

# **Collective Bargaining Agreement**

Between the

Board of Education of Channahon School District #17

And the

Channahon Council AFT/IFT Local 604 AFL-CIO

2021-2022, 2022-2023, 2023-2024, 2024-2025, 2025-2026

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## **ARTICLE I - RECOGNITION AND REPRESENTATION**

### **1.1 PARTIES TO THE AGREEMENT**

This Agreement is entered into this 25th day of October, 2021 by and between the Board of Education of Channahon Elementary School District No. 17, Will County, Illinois (hereinafter referred to as the "Board") and the Channahon Council of A.F.T. - Local 604, AFL-CIO (hereinafter referred to as the "Union") pursuant to and in compliance with the *Illinois Educational Labor Relations Act*.

### **1.2 RECOGNITION, JURISDICTION AND SCOPE**

For the purpose of collective bargaining with respect to wages, hours, and terms and conditions of employment, the Board recognizes the Union as the sole and exclusive representative for all full-time and part-time regularly-employed licensed educators/teachers (including but not limited to: classroom, social workers, reading specialists, etc.) of School District No. 17.

### **1.3 CONFORMITY TO LAW**

Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction or in the event the Congress or the Legislature enacts a law in conflict with any article, section or clause of this Agreement, said article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections, or clauses shall remain in full force and effect for the duration of this Agreement, if not affected by the deleted article, section or clause.

## **ARTICLE II - UNION/BOARD RELATIONS**

### **2.1 UNION/SUPERINTENDENT MEETINGS**

The Superintendent shall meet monthly with representatives of the Union to discuss matters relating to the implementation of this Agreement, as well as matters of mutual concern.

### **2.2 UNION/PRINCIPAL MEETINGS**

The Principal of each school shall meet as needed with the Union building representative to discuss questions relating to the implementation of this Agreement, as well as matters of mutual concern.

### 2.3 **INFORMATION TO THE UNION**

The Board shall furnish the Union President with documents including, but not limited to, the following as they are received, completed or compiled:

1. Board agenda;
2. Official minutes of the Board meetings;
3. Monthly budget summaries;
4. Board policy manual;
5. Annual auditor's report and management letters;
6. Current fiscal year budget;
7. Statistical information, not including teachers' names, pertaining to teacher step placement, salary lane placement, extended service placement, and present insurance coverage;
8. Faculty lists including home addresses and listed telephone numbers. The list of new teachers hired shall be given to the Union by July 1 of each year and names and addresses of persons employed after that date shall be made available.

### 2.4 **MEETINGS**

Upon reasonable advance notice, the Union shall be permitted use of school buildings for Union meetings, provided that such meetings are scheduled through the building principal and that when special services are required, the Board may make a reasonable charge. It is agreed that such meetings shall not interfere with or interrupt normal school operations.

### 2.5 **NOTICES**

The Union shall be able to use teacher school mailboxes, district email, and teacher lounge bulletin boards for Union matters. A copy of all open communications shall be given to the Superintendent.

### 2.6 **GENERAL INFORMATION**

The Union designee shall be allowed use of the District's office equipment, upon advance reasonable request to the appropriate administrator, provided that such use shall not interfere with the District's use thereof, and provided further that the Union shall reimburse the District for actual cost of consumable materials. No school equipment shall be removed from the premises or used for political purposes.

### 2.7 **DUES CHECK OFF**

The Board shall deduct from the regular paycheck of each teacher from whom it receives written authorization to do so, the required amount of Union dues. The dues and a list of teachers from whom the dues have been deducted and the amount deducted from each shall be forwarded to the proper Union officer no later than ten (10) days after such deductions were made. Deductions shall continue unless and until the authorization is

withdrawn by the teacher by written notice to the Superintendent or Union Treasurer. The employer must honor the union card. A list of the entire bargaining unit must be sent electronically monthly including:

- name
- address
- job title
- date of hire
- worksite location
- employee identification number (if available)
- work telephone number
- work email address
- personal home or cellular phone number on file with you
- personal email address on file with you
- Employee information to be used for union purposes only
- Should SB1 Should SB1784 be revoked, this language will be replaced
- with the previous contract language (2015-2020):

## 2.8 **DISTRICT DIRECTORY**

The Union and its officers shall be listed in the District directory.

## 2.9 **PRINTING**

The cost of printing this Agreement shall be borne equally by the Board and the Union. The Agreement shall be distributed to each teacher, administrator and Board member.

## 2.10 **UNION PRESENTATION**

The Union President, or designee, shall be on the institute program on one of the first two institute days of the school year before the first day of student attendance for one hour if needed by the Union President.

The Union President, or designee, shall be on the agenda, upon request, of general building faculty meetings to make announcements, give brief reports, and elicit opinions and concerns of the faculty.

## 2.11 **SCHOOL BOARD MEETINGS**

The Union shall be placed on the agenda of Board meetings.

**ARTICLE III - MANAGEMENT RIGHT**

The Board retains and reserves unto itself all powers, rights, duties and responsibilities conferred upon and vested in it by the statutes of the State of Illinois.

The Board shall not be required to bargain over matters of inherent managerial policy, which shall include such areas of discretion or policy as the functions of the employer, standards of services, its overall budget, the organizational structure and selection of new teachers and direction of teachers.

**ARTICLE IV - NO STRIKE**

The Union agrees that there shall be no strike, withholding of services, or other refusal to render full and complete service to the Board during the term of this Agreement.

**ARTICLE V - CONDITIONS OF EMPLOYMENT**

**5.1 SCHOOL CALENDAR**

The annual school calendar shall consist of one hundred eighty-one (181) teacher work days, which shall consist of 174 student attendance days, 2 full day Parent Teacher Conferences (total =176) , ILCS 5/3-11 and five (5) teacher institute days. Students shall be released one hour early on parent conference days. On the first and last student attendance day, students shall be released after the minimum amount of time required by school code.

Both the Board of Education and Union agree that the current parent-teacher conference schedule has met the needs of the District. In the event that the needs of the District change, the Board and Union will mutually agree on a parent-teacher conference schedule that meets the needs of all.

