law, sister-in-law, and legal guardian, the District will provide two (2) paid bereavement leave days. This shall not be deducted from the employee's sick leave.
- 8.3 Personal Leave - The Board shall grant each employee three (3) days of personal business leave without loss of pay. Personal business leave may be taken in full or half day increments. Personal business shall be defined as any matter deemed important to the employee. Use of personal business days(s) shall not affect the number of sick days used; however, unused personal business days shall be added to the accumulated sick leave total.
- In order for an employee to take personal business days, the employee must plan with the building principal at least three (3) days in advance and leave adequate lesson plans for the time of absence. On a given day no more than four (4) employees may take a personal leave day. In emergency situations the three (3) day notice shall be waived.
- 8.4 Leave of Absence - The Board, upon recommendation of the superintendent, may grant leaves of absence without pay or benefits. Parental or child adoption leave of absence shall be granted by the Board, with specific terms and conditions to be determined.
- 8.5 Association Leave - The association shall be granted four (4) days district-wide [e.g. four (4) employees one (1) day each, one (1) employee four (4) days, or two (2) employees two (2) days each] for Association leave. The President of the Association shall notify administration at least five (5) days in advance of the use of Association leave. Failure of the Association President to notify shall result in prohibition of the use of the day and/or docking at the option of the Board.
- 8.6 Professional Betterment Days - Employees shall be granted at least one (1) professional betterment day to professionally visit another school system, classroom, conference, workshop, or clinic. Permission must be granted by the building principal with the approval granted by the superintendent on forms provided. Use of professional betterment days shall be the choice of the employee. Any supervision of students shall not be counted as a professional betterment day unless requested by the teacher.
- 8.7 Pro-Rationed Leave - Part-time employees shall receive pro-rationed sick leave, bereavement leave, personal business leave, and professional betterment leave based upon their

employment percentage multiplied by the number of leave days available to full-time employees rounded to the nearer half day.



## ARTICLE IX: Grievances

- 9.1 Definition - A grievance shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this agreement.
- 9.2 Grievance Rights - All employees covered by this agreement shall have the right to present grievances in accordance with these procedures.
- 9.3 Time Limits - Failure of an employee (or, in the event of a class grievance or an appeal to arbitration, the Association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's and/or Board's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- ("Day(s)" shall be defined as in section 2.9)
- 9.4 Grievance Investigation - It is agreed that any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as to not impede normal operations of the employer.
- 9.5 Grievance Withdrawal - A grievance may be withdrawn at any level without establishing precedent.
- 9.6 Class Grievances - If the grievance involves more than one (1) employee, the Association may file a class grievance and bypass Steps One and Two in the procedure stated in sections 9.10 and 9.11.
- 9.7 No Reprisals - No reprisals shall be taken by the Board or the administration against any employee because of the employee's participation in a grievance.
- 9.8 Grievance Forms - The grievance shall be filed on forms provided by the Association. See Appendix C.
- 9.9 Designees and Representatives - In all steps of the grievance procedure the superintendent and/or principal may appoint a designee to act in his/her place. In meetings with the superintendent, principal, or Board, the aggrieved employee shall be entitled to have a representative present.
- 9.10 Step One - An attempt shall be made to resolve any grievance in an informal, verbal discussion between the aggrieved employee and his/her principal.
- 9.11 Step Two - If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract allegedly violated and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within fifteen (15) days from the date of the occurrence of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the employee and superintendent within fifteen (15) days after receipt of the grievance.

- 9.12 Step Three - In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee shall file, within five (5) days of the principal's written decision at the second step, a copy of the grievance with the superintendent. Within five (5) days after such written grievance is filed, the aggrieved and the superintendent shall meet to discuss the grievance. The superintendent shall file an answer within five (5) days of the third step grievance meeting and communicate it in writing to the employee and the principal.

In the case of a class grievance the Association shall file, within fifteen (15) days from the date of the occurrence of the event giving rise to the grievance, a copy of the grievance with the superintendent. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract allegedly violated and shall state the remedy requested. Within five (5) days after such written grievance is filed, (an) Association representative(s) and the superintendent shall meet to discuss the grievance. The superintendent shall file an answer within five (5) days of the third step grievance meeting and communicate it in writing to the Association and the principal.

