

ALDEN-HEBRON
DISTRICT #19
SCHOOL BOARD
AND ALDEN-HEBRON
EDUCATION
ASSOCIATION

August 20, 2015 - August 19, 2019

*2015-2016 through
2018-2019*

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Article I

Recognition and Definitions

1.1 Recognition

The Board of Education of District 19, McHenry County, Illinois (hereinafter referred to as the “Board”) recognizes the Alden-Hebron Education Association, IEA-NEA or union of choice, (hereinafter referred to as the “Association” as the sole and exclusive bargaining representative for all regularly employed certified Teachers (hereinafter referred to as “Teachers”), exclusive of the Superintendent, principals, assistant principal and day-to-day substitutes.

1.2 Part-Time Teachers

Teachers employed less than full time shall receive salary benefits on a pro-rata basis corresponding to the teaching assignment.

1.3 Definitions

A. Days

The term “days” when used in this Agreement shall, except where otherwise indicated, mean working days.

B. Superintendent

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

Article II

Negotiation Procedures

The Board and Association shall commence bargaining for a successor Agreement no earlier than February 15 in the year the Agreement expires.

The Board and Association will present in writing their counterproposals within thirty (30) days of the date they receive the negotiable items.

It is agreed that the Board and Association will use the services of the Federal Mediation and Conciliation Service (FMCS) in the event of impasse. Should FMCS be unavailable, the Illinois Education Labor Relations Board (IELRB) will be notified. The parties shall mutually select a mediator.

Bargaining sessions shall be closed to the public. Dates of meetings shall be determined by mutual agreement. Meetings shall generally last two and one-half hours; either party may adjourn session(s) at an earlier time and both parties may mutually agree to extend session(s).

Tentative agreements shall be reduced to writing and initialed by the spokesperson of the respective teams at the meeting the tentative agreement is reached; and upon final agreement, the entire contract shall be submitted to the Association for ratification and subsequently to the Board for adoption.

Article III

Grievance Procedure

3.1 Definitions

A grievance shall be:

- 3.1.1 Any claim by the Association, a Teacher, or group of Teachers that there has been an alleged violation, misrepresentation, or misapplication of any of the specific provisions of this Agreement.
- 3.1.2 All time limits consist of school days. Except when a grievance is submitted fewer than ten (10) days before the close of the current school term, then time limits shall consist of all weekdays. Timelines may be extended by mutual written consent.

3.2 Procedures

The parties acknowledge that a Teacher and an Administrator may resolve problems through free and informal communications. The informal disposition of problems in no way prohibits the Association from filing a grievance nor does it establish a precedent. However, a grievance shall be processed as follows:

- 3.2.1 STEP I - The grievant shall present the grievance in writing, signed, dated and specifying the remedy sought, to the immediately involved administrator within ten (10) days of the occurrence, stating the Article and Section of the Agreement alleged to have been violated. The administrator will arrange for a meeting to take place within ten (10) days of receipt of the grievance. The Association's representative, the grievant, and the immediately involved administrator shall be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the administrator's written response, including the reasons for the decision.
- 3.2.2 STEP II - If the grievance is not resolved at STEP I, then the Association shall refer the grievance to 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 (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 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.
- 3.2.3 STEP III - If the Association is not satisfied with the disposition of the grievance at STEP II, the Association may submit the grievance to final and binding arbitration. The American Arbitration Association shall act as the administrator of the proceedings using the Voluntary Labor Arbitration Rules.

If a demand for arbitration is not filed with the Board within thirty (30) days of the day of the Step II answer, then the grievance shall be deemed withdrawn.

- 3.2.3.1 Neither the Board nor the grievant shall be permitted to assert any grounds of evidence before the arbitrator, which was not previously disclosed to the party.

- 3.2.3.2 The arbitrator shall have no power to alter the terms of this Agreement.
- 3.2.3.3 Each party shall bear the full cost for its representation in the grievance procedure.
- 3.2.3.4 The fees and the expenses of the arbitrator shall be shared equally by the parties.
- 3.2.3.5 If only one party requests the presence of a court reporter, that party shall bear the cost of the reporter. If both parties request a court reporter, they shall share the costs.
- 3.2.3.6 If only one party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.

3.3 Bypass

By mutual agreement, any step of the grievance procedure may be bypassed.

3.4 Class Grievance

Class grievances involving one or more Teachers or one or more supervisors, and grievances involving an Administrator above the building level may be initially filed by the Association at STEP II.

3.5 Grievance Withdrawal

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

3.6 No Reprisals Clause

No reprisals shall be taken against any Teacher because of the Teacher's participation in a grievance.

3.7 Precedent

By mutual agreement, a grievance may be settled at any step without establishing precedent.

Article IV

Teacher Rights

4.1 Board Hearings

When a Teacher is required to appear before the Board concerning any matter, which could adversely affect the Teacher's employment, the Teacher shall be entitled to have a representative of the Teacher's choice present. The Teacher shall be advised one week in advance in writing of the reasons for the requirement.

4.2 Notification of Assignments

Known changes in Teacher assignments for the forthcoming year shall be given in writing no later than the last working day of the current school year.

In the event of change after the last Teacher workday of the school year the affected Teacher will be notified in writing in a reasonable time and shall be allowed to resign if the change is not acceptable.

4.3 Typing and Duplicating Equipment

In each building a computer, printer and copy machine will be made available to aid Teachers in the proper execution of their assigned duties.

Article V

Association Rights

5.1 Board Meeting - Notification

The president of the Association shall be given a copy of the agenda or statement of purpose of any regular or special meeting of the Board when such notice is posted or mailed to the news media. This agenda will serve as written notice of the meeting.

5.2 Board of Education Agendas and Board Related Materials

One copy of the agenda of each Board meeting shall be posted in each building when the agenda is ready for general distribution. AFR (50-35), budget, public committee reports, and general information in the Board packets shall be given to the Association president.

5.3 Board Minutes - Association Copies

Unofficial summaries of Board actions that are of interest to staff will be posted in each building within three business days after each Board meeting.

5.4 Association Announcement

The Association shall have the use of one bulletin Board per building designated by the Superintendent.