When the school calendar has a full-day institute day on the last day of school, the Board shall endeavor to provide staff with at least a half day to be used for the completion of instructional responsibilities.

In addition, five (5) days shall be designated as snow or emergency days, which will be used only in lieu of days lost from the 181 stated above because of emergency school closing and which, if not used, shall be declared at the end of the school year.

The Union and Superintendent shall meet prior to January 15, and then the Union shall make advisory recommendations to the administration regarding the calendar prior to February 1.

Whenever possible, the dates for Open House, Curriculum Night, Reading Night, and other after school activities that take place outside of the workday (outside of normal extracurricular activities) for the upcoming school year will be shared with the staff by June 30.

## 5.2 **WORK DAY**

The workday for teachers shall be no more than seven (7) hours and thirty (30) minutes in length. This time shall include a duty-free lunch period of no less than thirty (30) continuous minutes (unless mutually agreed to between the teacher and the building administrator) and a daily preparation/planning time. The administration will endeavor to provide each teacher with a preparation/planning time of no less than one (1) regular class period (42 minutes). In the event that the educational and/or facility needs and interests of the District preclude a forty-two (42) minute daily preparation/planning time for any teacher(s), then the administration will take steps necessary to provide the teacher(s) with a sufficient and daily block of time for meaningful preparation and planning, which through the course of a regular school week will average forty-two (42) minutes per day for a minimum of two hundred and ten (210) minutes per week.

Teachers are not required to remain on District property during this lunch period; however, teachers must notify the building principal if they are leaving the building.

On the school day immediately preceding the Winter and Spring vacation and the last institute day, teachers shall be relieved of duties at least one (1) hour prior to their regularly scheduled time.

It is understood that time working in the weekly Wednesday PLC is not counted against minutes provided for teacher plan time.

The time before school has begun and after school has been dismissed for the day shall not be pupil-contact time for teachers but used for faculty meetings, parent meetings, and/or opportunities for teachers to complete tasks needed for instructional responsibilities.

## 5.3 **INTERNAL SUBSTITUTION**

Every effort shall be made to secure qualified substitute teachers to assume the duties of regularly employed teachers in their absence. For emergency situations (when no substitute is available) each school shall maintain a list of teachers who would be willing to substitute during their preparation period. Should it be necessary for a teacher to teach during his/her preparation time, such teacher shall be compensated as per Appendix E.

In the event there is not an adequate number of volunteer internal substitutes, management may designate or assign the internal substitution. Such assignments shall be rotated on a fair and equitable basis.

## 5.4 **FACULTY MEETINGS**

Faculty meetings shall be held when necessary and appropriate, and shall be limited to one a month whenever possible. Notification for such meetings shall be at least forty-eight (48) hours in advance except in an emergency. Such meetings shall last no longer than forty (40) minutes except by general consent of those in attendance.

## 5.5 ASSIGNMENTS, VACANCIES AND TRANSFERS

### A. Assignments

1. A teacher may request in writing to be assigned or not to be assigned to any position. Such applications shall be submitted to the Superintendent or designee, stating the reasons thereof.
2. Unless extenuating circumstances exist, teachers shall be notified in writing by May 1 of a change in their assignment for the coming year as to grade level, school, and/or subject area. The Superintendent or designee will hold a conference with the teacher prior to a change in the assignment. The Superintendent or designee will give said teacher the decision in writing. If a teacher is notified of a change in the assignment after August 1, the teacher may resign without penalty.
3. Any teacher who involuntarily transfers to a subject area or grade level they have NOT taught in the past shall be entitled to a \$300 stipend to cover the cost of moving and materials.

### B. Vacancies

1. A vacancy is defined as an open position, as determined by the Board and after involuntary transfers, resulting from a resignation, termination from employment, or a new job classification for a position within the bargaining unit.
2. The Superintendent will post, in all school buildings, notices of all vacancies as they occur, as well as provide the Union President with a copy of the vacancy notice. Except in the case of an emergency, no vacancy shall be filled until such vacancy shall have been posted for at least ten (10) days. During summer vacation any vacancy notices will be sent to teachers by email . A teacher applying for a vacancy shall be interviewed for the position. Teachers applying for such vacancies, and not appointed, shall be notified in writing.

### C. Transfers

1. A transfer is defined as a change in position from one building to another, from one area of certification to another, or from one grade level to another.
2. The administration will attempt to avoid involuntary transfers. In the event of involuntary transfer, upon the request of the teacher, the Superintendent and teacher shall meet and discuss the reasons for such transfer.
3. Teachers involuntarily transferred may resign, without penalty or prejudice, if unwilling to accept the involuntary transfer.
4. A teacher may submit a written request for a voluntary transfer to the Superintendent annually.



## 5.6 **EXTRA DUTY AND ASSIGNMENT OF DUTIES**

Extra-duty positions will be filled in the following manner:

- A. All open positions or newly created ones shall be posted in all buildings.
- B. District bargaining unit members will have preference over applicants who are not District bargaining unit members.
- C. If a District bargaining unit member held the position during the preceding year, he or she will have first preference for the position so long as the Board is satisfied, in its discretion, with the teacher's performance in that position.
- D. District bargaining unit members who are on approved leaves of absence will have the right to return to their extra-duty position upon their resumption of duties.
- E. The appointment of teachers for those positions listed on Appendices D and E shall be based upon seniority, so long as the Board is satisfied, in its discretion, with the teacher's performance of his or her Appendices D and E position.
- F. The Board's determination as to the satisfactory performance of extra-duty positions shall not be subject to the grievance procedure set forth in this Agreement.

When it is necessary for a building administrator to make any duty assignments outside the basic classroom function of instruction as an extra assignment, it shall be first offered on a voluntary basis. If the administration is unable to fill said assignment will be rotated on a fair and equitable basis within the attendance center staff. Compensation is as in Appendices B, C, D and E. In the event that no teacher volunteers for extra assignments, the Board shall have the right to employ non-teachers and non-unit members for such purpose and pay said individuals the same or less than the amounts set forth in Appendices B, C, D and E.

## 5.7 **STUDENT 'GRADES'**

The responsibility and prerogative for assigning 'grades' to students rests with the classroom teacher. The administration shall not change any 'grade' recorded by a teacher without written notice to said teacher and written notice to the parent indicating that the 'grade' was assigned by the administration.