- 9.13 Step Four - In the event a grievance has not been satisfactorily resolved at the third step, the aggrieved employee shall file, within five (5) days of the superintendent's written decision at the third step, a copy of the grievance with the superintendent for the Board's consideration. Within thirty (30) days after such written grievance is filed, the aggrieved and the Board shall meet to discuss the grievance. The Board shall file an answer within ten (10) days of the fourth step grievance meeting and communicate it in writing to the employee, the principal, and the superintendent.

In the case of a class grievance (an) Association representative(s) shall act in the same capacity as the aggrieved employee would act in an individual grievance.

- 9.14 Step Five - If the grievance is not resolved satisfactorily at the fourth step, there shall be available a fifth step of impartial, binding arbitration. The Association may submit in writing a request on behalf of the Association and/or the grieving employee to the superintendent within thirty (30) days from receipt of the step four answer to enter into such arbitration. If the parties elect, they may mutually agree upon an arbitrator within five (5) days after said notice is given. If the two (2) parties fail to reach agreement on an arbitrator within five (5) days, the American Arbitration Association or the Federal Mediation and Conciliation Service will be requested to provide an arbitrator to be selected under the rules of the American Arbitration Association or the Federal Mediation and Conciliation Service in effect at the time of the grievance. The decision of the arbitrator shall be binding.
- 9.15 Arbitration Expenses - Expenses for the arbitrator's services shall be borne equally by the Association and the School District. Rules of the American Arbitration Association shall govern the proceedings.
- 9.16 Arbitration Zipper - The arbitrator in his/her ruling shall not amend, modify, nullify, ignore, or add to the provision of this agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the School District and the Association, and his/her decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the agreement.
- 9.17 Action outside the Procedure - If the Association or any employee files any claim or complaint in any form other than the grievance procedure of the agreement, the School District shall not be required to process the same claim or set of facts through the grievance procedure.

ARTICLE X: Governing Rules

- 10.1 Successor Agreement - The parties agree that their duly designated representatives shall negotiate with respect to terms and conditions of employment. Each party shall select its own representatives. Negotiations shall begin no later than March 31, 2024.
- 10.2 Savings Clause - Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this agreement to the extent that it violated the law. The remaining articles, sections, and clauses shall remain in full force and effect.
- 10.3 Individual Contracts - Individual contracts or employment agreements shall not be inconsistent with the terms and conditions of this agreement.

In witness thereof:

For the Cerro Gordo Education Association

\_\_\_\_\_

President

\_\_\_\_\_

Secretary

For the Board of Education Community Unit  
School District No. 100

\_\_\_\_\_

President

\_\_\_\_\_

Secretary

**APPENDIX A: SALARY SCHEDULE**







## APPENDIX B: SUPPLEMENTAL PAY SCHEDULE

The following stipends shall be determined by multiplying the listed percentage by \$37,668 in 2020-21, \$38,768 in 2021-22, \$40,018 in 2022-23 and \$41,400 in 2023-24:

YEARS OF EXPERIENCE	0-5	6-UP
Athletic Director	.20	
HS/JH Cross Country	.07	.09
HS Head Football	.12	.15
HS Asst. Football	.08	.1
HS Boys Head Basketball	.12	.15
HS Boys Asst. Basketball	.08	.1
HS Head Volleyball	.12	.15
HS Asst. Volleyball	.08	.1
HS Girls Head Basketball	.12	.15
HS Girls Asst. Basketball	.08	.1
HS Boys Track	.08	.1
HS Girls Track	.08	.1
HS Combined Track	.1	.12
HS Baseball	.08	.1
HS Asst. Baseball	.05	.065
HS Softball	.08	.1
HS Asst. Softball	.05	.065
JH Boys Head Basketball	.1	.12
JH Boys Asst. Basketball	.06	.08
JH Girls Head Basketball	.1	.12
JH Girls Asst. Basketball	.06	.08
JH Head Volleyball	.1	.12
JH Asst. Volleyball	.06	.08
JH Boys Track	.06	.08
JH Girls Track	.06	.08
HS Cheer Sponsor	.08	.1
JH Cheer Sponsor	.03	.05
ES Patrol	.02	.03
HS Journalism/Yearbook	.04	.06
Dramatics, Musicals (per show) 3 total	.04	.06
Jr. Class Sponsors	.005	
Sr. Class Sponsors	.005	
SADD	.015	.025
HS Student Council	.03	.05
JH Student Council	.03	.05
JH Literary	.025	.035
HS Scholastic Bowl	.035	.055
HS JV Scholastic Bowl	.0175	.0275
JH Scholastic Bowl	.035	.055
FCCLA	.025	.035
Band, Flags, Jazz Band	.085	.115
Vocal Music Director	.04	.06
National Honor Society	.03	.05
Driver's Ed (Behind the Wheel)                      \$25 per hour (outside of the normal school day/year)		



If two employees share stipend duties, each employee shall receive one-half of the stipend compensation.