5.5 Names and Addresses - New Employees

Names and addresses of newly hired Teachers shall be provided to the Association within fourteen (14) days after their hiring.

New Teachers must have certificates registered, physical and TB tests completed, and transcripts on file prior to receiving the second paycheck.

5.6 Association Dues-Payroll Deductions

The Board shall deduct from each Teacher's pay the current union dues in the amount of which shall annually be certified by the Association by August 1 of each school year. Such dues shall be deducted in equal payments beginning with the first September paycheck and ending with the last May paycheck. All dues deducted by the Board shall be remitted to the Illinois Education Association or a union of the Association's choice no later than the 30th of each month.

5.7 Association Use of District Facilities

The Association shall have the use of one schoolroom for local Association meetings, as long as the meeting does not conflict with school activities, with the permission of the building administrator. Meetings are limited to local members, to one room, and shall be of no charge. Other meetings shall be charged at established rates.

5.8 Business by Association Representatives on School Property

Duly authorized representatives of the Association and its respective affiliates shall be permitted to transact official Association business on school property in areas designated by the building administrator. Such business shall be conducted only after the student day or during duty-free lunch periods.

5.9 Bulletin Board, Mail Facilities, and Mail Boxes

The Association shall have reasonable use of school mailboxes and the inter-school mail service.

5.10 Association Meetings

Upon advance notice to the Superintendent, a facility will be made available during the school term after student dismissal one day per month for Association meetings, provided it does not interfere with any district program and causes no expense to the district. If the Association wishes to hold additional meetings, a facility will be made available after work hours.

5.11 Fair Share

Each bargaining unit member, as a condition of his/her employment, on or before thirty days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues. The Association shall provide a statement of current union dues to the District by August 1 of each year.

In the event that the bargaining unit member does not pay his/her fair share directly to the Association by a certain date as established by the Association, the Employer shall deduct the fair share fee from the wages of the non-member.

Such fee shall be paid to the Association by the Employer no later than ten days following deduction.

In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:

- a) The Employer is given immediate notice of such action in writing to the Association and permits the Association intervention as a party, and
- b) The Employer 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.

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 non-negligent compliance with this Article.

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 willful misconduct by the Employer or the Employer's imperfect execution of the obligations imposed upon it by this Article.

The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such Employee is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the Employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

Article VI

Board Rights

It is expressly understood and agreed that all functions, rights, powers, and authority of the Board which are not specifically limited by the express language of this Agreement are retained by the Board, provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.

Article VII

Working Conditions

7.1 Length of Workday

- A. Teachers must arrive between 7:00 and 7:30 a.m. and may leave between 3:00 and 3:30 p.m. The regular workday for Teachers will be eight hours inclusive of the duty-free lunch period plus any extra-curricular assignments. Each Teacher will submit in writing a declared starting and ending time to the building principal. These times may change at the Teacher's discretion with advance notice to the building principal. **The Teacher's regular workday may be extended when necessary for staff meetings, parent conferences, IEP/504 meetings or in-service activities.** On in-service and SIP days, the Teachers' workday will be 7:30 a.m. – 3:30 p.m. On the day before Thanksgiving Break and Winter Break, once Teachers are prepared for the next teaching day, teachers can leave 10 minutes after dismissal.
- B. All Teachers shall have a duty-free lunch period of no less than thirty minutes.
- C. All Teachers shall have a preparation period of no less than one class period per day for senior high school Teachers. Elementary and middle school Teachers shall have total preparation time of similar length to the senior high school Teachers.
- D. Pre-Kindergarten Teachers will be required to help at Open House and one (1) Parent Training Night. Elementary Teachers will be required to help at Open House and one (1) concert per year. Middle school Teachers will be required to help at Open House and Middle School Recognition. Senior high Teachers will be required to help at Open House and High School Graduation.
- E. In-service meetings for part-time Teachers will be assigned by the Superintendent on a pro-rata basis. Part-time Teachers shall be required to attend staff meetings only when the meeting coincides with their contracted workday.
- F. The District periodically schedules institute or in-service programs for teachers. Individual teachers may request to participate in an alternative professional development activity if a scheduled program is not relevant to the Teacher's assignment. A Teacher who wishes to participate in an alternate professional development activity must submit in advance of the activity a written outline of the alternate activity to the building principal for consideration. Alternate activities must be approved by the building principal and by the Superintendent. Certificate of attendance must be submitted upon completion of the activity. All agendas for institute days must be posted one week in advance to give Teachers adequate time to register for alternative programs.
- G. The Board of Education and the Association acknowledge that Least Restrictive Environment is a federally mandated program and also recognize that the extent to which any individual student with disabilities should participate in regular education programs must be appropriate to that student's unique needs as determined by a Multidisciplinary Team and the Individual Education Plan (IEP). In-order to meet State and Federal requirements, the District will ensure that:
- Teachers will be provided training, as required by the IEP or state regulations.
 - Teachers may request professional day(s) for additional training in working with students with disabilities.

- Teachers shall not be required to perform medical procedures, such as, but not limited to: injections, catheterizations and tracheotomy care, except for those specifically certified and/or licensed and hired for such activities.

H. No high school teacher shall be required to teach more than five (5) different preparations. If a sixth teacher preparation period is added to a teacher's schedule, that class shall be considered an overload.

Any middle school teacher assigned to teach another class in lieu of study hall will be considered an overload.

Any elementary school teacher assigned to teach a multi age classroom, which they teach the entire required core curriculum simultaneously, without the support of another teacher, will be considered an overload.

Any teacher assigned an overload will receive a \$3,600 stipend.

I. In the event that "Early Bird" classes are offered, teaching assignments will be voluntary. Teacher's teaching "Early Bird" classes will have one less teaching assignment during the school day. If a teacher is assigned an "Early Bird" class, his/her employment day shall end after the teacher's last period, including planning and supervisory periods.

7.2 Calendar

The school calendar shall consist of one hundred eighty (180) Teacher workdays, plus five (5) emergency days. New teachers will also be required to attend New Teacher In-service Days (maximum of 3 days).