## 5.8 **PERSONNEL FILES**

Teachers shall have access to their personnel files as may be provided by law. Such access shall include the following:

- A. Official Board File - Only one (1) official Board file shall be kept for each teacher. If any other files contain material that relates to the teacher in any way, a copy of such material shall be placed in the official Board file.
- B. Timely Insertion - All materials to be placed in the official Board file shall be inserted in a timely fashion.
- C. Right of Access - Every teacher shall have access to all materials, with the exception of pre-employment confidential materials, in his/her official file during the regular hours established for the central administration office upon reasonable request.
- D. Right of Privacy - Neither a teacher's file nor any of its contents shall be copied or otherwise made known to other persons without the teacher's permission, either during or after his/her service in the District; provided, however, that such file shall be available to the Board, the Superintendent or designee, and the teacher's principal to whom he/she is responsible, and shall be otherwise disclosed pursuant to law.
- E. Right of Copy - No material disciplinary or evaluative in nature originating after the 2000-01 school year shall be placed in the file unless the teacher receives a copy of said material in a timely fashion and notification (c: Personnel File) that said material is being placed in the file. The teacher shall acknowledge that he/she has read the material by affixing his/her signature on the actual copy to be filed, with the understanding that such signature merely signifies that he/she read the material to be filed but does not indicate agreement with its content. Every teacher shall have the right to be furnished with a copy of any of his/her file materials, with the exception of pre-employment confidential materials, at his/her expense, if requested; however, the teacher may not remove any materials.
- F. Right of Addition and Attachment - Every teacher shall have the right to add any material to his/her official Board file and to attach dissenting or explanatory material to any document or other piece of material in the file.
- G. Removal of Materials - In the event any file materials are determined to be inaccurate by legal or grievance procedures, such portion of materials will be removed or corrected.

## 5.9 **COMPLAINT PROCEDURES**

In the event of criticism by a non-teacher of the District of books, teaching methods, or material used in the District, and petitions for censorship, removal or expurgation of content deemed by a critic to be offensive on moral, political, religious or other grounds, the procedure for addressing shall be as follows:

Complainants should discuss said complaints in the following order:

1. Teacher;
2. Teacher and Principal.

- A. In the event that the complainant is not satisfied with the results of the procedure set forth in A above, then he/she may submit the criticism to the Superintendent. Such criticism shall be submitted to the Superintendent in writing and signed by the complainant. A copy of the written criticism shall be delivered to the teacher involved.
- B. The teacher, with a representative of his/her choice, shall meet with the author of any criticism and the Superintendent or designee, prior to any action being taken by the Board.
- C. In the event the Board wishes to review the criticism with the teacher, the teacher and the teacher's representative shall be present and speak in defense at such review.
- D. Unless a meeting takes place among the parties involved, no reference to any such criticism shall be entered in the teacher's file, and it shall have no weight in a teacher's final written evaluation.
- E. At the step of resolution, the parties shall sign off acknowledging a satisfactory solution has been achieved.

## **ARTICLE VI - EVALUATION**

### **6.1 TYPES AND PURPOSES OF EVALUATION**

There shall be three (3) types of evaluation:

- A. Invoice/Non-Tenured Teacher Evaluation Plan – for the purposes of providing feedback and assistance, and determining whether a teacher is performing at a satisfactory or unsatisfactory level per PERA guidelines, unless superseded by ISBE.
- B. Professional Growth Plan – for the purpose of providing feedback to tenured teacher per PERA guidelines, unless superseded by ISBE.
- C. Professional Development Plan – for the purpose of assisting teachers who need additional support in order to achieve a higher level of effectiveness per PERA guidelines, unless superseded by ISBE.

### **6.2 EVALUATION PROCEDURES**

#### **A. Notification of Evaluation Process**

As part of the evaluation process in the District, no formal evaluation shall take place until the building principal or evaluator acquaints each teacher under his/her supervision with the evaluation procedures and instruments. The building principal or evaluator shall advise each teacher who shall typically observe and evaluate the teacher's performance. As required by PERA, one informal evaluation must be completed each evaluation cycle. The teacher must receive written feedback (email, written note, etc.) within 7 days of the informal evaluation.

## B. Scope of the Evaluation Process

The performance of each teacher shall be monitored on an ongoing basis. A teacher's evaluation shall be based on his/her performance in the domain areas of Planning and Preparation; Classroom Environment; Instruction; and Professional Responsibilities. Performance will be determined by formal and informal observations and other areas as outlined in the formal evaluation instrument.

Summative teacher evaluations will be completed using the rubric developed by the Joint PERA Committee. The rubric will comprise 70 % of the summative evaluation rating. Summative teacher evaluations will also include student growth data which will comprise 30% of the summative evaluation rating. Student growth goals and assessments will be discussed and agreed upon by the evaluating administrator and the teacher. At the conclusion of the data collection period, the teacher will meet with the evaluating administrator to discuss factors that contributed to the level of success in achieving the set goal. It is understood that the most valuable role data plays in a teacher's overall evaluation is that of informing instruction and best practices. When data is used by the classroom teacher to self-assess and inform instruction, the use of data is considered meaningful and worthwhile and therefore worthy of the maximum allowed weight in the overall summative evaluation. In the case that the union and/or the administration feel that the summative evaluation document and/or the student growth data process needs to be reviewed and/or revised, the Joint PERA Committee will reconvene to discuss proposed revisions and come to a mutual agreement on any changes to be made.

## C. Evaluation of Traveling Teachers

A non-tenured and/or part-time teacher assigned to two (2) buildings shall be formally observed by each principal of the building to which the non-tenured and/or part-time teacher is assigned. A single summative evaluation form will be completed with input from both building principals.

A tenured teacher assigned to several buildings shall be formally observed by the building principal to which the teacher is assigned for the majority of his/her teaching time. A single summative evaluation form will be completed with input from the principal(s) from the other building(s) in which he/she teaches.

## D. Goal Setting Conferences

Timelines and procedures for establishing goals are outlined in the evaluation instrument.