APPENDIX C: Grievance Form

Aggrieved:

Filed by:

Contract section(s) violated:

Nature of grievance:

Relief requested:

(Answers to the grievance at each step shall be attached.)



2020-21	1	37688	918.00						
	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
	37688								
0	37688	38586	39504	40422	41340	42258	43176	44094	45012
	34278	35113	35949	36784	37619	38455	39290	40126	40961
1	38686	39504	40422	41340	42258	43176	44094	45012	45930
	35113	35949	36784	37619	38455	39290	40126	40961	41796
2	39504	40422	41340	42258	43176	44094	45012	45930	46848
	35949	36784	37619	38455	39290	40126	40961	41796	42632
3	40422	41340	42258	43176	44094	45012	45930	46848	47766
	36784	37619	38455	39290	40126	40961	41796	42632	43467
4	41340	42258	43176	44094	45012	45930	46848	47766	48684
	37619	38455	39290	40126	40961	41796	42632	43467	44302
5	42258	43176	44094	45012	45930	46848	47766	48684	49602
	38455	39290	40126	40961	41796	42632	43467	44302	45138
6	43176	44094	45012	45930	46848	47766	48684	49602	50520
	39290	40126	40961	41796	42632	43467	44302	45138	45973
7	44094	45012	45930	46848	47766	48684	49602	50520	51438
	40126	40961	41796	42632	43467	44302	45138	45973	46809
8	45012	45930	46848	47766	48684	49602	50520	51438	52356
	40961	41796	42632	43467	44302	45138	45973	46809	47644
9	45930	46848	47766	48684	49602	50520	51438	52356	53274
	41796	42632	43467	44302	45138	45973	46809	47644	48479
10	46848	47766	48684	49602	50520	51438	52356	53274	54192
	42632	43467	44302	45138	45973	46809	47644	48479	49315
11	47766	48684	49602	50520	51438	52356	53274	54192	55110
	43467	44302	45138	45973	46809	47644	48479	49315	50150
12	48684	49602	50520	51438	52356	53274	54192	55110	56028
	44302	45138	45973	46809	47644	48479	49315	50150	50985
13	49602	50520	51438	52356	53274	54192	55110	56028	56946
	45138	45973	46809	47644	48479	49315	50150	50985	51821
14	50520	51438	52356	53274	54192	55110	56028	56946	57864
	45973	46809	47644	48479	49315	50150	50985	51821	52656
15	51438	52356	53274	54192	55110	56028	56946	57864	58782
	46809	47644	48479	49315	50150	50985	51821	52656	53492
16	52356	53274	54192	55110	56028	56946	57864	58782	59700
	47644	48479	49315	50150	50985	51821	52656	53492	54327