7.3 Resignation

A Teacher may resign at any time by agreement of the school Board or by serving at least a 30-calendar day written notice upon the secretary of the Board. However, no Teacher may resign during the school year to accept another teaching assignment without the concurrence of the school Board. A Teacher who resigns on terms inconsistent with the above risks suspension of his/her teaching certificate for a period not to exceed one year. The Board is not obligated to accept a resignation until a suitable replacement is found. However, if extenuating circumstances surround a Teacher's resignation, the Board will take those into consideration prior to taking steps to seek suspension of a certificate.

Article VIII

Personnel File

Copies of any material of an evaluative nature shall be provided to the Teacher prior to placement in the Teacher's personnel record on file in the district office. The Teacher shall sign the file copy and be permitted to write reactions to said material. The Teacher shall have the right, twice a year, to examine their personnel file during regular district office hours in the presence of the Superintendent or his designee. Letters of reference, tests, and other exempt materials shall be exempt from Teacher view.

Article IX

Leaves

9.1 Sick Leave

Each Teacher shall be entitled to sick leave days per school year without loss of pay. Sick days will be determined by **years of service in District #19**.

Years of Service	Sick Days
1-10	11
11-20	14
21-+	16

Sick leave shall accumulate to the maximum days allowed by TRS. Sick leave shall be interpreted to mean personal illness, quarantine at home, or illness or death in the immediate family of household. The immediate family, for purpose of this Article, shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians, or members of the immediate household. All employees may use one (1) sick leave day each school year in order to attend a funeral for a person not defined as immediate family.

Certified staff that work 240 days or more will receive 20 sick days per year.

At the beginning of each school year, each Teacher shall receive written notification of the number of days of accumulated sick leave.

9.2 Personal, Professional and Association Leave

A. Personal Leave

Each Teacher shall be entitled to two (2) personal leave days per year without loss of pay. Such leave shall be requested in writing at least five (5) days prior to leave date. No personal leave day may be used immediately before a holiday, immediately after a holiday, or during the last two weeks of the school year unless prior approval is granted by the Superintendent. Any unused personal leave days in a given school year shall be credited to the cumulative sick leave of the employee up to the maximum sick leave accumulation.

B. Professional Leave

Each Teacher shall be entitled to two (2) professional leave days per year without loss of pay. Staff requests for professional leave shall include a professional purpose of the leave with a strong emphasis placed on district and/or school improvement plan goals. Professional leave days shall be requested in writing at least one week in advance. The building Principal and/or Superintendent shall have the right to reject the leave based on the statement of purpose and planned activities.

C. Personal and Professional

When the schools are officially closed, due to snow days, etc..., leave days previously arranged by a Teacher shall not be deducted, nor will this day be included in their work year (180).

D. Association Leave

The Board shall excuse Association representatives for attendance to Association business. Notification for such leave shall be submitted in writing to the Superintendent or his/her designee a minimum of five (5) teaching days prior to the departure date. Notification for such Association Leave shall be made by the President of the Association and approved by the Superintendent or his/her designee. Leave requests must be limited to an accumulated total not to exceed 4 days in any one (1) academic year. The Association agrees to reimburse the District the actual cost of substitutes for any number of days used for this purpose.

9.3 Additional Paid Leave

A. Jury Service

A Teacher shall notify the Superintendent of pending jury duty no later than fifteen (15) days prior to the first day of duty.

A jury duty leave of absence shall be granted to a Teacher with no loss of pay. Teachers shall endorse the payment for jury duty, minus travel, to the district before receiving payment for the day(s) from the District.

9.4 Non-Paid Leaves

A. Procedures and Duration

Leaves of absence without pay may be granted for up to one (1) year to tenured employees who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity at the time mutually consistent with the needs of the District as determined by the Board.

Written request for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.

Employees will not advance on the salary schedule while on any approved leave of absence without pay unless working at least one hundred (100) days in any given school year in which a leave is effective.

Teachers will not be granted a leave of absence to teach in another District or seek other employment.

The contractual continued service status of a Teacher is not affected because of absence while in the military service of the United States.

Article X

Evaluation

10.1 Tenured

Teachers with four years of experience in the Alden-Hebron District who receive a proficient or excellent rating in the overall performance-rating category on the previous year's evaluation shall be evaluated biannually.

10.2 Non-Tenured Teachers

Non-tenured Teachers shall be evaluated at least twice annually.

If a non-tenured Teacher receives an unsatisfactory evaluation in any area, he/she may submit a written request to the principal asking for assistance from a tenured Teacher to improve his/her performance. The choice of tenured Teacher must be acceptable to the non-tenured Teacher, principal, and tenured Teacher. The three parties will work together to improve the non-tenured Teacher's performance. The tenured Teacher shall receive pay of \$100.00 per year.

10.3 Certified Staff Evaluation

Upon implementation of the Performance Evaluation Reform Act (PERA), the provision for certified staff evaluation will be in accordance with statute. Any conflicts within this provision and SB 7 will be superseded by Ed Reform.

10.4 Evaluation Instrument

The evaluation instrument will be placed in the staff Information Guide. The administration will acquaint all new Teachers with the evaluation procedures and instruments at the beginning of the school year. Association will have input in any changes made in the evaluation instrument and procedures.

10.5 Observations

Employees shall be evaluated by their principals and/or other certified district administrators or other person(s) determined as a qualified evaluator by ISBE and the evaluations shall be in writing. The evaluation will be shared with the employee and signed by the employee and the evaluator. The employee's signature is not to imply acceptance of or agreement with the evaluation. The employee may add comments as an addendum to the evaluation. The evaluation and addendum, if any, shall be placed in the employee's personnel file.

10.6 Mentor Program

The District shall provide a mentor program for all teachers new to the District. Teachers who meet the District's state approved mentor guidelines would be eligible to apply for a "mentor teacher" position. Mentor teachers would provide in-building support as well as hold monthly meetings with colleagues. These teachers would be eligible for an annual stipend according to Appendix C.