## E. Formal Observation Process

A formal classroom evaluation shall be defined as one involving a classroom visitation of approximately thirty (30) minutes but not less than twenty (20) minutes and a written evaluation of the visitation followed by a conference between the evaluator and the teacher. Such conferences shall be scheduled within seven (7) school days of the visitation. Formal evaluations shall not take place during the following times: The first two weeks of school; five school days before and two school days after

the Thanksgiving, Winter and Spring vacations; and, the last two weeks of school.

1. A full-time non-tenured teacher shall be formally observed not less than twice during a school year.
2. A full-time tenured teacher shall be formally observed not less than once every two (2) years. When a tenured teacher teaches more than one (1) content area, the formal observation will occur in the subject area as scheduled between the teacher and the principal.
3. A part-time non-tenured teacher with less than four (4) years of experience in the District shall be formally observed not less than twice during a school year.
4. A part-time non-tenured teacher with more than four (4) years of experience in the District shall be formally observed not less than once every two (2) years. When a part-time non-tenured teacher with more than four (4) years of experience in the District teaches more than one (1) content area, the formal observation will occur in the subject area as scheduled between the teacher and the principal.

#### F. Informal Observations

The principal shall make as many informal observation visits as he/she deems necessary to properly assess the effectiveness of the teacher. These observations may or may not be pre-announced and do not require pre-or post-observation conferences. The principal will provide written feedback regarding the informal observations within seven days of the observation. Feedback must be written to be included in the summative evaluation.

#### G. Summative Evaluation

1. A non-tenured and/or part-time teacher with less than four (4) years of experience in the District shall receive a summative evaluation from the building principal prior to March 1.
2. A tenured and/or part-time teacher with more than four (4) years of experience in the District shall receive a summative evaluation from the building principal prior to May 1.

#### H. Evaluation Appeals Committee:

1. The District PERA committee will also function as the Evaluation Appeals Committee (EAC), which requires equal representation of Union members, as appointed by the Union President; and Administrators, as appointed by the Superintendent.
2. The function of the EAC, in preparation for a possible evaluation appeal, is to select a panel of three qualified evaluators to serve as the Evaluation Review Team. The Evaluation Review Team shall be charged with reviewing a tenured teacher's submission for an appeal to his/her

summative evaluation.

3. The criteria on which the Evaluation Review Team will operate shall be determined by the PERA Committee/EAC by no later than December 1 each year.

4. Only tenured teachers who receive an Unsatisfactory on their summative evaluation may submit an appeal. Each EAC member will have one (1) vote as to whether or not to uphold the appeal. If the appeal is upheld, the petitioning teacher's evaluation will be discarded, and the teacher shall be allowed to re-do his/her evaluation with a different evaluator. If the appeal is denied, the original summative evaluation shall stand. Should there be a tie vote of the EAC, the Superintendent will break the tie.

#### I. Teacher's Right to Respond

Each teacher shall be required to sign and be given a copy of the summative evaluation report prepared by the principal. A teacher may respond in writing to the evaluation if he/she so desires. The written response will then be attached to the teacher's evaluation and placed in his/her personnel file. The signature of the teacher on the evaluation form indicates knowledge of receipt of the report but not necessarily concurrence with the report or response.

#### 6.3 **PROCEDURES FOR THE PROFESSIONAL DEVELOPMENT PLAN**

A teacher rated as "needs improvement" shall have a professional development plan and procedure developed and implemented in accordance with Section 24-5 of the School Code [105 ILCS 5/24A-5].

#### 6.4 **REMEDATION PROCEDURE**

A. A teacher rated "unsatisfactory" shall have a remediation plan and procedure developed and implemented in accordance with Section 24A-5 of The School Code [105 ILCS 5/24A-5].

B. The Union shall supply a roster of qualified teachers from whom the consulting teacher is to be selected in instances where a remediation plan for a teacher rated unsatisfactory is called for. The roster shall, however, contain the names of at least five (5) teachers, each of whom meets the criteria for a consulting teacher with regard to the teacher being evaluated, or the names of all teachers so qualified if that number is less than five (5). In the event of a dispute as to qualifications, the State Board of Education shall determine qualifications.

C. The consulting teacher shall provide advice to the teacher rated unsatisfactory on how to improve teaching skills and to successfully complete the remediation plan. Pursuant to the *Illinois School Code*, the consulting teacher shall not be required by either party to testify in any dismissal hearing regarding performance. No statements attributable to the consulting teacher will be admissible in written evaluations.

D. In the event a local teacher is selected as a consulting teacher, he/she will receive a stipend and/or release time to perform his/her duties as a consulting teacher, which shall be agreed upon among the consulting teacher, the Union and the administration.

## 6.5 **GRIEVANCE PROCEDURES**

Any grievances filed relative to this Article shall be limited to violations of the procedures outlined in this Article.

### **ARTICLE VII - SENIORITY/REDUCTION IN FORCE**

#### 7.1 **REDUCTION IN FORCE**

The Administration and Union shall form a committee for the purpose of initiating and monitoring reduction in force procedures (School Code 24-12), when and if those procedures are necessary. The Administration and Union shall select their own members to the committee. Following the requirements provided in School Code, teachers shall be placed into four groups (1,2, 3 and 4) and the committee shall establish criteria for moving individuals from Group 2 into Group 3 and any alternate definition of placement into Group 4. If no agreement is reached, statutory definition of Groups 2 and 4 will govern. The committee shall monitor the rating trends in the district and prepare an annual report to be discussed with the Union and Administration. All decisions by the committee shall be by majority vote.

When the Board deems it necessary to reduce the number of teachers in the District because of declining enrollment, inadequate finance, the elimination of programs, or consolidation, every effort will be made to make reductions through attrition. If this is not possible, then teachers shall be removed based on each teacher's placement in 1 of 4 performance evaluation groups, hereinafter called the "honorable dismissal list." Teachers shall be honorably dismissed in group order, with teachers in Group 1 the first to be honorably dismissed and teachers in Group 4 the last to be honorably dismissed. From amongst the teachers in Group 1, the District may honorably dismiss in any order. Within Group 2, the District may honorably dismiss based on the average scores of the past two evaluations. The teachers with the lowest average scores will be dismissed first. Within Group 3 or 4 teachers will be honorably dismissed in inverse seniority order. In the event the District has any vacancies for the following school term, teachers who are honorably dismissed from Group 3 or 4 shall have the right to be recalled, provided said teacher (s) are qualified to hold the vacant position based on legal qualifications in compliance with School Code.