17	53274	54192	55110	56028	56946	57864	58782	59700	60618
	48479	49315	50150	50985	51821	52656	53492	54327	55162
18	54192	55110	56028	56946	57864	58782	59700	60618	61536
	49315	50150	50985	51821	52656	53492	54327	55162	55998
19	55110	56028	56946	57864	58782	59700	60618	61536	62454
	50150	50985	51821	52656	53492	54327	55162	55998	56833
20	56028	56946	57864	58782	59700	60618	61536	62454	63372
	50985	51821	52656	53492	54327	55162	55998	56833	57669
21	56946	57864	58782	59700	60618	61536	62454	63372	64290
	51821	52656	53492	54327	55162	55998	56833	57669	58504
22	57864	58782	59700	60618	61536	62454	63372	64290	65208
	52656	53492	54327	55162	55998	56833	57669	58504	59339
23	58782	59700	60618	61536	62454	63372	64290	65208	66126
	53492	54327	55162	55998	56833	57669	58504	59339	60175
24	59700	60618	61536	62454	63372	64290	65208	66126	67044
	54327	55162	55998	56833	57669	58504	59339	60175	61010
25	60618	61536	62454	63372	64290	65208	66126	67044	67962
	55162	55998	56833	57669	58504	59339	60175	61010	61845
26	61536	62454	63372	64290	65208	66126	67044	67962	68880
	55998	56833	57669	58504	59339	60175	61010	61845	62681
27	62454	63372	64290	65208	66126	67044	67962	68880	69798
	56833	57669	58504	59339	60175	61010	61845	62681	63516
28	63372	64290	65208	66126	67044	67962	68880	69798	70716
	57669	58504	59339	60175	61010	61845	62681	63516	64352
29	64290	65208	66126	67044	67962	68880	69798	70716	71634
	58504	59339	60175	61010	61845	62681	63516	64352	65187
30	65208	66126	67044	67962	68880	69798	70716	71634	72552
	59339	60175	61010	61845	62681	63516	64352	65187	66022
31	66126	67044	67962	68880	69798	70716	71634	72552	73470
	60175	61010	61845	62681	63516	64352	65187	66022	66858
32	67044	67962	68880	69798	70716	71634	72552	73470	74388
	61010	61845	62681	63516	64352	65187	66022	66858	67693
33	67962	68880	69798	70716	71634	72552	73470	74388	75306
	61845	62681	63516	64352	65187	66022	66858	67693	68528
34	68880	69798	70716	71634	72552	73470	74388	75306	76224
	62681	63516	64352	65187	66022	66858	67693	68528	69364
35	69798	70716	71634	72552	73470	74388	75306	76224	77142
	63516	64352	65187	66022	66858	67693	68528	69364	70199