Article XI

Staff Reductions

11.1 Sequence of Honorable Dismissal

(Formerly known as a Reduction in Force or RIF)

On June 13, 2011, Illinois signed into law the Education Reform Act of 2011. PA 97-0008 (Senate Bill 7 or SB 7) made various changes to the Illinois School Code with respective implementation dates. Though not inclusive, substantial changes were made to collective bargaining, acquisition of tenure/certified staff dismissal, Reduction in Force/Recall, the filling of new/vacant certified staff positions and certified staff evaluation. To the reader of this Collective Bargaining Agreement, the Board and Association agree to comply will all provisions in SB 7. Whereas previous Agreements provided text for Reduction in Force/Recall, evaluation of certified staffs, et al, this Agreement cites the new law only and the administration of these provisions will be applied according to statute. Subcommittees related to both SB 7 and PERA will be utilized to negotiate items that are bargainable under the applicable statutes.

A. Procedures

In the event the Board decides to reduce the number of certified staffs, to discontinue some type of teaching service, or a reduction in the number of programs or positions in a special education joint agreement, the reductions will be driven by performance evaluation according to rating/grouping and not seniority. Certified staffs will be grouped based on their performance ratings and dismissal based on their group as defined by Illinois State Board of Education (ISBE).

This section of the Agreement is subject to the grievance procedure of the contract only if the Board and Association agree in writing and the Association and the grieving certified staff(s) waive in writing their right to file a complaint in any court of law concerning a violation of such provision of The School Code. Any arbitrator's decision interpreting this section and any remedy the arbitrator may grant shall be consistent with such statutory provisions and court decisions. Nothing herein shall preclude either part from appealing the arbitrator's decision.

B. Seniority

If the seniority is equal between two or more teachers as determined above, the following criteria shall be used in determining which Teacher(s) shall be honorably dismissed by the Board in the order stated:

1. Seniority will be determined based on the certified staff's performance: quality of service, as determined by the Board of Education.
2. The district, in consultation with the union, will establish on an annual basis, an Honorable Dismissal List, categorized by positions and groups and will be distributed to the union at least 75 calendar days before the end of the school year.

11.2 Recall

- A. Notice of recall shall be sent to certified staff(s) by certified mail (return receipt requested) to the last known address submitted to the Superintendent or his/her designee by the certified staff(s). Failure of the certified staff(s) to affirmatively respond to such notice within fourteen (14) calendar days of its receipt or within seventeen (17) days of its mailing, whichever is less, shall terminate the responsibility of the Board under this Article.

- B. However, in the event a vacancy occurs within twenty-one (21) calendars days of the first working day preceding the first day of the school calendar, notice of recall shall be sent to the certified staff(s) by certified mail (return receipt requested) to the last known address submitted to the Superintendent or his/her designee by the certified staff(s). The notice shall include a telephone number of an appropriate administrator in order to facilitate an immediate response. Failure of the certified staff(s) to affirmatively respond to such notice within three (3) calendar days of its receipt or within seven (7) calendar days of its mailing, whichever is less, shall terminate the responsibility of the Board under this Article.

11.3 Vacancies

The Board will post and e-mail vacancy notices to all Association members of the vacant certified and extra-curricular positions throughout the district. The posting shall be for a minimum of five (5) calendar days prior to public posting. The five (5) day posting requirement may be waived within thirty (30) days before the 1st day of school, or during the school year if no current Association members have the appropriate certification for the position.

A vacancy shall be defined as a position made available by:

1. resignation
2. death
3. termination or
4. newly created position

Each vacancy notice posted must contain qualifications, application procedures and the starting base salary.

11.4 Extracurricular Activity Positions

The Board may, at its discretion, provide a program of extracurricular activities to supplement the educational program. Any new position will be bargained with the Association as to salary. In-district teachers who apply for extracurricular positions and meet qualifications established for the position shall be considered prior to outside applicants.

Article XII

Compensation

12.1 Compensation

Staff members included in this contract will be compensated on a working day per diem basis equal to 1/180 of their salary. Staff members hired or released during the regular school term shall be paid on the per diem basis.

12.2 Payroll Deductions

Teachers shall have the right to authorize payroll deductions for the following:

- A. Credit Union and/or banking institution
- B. Tax-Sheltered Annuities (Limited by the District's written plan document to meet with the 403(b) compliance regulations.)
- C. Insurance Programs
- D. Association Memberships (see Article 5.6)
- E. United Way
- F. Flexible Spending Section 125 Plan

A health insurance program shall be available to each Association member. This insurance program will be mutually selected and agreed upon by the insurance committee with Board approval. Association member shall be allowed to authorize payroll deduction before September 1st. After such time, Association member shall be limited to two (2) authorization changes per program per school year. Change shall be defined as the enrollment or any change in the amount of money deducted at any time during the school year; however, once an Association member cancels a deduction, he/she shall not be allowed to reenroll in the program for the remainder of the school year.

With the exception of catastrophic situations, changes in insurance status must be indicated to the district office prior to the current insurance company's annual policy renewal date.

12.3 Education Credit and Reimbursement

The following requirements must be met to move on the salary schedule and/or to receive reimbursement:

1. Course work must be graduate level and received from an accredited college or university and approved by the Superintendent.
2. Non graduate coursework may be reimbursed and used for salary advancement if the teacher has received prior written approval of the Superintendent based on his/her determination that such coursework will benefit the teacher's assignment or the District. Any teacher seeking such approval shall submit to the Superintendent a statement of the reasons why the course in question ought to be considered for approval. The parties understand that this is a narrow exception and that normally only semester hours of graduate credit will be considered for reimbursement and salary advancement. Each teacher will be notified of approval/non-approval decision within 10 calendar days, including reasons for non-approval. The Superintendent's decision is final and non-grievable

on undergraduate courses and graduate courses not related to the subject matter being taught by the teacher or designed for improvement of classroom instruction.