Tenured teachers shall be given the opportunity to teach in other areas not filled by tenured teachers for which they meet the requirements for proper licensure of the Illinois State Board of Education. Recalls shall be made according to the Illinois School Code.

#### 7.2 **SENIORITY**

Seniority for tenured teachers shall be based upon length of full-time licensed continuous service in the District and shall be computed based on the date services began. In the event of equal seniority in the District, ties shall be broken according to:

- A. Total length of full-time licensed service in the District;
- B. Total length of both part-time and full-time licensed service in the District;
- C. Number of graduate hours attained;
- D. Date of hire (official Board action);
- E. Length of teaching service in public education.

A seniority list shall be established and a copy posted in each building and distributed to the Union President on or before February 1 of each year. Probationary teachers shall be listed separately on the seniority list by the date services began.

**ARTICLE VIII - LEAVES**

**8.1 SICK LEAVE**

Each full-time teacher who is at Step 1 - 19 shall be entitled to fifteen (15) sick leave days per school year. Each full-time teacher who is at Step 20 or higher shall be entitled to seventeen (17) sick leave days per school year. Sick leave shall be allowed to accumulate up to a maximum of three hundred sixty (360) days, exclusive of the annual allotment of sick leave.

Sick Leave shall be determined to mean personal illness, quarantine at home, serious illness or death in one's immediate family or household, birth, and up to 30 days for adoption or placement for adoption. Immediate family shall be defined as: parents, spouse, brothers, sisters, children, grandchildren, grandparents, parents-in-law, grandparents-in-law, brothers/sisters-in-law, son/daughter –in-law and legal guardians.

Teachers who are absent from work due to illness for one-half (.5) day or less shall be charged with one-half (.5) sick leave day. Teachers who are absent from work more than one-half day will be charged with one (1) full sick leave day. Sick leave shall be determined to mean personal illness, quarantine at home, serious illness or death in one's immediate family or household, birth, and up to 30 days for adoption, or placement for adoption. Immediate family shall mean parents, spouse, brothers, sisters, children, grandchildren, grandparents, parents-in-law, grandparents-in-law, brothers/sisters-in-law, son/daughter-in-law and legal guardians.

In recognition of the teacher's service to the District, a cash payment of \$35.00 per day for each unused accumulated sick leave day that is not used for experience credit in the Illinois Teacher Retirement System shall be paid to the teacher the fiscal year following his or her retirement from the District; provided, however, that (1) the teacher must have completed at least fifteen (15) years of service in the District and be at least 55 years of age; and (2) the maximum cash payment to which any teacher will be entitled under this paragraph shall not exceed \$4,060.00.

Teachers shall be notified in writing at the beginning of each school year, and thereafter reported on subsequent paychecks, as to the current number of sick leave days they have accumulated.



8.2 **PERSONAL LEAVE AND/OR EMERGENCY LEAVE**

Every teacher shall be granted three (3) days personal leave at full pay per school year for the purpose of attending to legal, personal business, and moral obligations which cannot be attended to at any other time except during school hours. A teacher shall notify the building principal, by completing the appropriate personal leave form, at least two (2) school days prior to the date of leave whenever possible.

In the case of an emergency, the teacher must complete the appropriate personal leave form for the leave as soon as possible and in any event, no later than the day he/she returns to duty.

No more than three (3) teachers from a given attendance center nor more than a total of seven (7) in the District may take personal leave on the same day. Exceptions to personal and/or emergency leave may be granted by the Superintendent.

Unused personal and/or emergency leave days for any teacher as of June 30 each year shall be added to said teacher's accrued sick leave.

8.3 **SICK LEAVE BANK**

It is the understanding of the Union and administration that in the event a teacher has exhausted all contracted sick days due to an illness or accident that is verified by a physician as requiring long term incapacitation and/or to be life threatening, any teacher may agree to "donate" sick days for the impacted teacher's assistance. A Union committee shall initiate the sick day donation and coordinate the circumstances and process with the Superintendent or designee.

8.4 **BEREAVEMENT LEAVE**

A teacher shall be granted three (3) days of paid bereavement leave due to a death in the immediate family or household (as defined in 8.1 above). One (1) day of absence will be granted due to the death of a relative not included in the definition of "family" in 8.1. Bereavement leave for special circumstances may be granted by the Superintendent, whose decision shall not be subject to grievance under Article X.

8.5 **TEMPORARY DISABILITY LEAVES OF ABSENCE**

A teacher who is absent because of disability or incapacity shall be deemed temporarily disabled in accordance with the following:

<u>Employed in District</u>	<u>Temporary Disability</u>
0 thru 1 year	up to 60 consecutive school days.
2 thru 4 years	up to 90 consecutive school days, or for 90 out of 120 school days, from the same illness or incapacity.
5 or more years	up through the balance of the school year from the same illness or incapacity.

If a temporarily disabled teacher does not have sufficient accumulated sick leave days or unpaid leave under the federal *Family and Medical Leave Act of 1993* to cover the duration of his/her absence, the Board shall grant the teacher an unpaid leave of absence for the period of temporary disability, but not to exceed the number of days shown above as calculated from the onset of the disability. The Board may grant any teacher who is deemed permanently disabled (i.e., absent for more consecutive school days than allowed above) and whose accumulated sick leave has been exhausted an extended unpaid leave of absence in accordance with the terms and conditions applicable to all unpaid leaves as set forth in Section 8.9 of this Agreement. Pregnancy shall be treated as any other disability or incapacity for purposes of this provision. Nothing in this provision is intended to restrict the right of any teacher to a reasonable accommodation for absence as afforded under the *Americans with Disabilities Act*.

#### 8.6 **JURY DUTY LEAVE**

A teacher will be excused at full pay for the purpose of fulfilling jury duty.