2021-22	1	38768	918.00						
	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
	38768								
0	38768	39888	40804	41522	42440	43358	44276	45194	46112
	35279	36114	36950	37785	38620	39456	40291	41127	41962
1	39888	40504	41522	42440	43358	44276	45194	46112	47030
	36114	36950	37785	38620	39456	40291	41127	41962	42797
2	40804	41522	42440	43358	44276	45194	46112	47030	47948
	36950	37785	38620	39456	40291	41127	41962	42797	43633
3	41522	42440	43358	44276	45194	46112	47030	47948	48866
	37785	38620	39456	40291	41127	41962	42797	43633	44468
4	42440	43358	44276	45194	46112	47030	47948	48866	49784
	38620	39456	40291	41127	41962	42797	43633	44468	45303
5	43358	44276	45194	46112	47030	47948	48866	49784	50702
	39456	40291	41127	41962	42797	43633	44468	45303	46139
6	44276	45194	46112	47030	47948	48866	49784	50702	51620
	40291	41127	41962	42797	43633	44468	45303	46139	46974
7	45194	46112	47030	47948	48866	49784	50702	51620	52538
	41127	41962	42797	43633	44468	45303	46139	46974	47810
8	46112	47030	47948	48866	49784	50702	51620	52538	53456
	41962	42797	43633	44468	45303	46139	46974	47810	48645
9	47030	47948	48866	49784	50702	51620	52538	53456	54374
	42797	43633	44468	45303	46139	46974	47810	48645	49480
10	47948	48866	49784	50702	51620	52538	53456	54374	55292
	43633	44468	45303	46139	46974	47810	48645	49480	50316
11	48866	49784	50702	51620	52538	53456	54374	55292	56210
	44468	45303	46139	46974	47810	48645	49480	50316	51151
12	49784	50702	51620	52538	53456	54374	55292	56210	57128
	45303	46139	46974	47810	48645	49480	50316	51151	51986
13	50702	51620	52538	53456	54374	55292	56210	57128	58046
	46139	46974	47810	48645	49480	50316	51151	51986	52822
14	51620	52538	53456	54374	55292	56210	57128	58046	58964
	46974	47810	48645	49480	50316	51151	51986	52822	53657
15	52538	53456	54374	55292	56210	57128	58046	58964	59882
	47810	48645	49480	50316	51151	51986	52822	53657	54493
16	53456	54374	55292	56210	57128	58046	58964	59882	60800
	48645	49480	50316	51151	51986	52822	53657	54493	55328
17	54374	55292	56210	57128	58046	58964	59882	60800	61718
	49480	50316	51151	51986	52822	53657	54493	55328	56163
18	55292	56210	57128	58046	58964	59882	60800	61718	62636
	50316	51151	51986	52822	53657	54493	55328	56163	56999
19	56210	57128	58046	58964	59882	60800	61718	62636	63554
	51151	51986	52822	53657	54493	55328	56163	56999	57834
20	57128	58046	58964	59882	60800	61718	62636	63554	64472
	51986	52822	53657	54493	55328	56163	56999	57834	58670
21	58046	58964	59882	60800	61718	62636	63554	64472	65390
	52822	53657	54493	55328	56163	56999	57834	58670	59505
22	58964	59882	60800	61718	62636	63554	64472	65390	66308
	53657	54493	55328	56163	56999	57834	58670	59505	60340
23	59882	60800	61718	62636	63554	64472	65390	66308	67226
	54493	55328	56163	56999	57834	58670	59505	60340	61176
24	60800	61718	62636	63554	64472	65390	66308	67226	68144
	55328	56163	56999	57834	58670	59505	60340	61176	62011
25	61718	62636	63554	64472	65390	66308	67226	68144	69062
	56163	56999	57834	58670	59505	60340	61176	62011	62846
26	62636	63554	64472	65390	66308	67226	68144	69062	69980
	56999	57834	58670	59505	60340	61176	62011	62846	63682
27	63554	64472	65390	66308	67226	68144	69062	69980	70898
	57834	58670	59505	60340	61176	62011	62846	63682	64517
28	64472	65390	66308	67226	68144	69062	69980	70898	71816
	58670	59505	60340	61176	62011	62846	63682	64517	65353
29	65390	66308	67226	68144	69062	69980	70898	71816	72734
	59505	60340	61176	62011	62846	63682	64517	65353	66188
30	66308	67226	68144	69062	69980	70898	71816	72734	73652
	60340	61176	62011	62846	63682	64517	65353	66188	67023
31	67226	68144	69062	69980	70898	71816	72734	73652	74570
	61176	62011	62846	63682	64517	65353	66188	67023	67859
32	68144	69062	69980	70898	71816	72734	73652	74570	75488
	62011	62846	63682	64517	65353	66188	67023	67859	68694
33	69062	69980	70898	71816	72734	73652	74570	75488	76406
	62846	63682	64517	65353	66188	67023	67859	68694	69529
34	69980	70898	71816	72734	73652	74570	75488	76406	77324
	63682	64517	65353	66188	67023	67859	68694	69529	70365
35	70898	71816	72734	73652	74570	75488	76406	77324	78242
	64517	65353	66188	67023	67859	68694	69529	70365	71200