3. Courses eligible for reimbursement shall be limited to courses directly related to the teacher's field of instruction (content/subject matter), obtaining additional teacher or administrative certification, or the District's current staff development plan.
4. All courses must be taken during a time that falls outside the Student Instructional Hours unless that teacher uses a personal day.
5. No advanced degree programs will be approved in the first year of employment in the District.
6. Teachers who choose not to return to a full time position in the District shall compensate the District for any coursework reimbursement received during the prior 12 month period. This shall include teachers on leave who do not return to a full time position following completion of the leave. Exceptions include death, long term disability, spousal relocation which renders commuting to the District unreasonable, reduction in forces, non-renewal, and call to active military service.
7. Employees must agree to commit to the District for two additional years of employment following the attainment of a master's degree(s) and three additional years after any PhD or EdD. Employees who do not complete these years will reimburse the District for some coursework that was reimbursed (up to \$1800). Exceptions include death, long term disability, spousal relocation which renders commuting to the District unreasonable, reduction in forces, non-renewal, and call to active military service.
8. Reimbursement shall apply to a maximum of 6 credit hours per calendar year and shall apply to tuition costs only. This reimbursement shall not apply to hours taken through a program for which a teacher receives a subsidy from other sources, except when the subsidy is less than the rate designated, then the balance shall be reimbursed by the District.
9. A calendar year shall be defined as September 1 through August 31.
10. Teachers must submit a request for reimbursement form with proof of payment by August 31st to be part of the previous years credit allotment. Paperwork turned in after September 1st will result in the credits counting towards the current year allotment. Evidence of completion of the approved coursework must be submitted to the District office and reflect a grade of "B" or better. Official transcripts must be on file by November 1 and for horizontal lane change, the teacher must submit a Certified Staff Request for Change on Salary Schedule form by May 1 of the year prior to the lane change.
11. The Board shall reimburse teachers at a rate of \$300.00 per credit hour. If the university rate is lower than the contract rate, reimbursement will be the actual cost.

12.4 Insurance

The Board shall provide for each Teacher during the term of the Agreement the following insurance:

- A. The District will provide medical coverage for all full-time certified employees of the district subject to paragraph B below. When a spouse is also a full-time employee, the equal amount may be used toward family group coverage. Employees have the options of choosing from a 3-tiered price system of single coverage, family coverage, and an employee plus one.

- B. Teachers have the option of choosing between several medical plans. The District will pay **up to** the following amounts towards **single** health care coverage: 2015-16 - \$560, 2016-17 - \$594, 2017-18 - \$629, and 2018-19 - \$667.
- C. If required by the insurance company, the District shall pay for a term life insurance and accidental death policy with a minimum value of \$15,000 for all full-time certified employees of the district.
- D. An insurance committee, consisting of Association members, support personnel, and administration, shall be established to review various options to maintain high quality and cost effective health insurance benefits for the District's employees. It will be the responsibility of the insurance committee to review the District's current health insurance program, investigate alternative health insurance options, assist in providing insurance information to the employees, investigate cost containment options, report findings, and to annually recommend an appropriate, cost effective group health insurance plan to the Association and the Board of Education for approval. The insurance committee shall recommend group health insurance plan options. The plan shall include surgical and major medical insurance coverage and prescription drug coverage for all Teachers enrolled under the health insurance plan.

12.5 Mileage

Teachers shall be paid the maximum IRS mileage to perform assigned duties.

12.6 Payroll Installments

All full-time and part-time Teachers shall be paid biweekly. The gross salary shall be divided into twenty-six (26) equal amounts. Separate checks shall be issued for additional duties.

Teachers will receive all remaining pay for the current school year on the second pay period in June. Teachers will have two options:

1. A lump sum paycheck for the total amount, by either paper check or direct deposit.
2. Four separate paper paychecks for the remaining pay periods, given on the last pay period in June.

Teachers must give written notice of their choice to the Superintendent by May 1.

12.7 Pay Day Specified

Paydays shall be on alternating Fridays, beginning on the first Friday of the start of the new school year.

12.8 School Year - Salary Schedule

The salary schedules shall be set forth in Appendix A, which is attached to and incorporated in this Agreement reflects salary without Board paid TRS (10.3753%). The salaries set forth shall be for a 180-day school year.

12.9 Stipends/Coaches Salary

The Board of Education and Association determine the coaches' salary through the negotiation process.

All coaches will receive their stipend at the end of the season (activity). The end of the activity is determined when the completed post-season evaluation has been submitted to the Athletic Director. All

coaches for that sport will be given one week's time to complete the coaching duties. (Inventory of equipment, location of equipment, awards, and end-of-season reports.) Upon completion of the coach's duties, the stipend will be included in the next pay period providing there are at least five (5) days for processing. Coaches stipends will be by check only, no direct deposits.

12.10 Attendance Bonus

A Teacher shall receive an attendance bonus (See Appendix C) per semester if the Teacher used one or no sick days during the semester, payable in June. Use of personal and professional days shall not affect eligibility to receive the bonus. Bonuses for part-time staff will be pro-rated according to their individual contract.

12.11 Internal Substitution Pay

Any Teacher assigned to a class, which requires the forfeiting of a preparation period, shall be compensated at the rate indicated in Appendix C payable in February and June.

12.12 Lunchroom Supervision Pay

The compensation for Teachers who supervise the lunchroom during their duty-free lunch period or during their only preparation period will be compensated at the daily rate shown in Appendix C.

12.13 ASP Supervision

All Teachers will be required to sign up for ASP Supervision. There will be an ASP schedule at the beginning of the school year. Teachers will sign up for ASP duty based on seniority. Teachers will be allowed to supervise ASP in their own classroom. Elementary teachers need to go to MS/HS office to pick up students and walk them to their classroom.

12.14 Athletic/Extracurricular Supervision

Teachers wanting to participate in Athletic/Extracurricular Supervision must participate in a supervision training held by the Administration. Teachers attending the supervision training will sign up for supervision events based on seniority. The Administration will have a list of all Athletic Supervision dates at the supervision training. Because of limited dates, each Teacher will sign up for one date at a time until all Teachers have the opportunity to obtain dates and all dates available are filled. In the event that more dates become available at a later time, the Administration will contact Teachers in attendance at the supervision training on a continually rotating basis. Any teacher not following the requirements set forth in the training session will not be allowed to supervise Athletic/Extracurricular events for the remainder of that school year.

12.15 Activity Pay

A Teacher may earn activity pay and/or vacation day(s) by selling tickets at school-sponsored events/activities. A sign-up sheet will be made available to the Teachers by the Administration at the beginning of the school year

Teachers who wish to earn one vacation day by working five (5) events/activities, on the basis of seniority, will get to choose first.

Teachers who wish to earn an additional vacation day by working the required number of events/activities will select second.