#### 8.7 **MILITARY LEAVE**

Military leave shall be granted for National Guard or Reserve duty or other active duty over which the teacher has no control. Salary and benefits shall be provided as accorded by law.

#### 8.8 **FAMILY MEDICAL LEAVE ACT**

Nothing herein shall be construed to preclude eligible teachers from exercising their rights under the *Family Medical Leave Act* consistent with the policies adopted by the Board. A minimum of a thirty (30) day written notice to the Superintendent is required before a foreseeable FMLA leave is to begin.

Family and Medical Leave is available in one or more of the following instances:

1. the birth and first-year care of a child, provided the leave is completed no later than twelve (12) months after the birth of the child;
2. the adoption or foster placement of a child, provided the leave is completed no later than twelve (12) months after the placement of the child;
3. the serious health condition of a teacher's spouse, parent, or child; and
4. the teacher's own serious health condition that makes the teacher unable to perform the functions of the job.

Upon delivery of a child, teachers covered by this contract may use up to six weeks of paid maternity (sick) leave for a regular delivery, or eight weeks of paid maternity (sick) leave for a c-section. Additionally, up to two extra weeks of paid sick leave may be used in conjunction with FMLA immediately following the conclusion of the regular leave.

The total FMLA leave cannot exceed twelve (12) weeks in any twelve (12) month period, as calculated under the rolling forward period measured from the date a teacher's first FMLA leave begins. The next twelve (12) month period for such teacher would begin the first time the FMLA leave is taken after completion of any previous twelve (12) month period.

Any teacher qualifying for FMLA leave will be required, when applicable, to concurrently use any accumulated sick leave. Teachers may use accrued sick time for a serious health condition without activating FMLA until sick time is exhausted. However, if a teacher elects to activate FMLA they must concurrently use accumulated sick time. Any leave, whether paid or unpaid, taken for an FMLA qualifying reason, shall be deducted from a teacher's total FMLA leave.

### **EXTENDED UNPAID LEAVES OF ABSENCE**

A. Upon the recommendation of the Superintendent or designee, leave of absence for an extended period of time may be granted by the Board to a full-time teacher who has completed three (3) years of full-time teaching in the District and for any of the following reasons or purposes: illness, professional study, government or professional service, educational growth, and for such other reasons which, in the judgment of the Superintendent, may be recommended to the Board for approval. Such leave may be conditioned in such manner as the Board may elect and must conform to the terms and conditions applicable to all leaves as set forth in Section 8.9 of this Article. The granting or withholding of such leave of absence shall be within the sole discretion of the Board, shall be non-precedential with respect to any other request for such leave by the teacher or by any other teacher, and shall not be subject to the grievance procedure in Article X.

B. Extended child-rearing leave shall be granted to a full-time teacher who has completed three (3) years of full-time teaching in the District and subject to the following conditions and to the general conditions for unpaid leaves set forth in Section 8.10 of this Article 8. (Note: All other probationary teachers may request child-rearing leave as described in paragraph 4 below.)

1. A teacher who desires a child-rearing leave for maternity purposes shall request approval for such leave and structure its effective dates in accordance with Section 8.10 of this Article 8. At the time a leave is requested, the teacher shall be expected to inform the Superintendent or designee of the full, desired duration of the leave. A child-rearing leave for maternity purposes must (1) begin no later than the actual date of delivery of the child, or (2) the expiration of sick leave for purposes of disability, or (3) at the termination of such disability. Any teacher desiring child-rearing leave as a result of becoming an adoptive parent of a child less than ten (10) years of age may be granted an extended unpaid leave of absence upon satisfactory written notification to the Superintendent or designee of the date the child is expected to be received. It shall be the responsibility of the applying teacher to keep the Superintendent or designee informed of the status of the proceedings and, as soon as known, the expected date of the placement of the child. Requests for adoption leave shall be made in accordance with Section 8.10 of this Article 8. A child-rearing leave for adoption purposes must begin no later than twelve (12) months after placement of the child with the teacher.

2. A male teacher shall be eligible for a child-rearing leave upon the anticipated birth of a child whom the teacher has fathered. Requests for leave shall be made in accordance with Section 8.10 of this Article 8. A child-rearing leave under this paragraph must begin no later than twelve (12) months after the child's birth.

3. Unless superseded by FMLA, spouses who are eligible for FMLA leave and are employed by CSD17 will be limited to a combined total of 12 weeks of leave during any 12-month period if the leave is taken for birth of the employee's son or daughter or to care for the child after birth, for placement of a son or daughter with the employee for adoption or foster care or to care for the child after placement, or to care for the employee's parent with a serious health condition. This limitation on the total weeks of leave applies to leave taken for the reasons specified as long as the spouses are both employed by the same employer.

4. An extended child-rearing leave may be granted to a first, second, or third year probationary teacher under unusual circumstances by action of the Board, subject to all the conditions applicable to a tenured teacher, provided the term of such leave shall not be considered in computing full-time employment under Section 24-11 of the *Illinois School Code* for purposes of the continuous employment necessary to attain contractual continued service status. The granting of maternity leave to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board and shall not be subject to the grievance procedure in Article X. Additional conditions or restrictions may be established for any such leave.

5. After commencement of an approved child-rearing leave, sick leave shall not be applicable during the period of an extended child-rearing leave. Any accumulated sick leave available at the commencement of the leave shall be available to the teacher upon return to employment in the District.

6. Nothing in this section shall be construed as requiring any teacher to apply for an extended child-rearing leave. A teacher not eligible for or not desiring extended leave may utilize accumulated sick leave during any period of illness related to a female teacher's pregnancy and/or the delivery of the child and may exercise leave rights under the *Family and Medical Leave Act*. Once an election has been made to use sick leave/FMLA leave in lieu of an extended child-rearing leave, however, a teacher is no longer entitled to the guaranteed leave rights under this Section 8.8 B, but must request approval for an extended leave under Section 8.8 A. If a teacher has exhausted her accumulated sick leave, she shall be granted a leave of absence without pay or other benefits during the period of disability due to pregnancy in accordance with Section 8.4 of this Article. Such teacher shall return to employment immediately following the termination of such disability.