2022-23	1	40018	918.00						
	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
	40018								
0	40018	40936	41854	42772	43690	44608	45526	46444	47362
	36416	37252	38087	38923	39758	40593	41429	42264	43099
1	40936	41854	42772	43690	44608	45526	46444	47362	48280
	37252	38087	38923	39758	40593	41429	42264	43099	43935
2	41854	42772	43690	44608	45526	46444	47362	48280	49198
	38087	38923	39758	40593	41429	42264	43099	43935	44770
3	42772	43690	44608	45526	46444	47362	48280	49198	50116
	38923	39758	40593	41429	42264	43099	43935	44770	45606
4	43690	44608	45526	46444	47362	48280	49198	50116	51034
	39758	40593	41429	42264	43099	43935	44770	45606	46441
5	44608	45526	46444	47362	48280	49198	50116	51034	51952
	40593	41429	42264	43099	43935	44770	45606	46441	47276
6	45526	46444	47362	48280	49198	50116	51034	51952	52870
	41429	42264	43099	43935	44770	45606	46441	47276	48112
7	46444	47362	48280	49198	50116	51034	51952	52870	53788
	42264	43099	43935	44770	45606	46441	47276	48112	48947
8	47362	48280	49198	50116	51034	51952	52870	53788	54706
	43099	43935	44770	45606	46441	47276	48112	48947	49782
9	48280	49198	50116	51034	51952	52870	53788	54706	55624
	43935	44770	45606	46441	47276	48112	48947	49782	50618
10	49198	50116	51034	51952	52870	53788	54706	55624	56542
	44770	45606	46441	47276	48112	48947	49782	50618	51453
11	50116	51034	51952	52870	53788	54706	55624	56542	57460
	45606	46441	47276	48112	48947	49782	50618	51453	52289
12	51034	51952	52870	53788	54706	55624	56542	57460	58378
	46441	47276	48112	48947	49782	50618	51453	52289	53124
13	51952	52870	53788	54706	55624	56542	57460	58378	59296
	47276	48112	48947	49782	50618	51453	52289	53124	53959
14	52870	53788	54706	55624	56542	57460	58378	59296	60214
	48112	48947	49782	50618	51453	52289	53124	53959	54795
15	53788	54706	55624	56542	57460	58378	59296	60214	61132
	48947	49782	50618	51453	52289	53124	53959	54795	55630
16	54706	55624	56542	57460	58378	59296	60214	61132	62050
	49782	50618	51453	52289	53124	53959	54795	55630	56466
17	55624	56542	57460	58378	59296	60214	61132	62050	62968
	50618	51453	52289	53124	53959	54795	55630	56466	57301
18	56542	57460	58378	59296	60214	61132	62050	62968	63886
	51453	52289	53124	53959	54795	55630	56466	57301	58136
19	57460	58378	59296	60214	61132	62050	62968	63886	64804
	52289	53124	53959	54795	55630	56466	57301	58136	58972
20	58378	59296	60214	61132	62050	62968	63886	64804	65722
	53124	53959	54795	55630	56466	57301	58136	58972	59807
21	59296	60214	61132	62050	62968	63886	64804	65722	66640
	53959	54795	55630	56466	57301	58136	58972	59807	60642
22	60214	61132	62050	62968	63886	64804	65722	66640	67558
	54795	55630	56466	57301	58136	58972	59807	60642	61478
23	61132	62050	62968	63886	64804	65722	66640	67558	68476
	55630	56466	57301	58136	58972	59807	60642	61478	62313
24	62050	62968	63886	64804	65722	66640	67558	68476	69394
	56466	57301	58136	58972	59807	60642	61478	62313	63149
25	62968	63886	64804	65722	66640	67558	68476	69394	70312
	57301	58136	58972	59807	60642	61478	62313	63149	63984
26	63886	64804	65722	66640	67558	68476	69394	70312	71230
	58136	58972	59807	60642	61478	62313	63149	63984	64819
27	64804	65722	66640	67558	68476	69394	70312	71230	72148
	58972	59807	60642	61478	62313	63149	63984	64819	65655
28	65722	66640	67558	68476	69394	70312	71230	72148	73066
	59807	60642	61478	62313	63149	63984	64819	65655	66490
29	66640	67558	68476	69394	70312	71230	72148	73066	73984
	60642	61478	62313	63149	63984	64819	65655	66490	67325
30	67558	68476	69394	70312	71230	72148	73066	73984	74902
	61478	62313	63149	63984	64819	65655	66490	67325	68161
31	68476	69394	70312	71230	72148	73066	73984	74902	75820
	62313	63149	63984	64819	65655	66490	67325	68161	68996
32	69394	70312	71230	72148	73066	73984	74902	75820	76738
	63149	63984	64819	65655	66490	67325	68161	68996	69832
33	70312	71230	72148	73066	73984	74902	75820	76738	77656
	63984	64819	65655	66490	67325	68161	68996	69832	70667
34	71230	72148	73066	73984	74902	75820	76738	77656	78574
	64819	65655	66490	67325	68161	68996	69832	70667	71502
35	72148	73066	73984	74902	75820	76738	77656	78574	79492
	65655	66490	67325	68161	68996	69832	70667	71502	72338