Teachers who wish to work fewer than five (5) events/activities will get to choose activities last.

In the event, all events/activities are not covered via the sign-up sheet or events/activities are added, the administration will require Teachers to cover the events using the following selection criteria:

- First: Teachers with the least number of event/activity sign-ups
- Second: Teachers with least seniority
- Third: Teachers not currently involved in extracurricular activities at Alden-Hebron beyond the regular school day

No Teacher shall receive activity pay while performing his extracurricular duties as listed in Appendix B.

Any event that requires a Teacher to be present more than three (3) hours shall be acknowledged as two (2) events.

The following compensations will be in effect:

- a Teacher who works five (5) events will be compensated by one (1) vacation day.
- a Teacher who works one (1) or fewer than five (5) events/activities will be compensated as shown in Appendix C for each event/activity.

It becomes the Teachers' responsibility to be present or make the necessary arrangements for an acceptable substitute at any or all event/activities he/she has committed to in accordance with the sign-up sheet. **Failure to show up and sell tickets may result in a salary deduction equal to the amount of the activity pay.**

In the event that activities are cancelled, the Teacher responsible for working the event shall be entitled to count the cancelled activity toward their additional vacation day(s). The Administration or his/her designee will notify the teacher as soon as possible.

All vacation day(s) earned must be used within the current school year.

12.16 Summer Educational Assignments

Any Teacher who is approved by the Superintendent for an educational assignment during the summer months will be compensated at the hourly rate shown in Appendix C.

12.17 Longevity Bonus

Teachers who have a minimum of 25 years of teaching service to District #19 and are in the MA + 32 column, the salary schedule will be extended to 35 years. All teachers covered in 2007/08 contract will be grandfathered, therefore exempt from this clause.

12.18 Payroll Discrepancies

A. At the beginning of each year the District will provide teachers with a salary verification form (Appendix D) that will accurately reflect payroll information.

B. When an adjustment in salary is made, the teacher shall receive a written notice from the superintendent explaining the change prior to the implementation of the adjustment.

12.19 Retirement

The District will increase a Teacher's salary by 5% for the last year of a Teacher's career, if the Teacher will be fully vested with 35 years of service and age 55-59 or 60+ years of age with 20 years of service to District #19 at the end of their last year. The Teacher must sign a non-rescindable agreement to retire by June 30th of the prior year. A Teacher will not qualify for vertical or horizontal movement after they have turned in their letter of intent to retire and any extracurricular assignments will be frozen at the current rate of pay.

The District will also provide managed care single health insurance through the Teacher's Retired Insurance Plan (TRIP) for retired Teachers until the end of the month in which the retiree turns age 65. If the retiree chooses the regular indemnity plan, the Board will pay the cost of the managed care plan toward the cost of the regular indemnity plan.

Article XIII

Continuity of Operations

Each certified staff member will not in an effort to effect a settlement of disagreement with the Board, engage in strike or disruptive picketing.

Effective June 13, 2011, (Ed Reform/PA 97-0008) requires that certified staffs whose collective bargaining agreements expire or is terminated to wait at least fourteen (14) days after final offers have been publicized by the mediator or Illinois Education Labor Relations Board (IELRB) before going on strike.

After fifteen (15) days from the start of mediation, either party may declare an impasse; the mediator can declare an impasse at any time. Within seven (7) days after an impasse, the board and union must submit final offers in writing to the mediator, the other party and the IELRB; the IELRB will publish offers on its website.

Article XIV

Effect of Agreement

14.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be changed only through the written mutual consent of the parties.

14.2 Individual Contracts

Any contracts issued by the Board to individual Teachers shall reflect the terms and conditions of this Agreement.

14.3 Savings Clause

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

APPENDIX A

Salary Schedule 2015 – 2016

	<u>BA</u>	<u>BA16</u>	<u>MA</u> <u>BA32</u>	<u>MA16</u>	<u>MA32</u>
1	\$32,351	\$33,969	\$35,667	\$37,450	\$39,323
2	\$33,063	\$34,716	\$36,452	\$38,274	\$40,188
3	\$33,790	\$35,480	\$37,254	\$39,116	\$41,072
4	\$34,534	\$36,260	\$38,073	\$39,977	\$41,976
5	\$35,293	\$37,058	\$38,911	\$40,856	\$42,899
6	\$35,293	\$37,873	\$39,767	\$41,755	\$43,843
7	\$35,293	\$38,706	\$40,642	\$42,674	\$44,808
8	\$35,293	\$39,558	\$41,536	\$43,613	\$45,793
9	\$35,293	\$40,428	\$42,450	\$44,572	\$46,801
10	\$35,293	\$41,318	\$43,384	\$45,553	\$47,830
11	\$35,293	\$41,318	\$44,338	\$46,555	\$48,883
12	\$35,293	\$41,318	\$45,313	\$47,579	\$49,958
13	\$35,293	\$41,318	\$46,310	\$48,626	\$51,057
14	\$35,293	\$41,318	\$47,329	\$49,696	\$52,180
15	\$35,293	\$41,318	\$48,370	\$50,789	\$53,328
16	\$35,293	\$41,318	\$48,370	\$51,906	\$54,502
17	\$35,293	\$41,318	\$48,370	\$53,048	\$55,701
18	\$35,293	\$41,318	\$48,370	\$54,215	\$56,926
19	\$35,293	\$41,318	\$48,370	\$55,408	\$58,178
20	\$35,293	\$41,318	\$48,370	\$56,627	\$59,458
21	\$35,293	\$41,318	\$48,370	\$56,627	\$60,766
22	\$35,293	\$41,318	\$48,370	\$56,627	\$62,103
23	\$35,293	\$41,318	\$48,370	\$56,627	\$63,470
24	\$35,293	\$41,318	\$48,370	\$56,627	\$64,866
25	\$35,293	\$41,318	\$48,370	\$56,627	\$66,293
26	\$35,293	\$41,318	\$48,370	\$56,627	\$67,751
27	\$35,293	\$41,318	\$48,370	\$56,627	\$69,242
28	\$35,293	\$41,318	\$48,370	\$56,627	\$70,765
29	\$35,293	\$41,318	\$48,370	\$56,627	\$72,322
30	\$35,293	\$41,318	\$48,370	\$56,627	\$73,913
31	\$35,293	\$41,318	\$48,370	\$56,627	\$75,539
32	\$35,293	\$41,318	\$48,370	\$56,627	\$77,201
33	\$35,293	\$41,318	\$48,370	\$56,627	\$78,900
34	\$35,293	\$41,318	\$48,370	\$56,627	\$80,635
35	\$35,293	\$41,318	\$48,370	\$56,627	\$82,409

NOTE: As of May 2011, the two teachers at BA + 48 column are grandfathered into the MA + 16 lane.