## 8.9 GENERAL CONDITIONS FOR EXTENDED LEAVES OF ABSENCES

Unless otherwise set forth in this Article, any leave of absence afforded by the Board is subject to the following general terms and conditions:

### A. Time-Lines for Extended Leaves of Absence Requesting Leaves

Application for an unpaid leave, excepting leaves under the federal *Family and Medical Leave Act*, shall be made in writing to the Superintendent or designee at least ninety (90) calendar days prior to the proposed start of the leave or, if the leave is for the following school year, by March 1 of the preceding year. An emergency request for an unpaid leave of absence may be submitted with as much advance notice as possible under the circumstances. The application shall indicate the requested starting and ending dates of the leave, an explanation of the reasons, and appropriate verification and substantiation.

### B. Medical Substantiation

Any request for a leave based upon personal medical reasons shall be accompanied by a physician's statement indicating the nature, anticipated extent, and duration of medical disability. Evidence from a qualified physician indicating the teacher's ability to perform all assigned teaching duties shall be submitted at least thirty (30) calendar days, or at the earliest time feasible, prior to the return of any teacher on an unpaid leave for personal medical reasons.

### C. Structuring of Leave

After consultation with the teacher, the Superintendent or designee shall prepare a plan for the commencement and termination of any leave of absence recommended for approval, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree and the pertinent time factors related thereto. An unpaid leave shall not exceed the balance of the school year in which it commences and one (1) additional school year, except as otherwise limited in this Article. At the time a leave is requested, the teacher shall be expected to inform the Superintendent or designee of the full, desired duration of the leave. Every effort shall be made to have such leave terminate immediately prior to the start of a new school year.

### D. Insurance and Tuition Benefits

With the consent of the carrier, and after the expiration of any insurance benefits for an unpaid leave afforded under the federal Family and Medical Leave Act, a teacher on an unpaid leave of absence may maintain insurance benefits by making timely payments of all premiums which may be due to the Business Office or elsewhere pursuant to its direction. Except for an approved education leave, a teacher on an unpaid leave of absence shall not be eligible for tuition reimbursement.

E. Salary Schedule Advancement/Seniority Effect

A teacher shall not receive seniority credit or experience credit towards salary schedule advancement during the time in which the teacher is on an unpaid leave of absence. During the school year in which a leave commences or terminates, a teacher shall be entitled to advancement on the salary schedule and seniority credit if the teacher has completed the equivalent of a semester (90 attendance days) or more of teaching.

F. Notice of Intent to Return

Any teacher granted an unpaid leave of eight (8) calendar months or more, as a condition thereof, shall advise the Superintendent or designee in writing no later than March 1 prior to the termination of such leave that he/she intends to return to employment. At the start of the second semester of the school year, the Superintendent shall send a written reminder by certified mail, return receipt requested, to any teacher on an unpaid leave who must give notice of intent to return by the March 1 deadline. Any teacher on an unpaid leave which commences after January 1 must give written notice of intent to return by May 1 prior to the termination of such leave; the Superintendent shall send a written reminder by certified mail, return receipt requested, by April 1. Failure to advise the Superintendent or designee of intent to return as required by this section shall be treated as an election not to return to employment and as a resignation from the District.

G. Position upon Returning

A teacher returning from an approved leave of absence shall be assigned to a position for which the teacher is legally qualified.

H. Eligibility for Further Leaves

Anything in this section to the contrary notwithstanding and except as required by the federal *Family and Medical Leave Act*, a teacher who has been granted an unpaid leave of absence shall not become eligible for a subsequent leave unless and until such teacher has returned to full-time service for at least one (1) complete school term, provided, under exceptional circumstances, the Board may grant such leave in its sole and absolute discretion. The granting or withholding of such leave shall be without precedential effect.

I. Early Return from Leave

A teacher on an approved leave of absence may request in writing to return to employment prior to the conclusion of the leave if the reasons for the leave no longer exist. In such event, the Board shall offer the requesting teacher the first available vacancy for which the teacher is qualified, provided the Board is not under contractual or other obligations to any other teachers.

**ARTICLE IX - FRINGE BENEFITS**

**9.1 HOSPITALIZATION AND MAJOR MEDICAL INSURANCE**

Health insurance including major medical coverage (excluding dental) shall be provided by the Board to all full-time teachers. For teachers employed or on an approved leave of absence during the 2009-2010 school year, the Board shall pay for ninety percent (90%) of the health insurance premium costs, and teachers electing health insurance coverage shall pay for ten percent (10%) of the premium costs. For teachers hired for the 2010-2011 school year and thereafter,

Board shall pay for:	Employee shall pay for:
90% employee	10% employee
90% employee+children	10% employee+children
60% employee+spouse	40% employee+spouse
60% family	40% family

During the term of this Agreement, the Board shall not reduce or otherwise modify the health insurance benefit levels that existed as of July 1, 2004.

If the costs of health insurance during any year of this Agreement increase by more than fifteen (15%) over the costs of the prior year, the Board may change to another insurance carrier provided that the same benefits levels are maintained, but it does not preclude the Board and the Union from mutually agreeing to modifications in the insurance benefits.

It is understood that if it increases by more than 15% shall be determined on the basis of either the increase in the family health insurance premium or the combined average increases of single, employee-spouse, employee-child and family health insurance premiums.

IRS regulatory guidance issued under the Affordable Care Act (“ACA”) does not permit the District to offer an employer contribution to a stand-alone Health Reimbursement Account (“HRA”) for those employees who choose to opt-out of the District’s group health plan.

To replace the HRA contribution, the District will offer a \$2,000 health insurance buy-out payment to staff members. The \$2,000 health insurance buy-out is not considered salary; therefore, the Board is not responsible for paying the TRS contribution on this amount. Buy-out payments are to be included in employee wages and treated as taxable. In addition, they are reportable to TRS as earnings for all certified staff. Due to Illinois Teachers’ Retirement System regulations (JCAR Administrative Code, Title 80, Section 1650.450), buy-out payment options are required as reportable earnings for all certified staff regardless of whether they choose the buy-out payment or District provided health insurance.