2023-24	1	41400	918.00						
	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
	41400								
0	41400	42318	43236	44154	45072	45990	46908	47826	48744
	37874	38509	39345	40180	41016	41851	42686	43522	44357
1	42318	43236	44154	45072	45990	46908	47826	48744	49662
	38509	39345	40180	41016	41851	42686	43522	44357	45192
2	43236	44154	45072	45990	46908	47826	48744	49662	50580
	39345	40180	41016	41851	42686	43522	44357	45192	46028
3	44154	45072	45990	46908	47826	48744	49662	50580	51498
	40180	41016	41851	42686	43522	44357	45192	46028	46863
4	45072	45990	46908	47826	48744	49662	50580	51498	52416
	41016	41851	42686	43522	44357	45192	46028	46863	47699
5	45990	46908	47826	48744	49662	50580	51498	52416	53334
	41851	42686	43522	44357	45192	46028	46863	47699	48534
6	46908	47826	48744	49662	50580	51498	52416	53334	54252
	42686	43522	44357	45192	46028	46863	47699	48534	49369
7	47826	48744	49662	50580	51498	52416	53334	54252	55170
	43522	44357	45192	46028	46863	47699	48534	49369	50205
8	48744	49662	50580	51498	52416	53334	54252	55170	56088
	44357	45192	46028	46863	47699	48534	49369	50205	51040
9	49662	50580	51498	52416	53334	54252	55170	56088	57006
	45192	46028	46863	47699	48534	49369	50205	51040	51875
10	50580	51498	52416	53334	54252	55170	56088	57006	57924
	46028	46863	47699	48534	49369	50205	51040	51875	52711
11	51498	52416	53334	54252	55170	56088	57006	57924	58842
	46863	47699	48534	49369	50205	51040	51875	52711	53546
12	52416	53334	54252	55170	56088	57006	57924	58842	59760
	47699	48534	49369	50205	51040	51875	52711	53546	54382
13	53334	54252	55170	56088	57006	57924	58842	59760	60678
	48534	49369	50205	51040	51875	52711	53546	54382	55217
14	54252	55170	56088	57006	57924	58842	59760	60678	61596
	49369	50205	51040	51875	52711	53546	54382	55217	56052
15	55170	56088	57006	57924	58842	59760	60678	61596	62514
	50205	51040	51875	52711	53546	54382	55217	56052	56888
16	56088	57006	57924	58842	59760	60678	61596	62514	63432
	51040	51875	52711	53546	54382	55217	56052	56888	57723
17	57006	57924	58842	59760	60678	61596	62514	63432	64350
	51875	52711	53546	54382	55217	56052	56888	57723	58559
18	57924	58842	59760	60678	61596	62514	63432	64350	65268
	52711	53546	54382	55217	56052	56888	57723	58559	59394
19	58842	59760	60678	61596	62514	63432	64350	65268	66186
	53546	54382	55217	56052	56888	57723	58559	59394	60229
20	59760	60678	61596	62514	63432	64350	65268	66186	67104
	54382	55217	56052	56888	57723	58559	59394	60229	61065
21	60678	61596	62514	63432	64350	65268	66186	67104	68022
	55217	56052	56888	57723	58559	59394	60229	61065	61900
22	61596	62514	63432	64350	65268	66186	67104	68022	68940
	56052	56888	57723	58559	59394	60229	61065	61900	62735
23	62514	63432	64350	65268	66186	67104	68022	68940	69858
	56888	57723	58559	59394	60229	61065	61900	62735	63571
24	63432	64350	65268	66186	67104	68022	68940	69858	70776
	57723	58559	59394	60229	61065	61900	62735	63571	64406
25	64350	65268	66186	67104	68022	68940	69858	70776	71694
	58559	59394	60229	61065	61900	62735	63571	64406	65242
26	65268	66186	67104	68022	68940	69858	70776	71694	72612
	59394	60229	61065	61900	62735	63571	64406	65242	66077
27	66186	67104	68022	68940	69858	70776	71694	72612	73530
	60229	61065	61900	62735	63571	64406	65242	66077	66912
28	67104	68022	68940	69858	70776	71694	72612	73530	74448
	61065	61900	62735	63571	64406	65242	66077	66912	67748
29	68022	68940	69858	70776	71694	72612	73530	74448	75366
	61900	62735	63571	64406	65242	66077	66912	67748	68583
30	68940	69858	70776	71694	72612	73530	74448	75366	76284
	62735	63571	64406	65242	66077	66912	67748	68583	69418
31	69858	70776	71694	72612	73530	74448	75366	76284	77202
	63571	64406	65242	66077	66912	67748	68583	69418	70254
32	70776	71694	72612	73530	74448	75366	76284	77202	78120
	64406	65242	66077	66912	67748	68583	69418	70254	71089
33	71694	72612	73530	74448	75366	76284	77202	78120	79038
	65242	66077	66912	67748	68583	69418	70254	71089	71925
34	72612	73530	74448	75366	76284	77202	78120	79038	79956
	66077	66912	67748	68583	69418	70254	71089	71925	72760
35	73530	74448	75366	76284	77202	78120	79038	79956	80874
	66912	67748	68583	69418	70254	71089	71925	72760	73595