Salary Schedule 2016 – 2017

	<u>BA</u>	<u>BA16</u>	<u>MA</u> <u>BA32</u>	<u>MA16</u>	<u>MA32</u>
1	\$32,675	\$34,308	\$36,024	\$37,825	\$39,716
2	\$33,393	\$35,063	\$36,816	\$38,657	\$40,590
3	\$34,128	\$35,835	\$37,626	\$39,508	\$41,483
4	\$34,879	\$36,623	\$38,454	\$40,377	\$42,396
5	\$35,646	\$37,429	\$39,300	\$41,265	\$43,328
6	\$35,646	\$38,252	\$40,165	\$42,173	\$44,281
7	\$35,646	\$39,094	\$41,048	\$43,101	\$45,256
8	\$35,646	\$39,954	\$41,951	\$44,049	\$46,251
9	\$35,646	\$40,833	\$42,874	\$45,018	\$47,269
10	\$35,646	\$41,731	\$43,817	\$46,008	\$48,309
11	\$35,646	\$41,731	\$44,781	\$47,020	\$49,372
12	\$35,646	\$41,731	\$45,767	\$48,055	\$50,458
13	\$35,646	\$41,731	\$46,773	\$49,112	\$51,568
14	\$35,646	\$41,731	\$47,802	\$50,193	\$52,702
15	\$35,646	\$41,731	\$48,854	\$51,297	\$53,862
16	\$35,646	\$41,731	\$48,854	\$52,425	\$55,047
17	\$35,646	\$41,731	\$48,854	\$53,579	\$56,258
18	\$35,646	\$41,731	\$48,854	\$54,757	\$57,495
19	\$35,646	\$41,731	\$48,854	\$55,962	\$58,760
20	\$35,646	\$41,731	\$48,854	\$57,193	\$60,053
21	\$35,646	\$41,731	\$48,854	\$57,193	\$61,374
22	\$35,646	\$41,731	\$48,854	\$57,193	\$62,724
23	\$35,646	\$41,731	\$48,854	\$57,193	\$64,104
24	\$35,646	\$41,731	\$48,854	\$57,193	\$65,515
25	\$35,646	\$41,731	\$48,854	\$57,193	\$66,956
26	\$35,646	\$41,731	\$48,854	\$57,193	\$68,429
27	\$35,646	\$41,731	\$48,854	\$57,193	\$69,934
28	\$35,646	\$41,731	\$48,854	\$57,193	\$71,473
29	\$35,646	\$41,731	\$48,854	\$57,193	\$73,045
30	\$35,646	\$41,731	\$48,854	\$57,193	\$74,652
31	\$35,646	\$41,731	\$48,854	\$57,193	\$76,295
32	\$35,646	\$41,731	\$48,854	\$57,193	\$77,973
33	\$35,646	\$41,731	\$48,854	\$57,193	\$79,689
34	\$35,646	\$41,731	\$48,854	\$57,193	\$81,442
35	\$35,646	\$41,731	\$48,854	\$57,193	\$83,233

NOTE: As of May 2011, the two teachers at BA + 48 column are grandfathered into the MA + 16 lane.

Salary Schedule 2017 – 2018

	<u>BA</u>	<u>BA16</u>	<u>MA</u> <u>BA32</u>	<u>MA16</u>	<u>MA32</u>
1	\$33,083	\$34,737	\$36,474	\$38,298	\$40,213
2	\$33,811	\$35,501	\$37,276	\$39,140	\$41,097
3	\$34,555	\$36,282	\$38,097	\$40,001	\$42,001
4	\$35,315	\$37,081	\$38,935	\$40,881	\$42,925
5	\$36,092	\$37,896	\$39,791	\$41,781	\$43,870
6	\$36,092	\$38,730	\$40,667	\$42,700	\$44,835
7	\$36,092	\$39,582	\$41,561	\$43,639	\$45,821
8	\$36,092	\$40,453	\$42,476	\$44,599	\$46,829
9	\$36,092	\$41,343	\$43,410	\$45,581	\$47,860
10	\$36,092	\$42,253	\$44,365	\$46,583	\$48,913
11	\$36,092	\$42,253	\$45,341	\$47,608	\$49,989
12	\$36,092	\$42,253	\$46,339	\$48,656	\$51,088
13	\$36,092	\$42,253	\$47,358	\$49,726	\$52,212
14	\$36,092	\$42,253	\$48,400	\$50,820	\$53,361
15	\$36,092	\$42,253	\$49,465	\$51,938	\$54,535
16	\$36,092	\$42,253	\$49,465	\$53,081	\$55,735
17	\$36,092	\$42,253	\$49,465	\$54,248	\$56,961
18	\$36,092	\$42,253	\$49,465	\$55,442	\$58,214
19	\$36,092	\$42,253	\$49,465	\$56,662	\$59,495
20	\$36,092	\$42,253	\$49,465	\$57,908	\$60,804
21	\$36,092	\$42,253	\$49,465	\$57,908	\$62,141
22	\$36,092	\$42,253	\$49,465	\$57,908	\$63,508
23	\$36,092	\$42,253	\$49,465	\$57,908	\$64,906
24	\$36,092	\$42,253	\$49,465	\$57,908	\$66,334
25	\$36,092	\$42,253	\$49,465	\$57,908	\$67,793
26	\$36,092	\$42,253	\$49,465	\$57,908	\$69,284
27	\$36,092	\$42,253	\$49,465	\$57,908	\$70,809
28	\$36,092	\$42,253	\$49,465	\$57,908	\$72,366
29	\$36,092	\$42,253	\$49,465	\$57,908	\$73,958
30	\$36,092	\$42,253	\$49,465	\$57,908	\$75,586
31	\$36,092	\$42,253	\$49,465	\$57,908	\$77,248
32	\$36,092	\$42,253	\$49,465	\$57,908	\$78,948
33	\$36,092	\$42,253	\$49,465	\$57,908	\$80,685
34	\$36,092	\$42,253	\$49,465	\$57,908	\$82,460
35	\$36,092	\$42,253	\$49,465	\$57,908	\$84,274

NOTE: As of May 2011, the two teachers at BA + 48 column are grandfathered into the MA + 16 lane.

Salary Schedule 2018 – 2019

	<u>BA</u>	<u>BA16</u>	<u>MA</u> <u>BA32</u>	<u>MA16</u>	<u>MA32</u>
1	33,579	35,258	37,021	38,872	40,816
2	34,318	36,034	37,836	39,727	41,714
3	35,073	36,827	38,668	40,601	42,631
4	35,845	37,637	39,519	41,495	43,569
5	36,633	38,465	40,388	42,408	44,528
6	36,633	39,311	41,277	43,340	45,508
7	36,633	40,176	42,185	44,294	46,509
8	36,633	41,060	43,113	45,268	47,532
9	36,633	41,963	44,061	46,264	48,578
10	36,633	42,886	45,031	47,282	49,646
11	36,633	42,886	46,021	48,322	50,738
12	36,633	42,886	47,034	49,385	51,855
13	36,633	42,886	48,069	50,472	52,996
14	36,633	42,886	49,126	51,582	54,161
15	36,633	42,886	50,207	52,717	55,353
16	36,633	42,886	50,207	53,877	56,571
17	36,633	42,886	50,207	55,062	57,815
18	36,633	42,886	50,207	56,274	59,087
19	36,633	42,886	50,207	57,512	60,387
20	36,633	42,886	50,207	58,777	61,716
21	36,633	42,886	50,207	58,777	63,073
22	36,633	42,886	50,207	58,777	64,461
23	36,633	42,886	50,207	58,777	65,879
24	36,633	42,886	50,207	58,777	67,329
25	36,633	42,886	50,207	58,777	68,810
26	36,633	42,886	50,207	58,777	70,324
27	36,633	42,886	50,207	58,777	71,871
28	36,633	42,886	50,207	58,777	73,452
29	36,633	42,886	50,207	58,777	75,068
30	36,633	42,886	50,207	58,777	76,719
31	36,633	42,886	50,207	58,777	78,407
32	36,633	42,886	50,207	58,777	80,132
33	36,633	42,886	50,207	58,777	81,895
34	36,633	42,886	50,207	58,777	83,697
35	36,633	42,886	50,207	58,777	85,538

NOTE: As of May 2011, the two teachers at BA + 48 column are grandfathered into the MA + 16 lane.

APPENDIX B

2015 – 2019 Extracurricular Salary Schedule

High School		1 to 3	4+
Football	Head	3266	3720
	Assistant	2287	2604
	Assistant	2287	2604
	Assistant	2287	2604
Volleyball	Head	3266	3720
	Assistant	2287	2604
B. Basketball	Head	3266	3720
	Assistant	2287	2604
G. Basketball	Head	3266	3720
	Assistant	2287	2604
Wrestling	Head	3103	3535
	Assistant	2172	2475
Baseball	Head	3103	3535
	Assistant	2172	2475
Softball	Head	3103	3535
	Assistant	2172	2475
G. Track	Head	3103	3535
B. Track	Head	3103	3535
Cheer	Football	651	747
	Basketball	980	1111
GIM	Head	1633	1858
Middle School		1 to 3	4+
Volleyball	Head	1306	1457
	Assistant	1044	1167
*Football	Head	1306	1457
B. Basketball	Head	1306	1457
	Assistant	1044	1167
G. Basketball	Head	1306	1457
	Assistant	1044	1167
Soccer	Head	1306	1457
Wrestling	Head	1306	1457
B.Track	Head	944	1022
G. Track	Head	944	1022
Cheer	Head	651	727
	Assistant	522	636

High School

Class Sponsors

9th	468	576
10th	468	576
11th	1085	1194
12th	1085	1194
Student Council	389	496
**Yearbook	Editor	1449
	Photographer	620
NHS	381	417
WYSE	381	417
HS Play	852	963

Middle School

Student Council	667	707
8th Grade Sponsor	182	202
MS Play	852	963

Elementary

Yearbook	1000	1050
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District

Music	100 per	110 per
Teacher/Director	event	event

*Only if no cost to District

**Only if not offered as a Class

Assistant Coaches will be determined by the Administration and sport participation.

APPENDIX C

Miscellaneous Compensations

	2015-2019
Summer Ed. Assignment, Extra-curricular Supervision (per hour)	26
Internal Sub Pay (per minute)	.43
Lunch Duty (per duty)	13
Activity Pay (per 3 hours)	25
Attendance Bonus (per semester)	155
ASP (per hour) (Beyond the 1 (one) required ASP)	10
Mentoring (per year)	200

Compensation Schedule

<u>Article</u>	<u>Title</u>	<u>Time of Payment</u>
12.5	Mileage	Monthly
12.7	Salary	Alternating Fridays
12.9	Stipends/Coaches Salary	Conclusion of activity allowing minimum of five days for processing
12.10	Attendance Bonus	June
12.11	Internal Substitution Pay	1 st pay after each semester
12.12	Lunchroom Supervision Pay	1 st pay after each semester
12.16	Summer Educational Assignments	Conclusion of activity allowing minimum of five days for processing

Article XV

Duration

Article XV

Duration

This Agreement shall be effective as of August 20, 2015 and shall continue to be in effect until August 19, 2019.

EDUCATIONAL ASSOCIATION

By Seussik George
President

By Dearette Kolnik
Negotiating Committee Member

By Karen Furler
Negotiating Committee Member

By Patth Pesert
Negotiating Committee Member

BOARD OF EDUCATION

Susan M. Little
President

CAJOLA
Vice President

Luzania A. Linneman
Secretary

Kenneth Winkelman
Member

Andy Madson
Member