To qualify for the buy-out option, the employee must provide proof of coverage under another health insurance plan and certify the health insurance coverage meets the requirements of the ACA. If the employee does not provide proof of alternative coverage, then the opt-out payment may be considered by the IRS as an “unconditional” opt-out payment and will have a significant impact in determining whether the District’s coverage is affordable to all employees. See IRS Notice 2015-87. Thus, it is critically important that the District require proof of alternate ACA-compliant coverage prior to paying the opt-out payment and keeping records of such proof in the personnel files of employees who receive the payment.

The Board will provide a Section 125 flexible benefits program that will allow teachers to pay for their portion of insurance premium, reimbursable health expenses, and dependent care costs on a pre-tax basis.

The Board and the Union shall establish a joint insurance committee. Annually, this insurance committee shall monitor the existing insurance program and review and investigate insurance coverage options that might minimize health insurance costs for the District and its employees. Any recommendations of this committee shall be reduced to writing and submitted to the parties.

Both parties acknowledge health care may become a governmental mandate and or option, either statutory or regulatory, which may have an impact on the provision of health care insurance, the nature of such coverage, and on the cost of such coverage. In the event that there is such a mandate or option, the parties agree that the Board shall not be obligated to exceed the contractual coverage as designated herein unless this provision is determined unlawful or a penalty is incurred, at which time, both parties shall negotiate the impact.

## 9.2 **LIFE INSURANCE**

The Board agrees to furnish to all full-time teachers during the period of this Agreement, term life insurance in the amount of \$50,000. This insurance will also carry the Accidental Death and Dismemberment coverage in the same amount.

## 9.3 **PAYROLL DEDUCTIONS**

Upon receipt of a written request from a teacher, the Board will approve a deduction from such teacher's regular paychecks for any money designated by the teacher for purposes of credit union, tax-sheltered annuity plan, tax-deferred compensation plan, short-term disability plan and shall remit the designated amount to the person or company designated by the teacher.

It is understood by the parties that in order to obtain approval for such deductions, a minimum of five (5) teachers must participate in any plan so approved, subsequent to the effective date of this Agreement. Further, it is agreed that the Board will not be required to approve more than ten (10) plans in the aggregate.

## 9.4 **MILEAGE REIMBURSEMENT**

Teachers are allowed to claim mileage reimbursement in the performance of their duties when personal



automobiles are used. Mileage reimbursement shall be at the rate established by the Internal Revenue Service as of July 1 of the District's then-current fiscal year.

#### 9.5 **TUITION REIMBURSEMENT**

Full-time teachers and regularly employed part-time teachers (.5 -.9 FTE) shall be reimbursed for the cost of tuition for any course from an accredited college or university where the following conditions and limitations have been satisfied:

1. The course must be District sponsored or sanctioned;
2. The course must be approved by the Superintendent in his/her discretion prior to enrollment in the course; The course for which the teacher is seeking tuition reimbursement must be in the subject area in which he/she is currently teaching, in the field in which he/she is currently employed, or in an education-related field;
3. The teacher must supply to the District evidence that he/she successfully completed the course by receipt of a course grade of "B" or better; and
4. The teacher must supply to the District evidence of the actual cost of tuition and required lab fees.

Upon receipt of conclusive evidence that the conditions and limitations have been satisfied, the full-time teacher shall be reimbursed for no more than \$3,000 or \$300 per semester hour whichever is less and regularly employed part-time teacher no more than \$1,500 or \$300 per semester hour whichever is less each fiscal year (July 1 through June 30) Payment will be issued in the same fiscal year the above requirements are completed successfully.

The fiscal year a reimbursement is made is determined by the end date of the class, not when the paperwork is submitted. (i.e., a class that ends on June 30th but grade not received until July 15th will still be eligible in previous fiscal year.)

Teachers shall be reimbursed, so long as the teacher returns as an employee for the next ensuing school term.

#### 9.6 **PROFESSIONAL CONFERENCES**

Upon the discretion and approval of the Superintendent or designee, teachers shall be allowed to attend professional conferences, and pre-approved expenses for food, lodging and travel will be reimbursed. Receipts for all expenses claimed shall be turned in to the administration before reimbursement is approved.

### **ARTICLE X - GRIEVANCE PROCEDURE**

A grievance is defined as a complaint or claim by a teacher and/or the Union that there has been a violation, misinterpretation or misapplication of any provisions of this Agreement.

The Board acknowledges the right of the Union to assist a grievant at any level of the grievance procedure if it

obtains the consent of the grievant, and the Union acknowledges the right of any member of the administration to receive assistance as desired in any step of the grievance procedure. Failure of any teacher or the Union to act on a grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual consent. At any state of the grievance procedure, the grievant may be represented by a representative of his/her choice. A business day is defined as a day on which the school administration office is open for business.

A grievance involving the act of any administrator above the building level shall initially be filed at STEP 3 of the grievance procedure. Should the investigation of any grievance require, in the judgment of the Superintendent, that the teacher be released from his/her regular assignment, he/she will be released without loss of pay or benefits.

The Board agrees not to take any reprisal against any person for his/her participation in the grievance process. The Union agrees to take no reprisals against any persons because of his/her participation or refusal to participate in the grievance process.

STEP 1: A complaint shall first be discussed with the object of resolving the matter informally. If the matter is resolved and a Union representative was not present at the adjustment of the complaint, the principal shall inform the Union President of the adjustment.

STEP 2: If the grievance cannot be resolved informally, the grievant shall present the grievance in writing to his/her immediate supervisor no later than twenty (20) business days after the occurrence of the claim or complaint. The information contained in the filed grievance shall include, but not be limited to: (1) a description of the specific grounds of the grievance, including names, dates and places necessary for a complete understanding of the grievance; (2) a listing of the provisions of this Agreement which are alleged to have been violated or misapplied which will remedy the grievance. The supervisor will arrange for a meeting to take place within five (5) business days after receipt of the grievance. The aggrieved party, the immediately-involved supervisor, and any person whose assistance they request, shall be present for the meeting. The supervisor will then, within ten (10) business days after the meeting, provide the aggrieved party and the Superintendent with a written memorandum setting for the disposition of the grievance. Such memorandum shall contain reasons upon which the disposition of the matter was based.

STEP 3: If the grievant is not satisfied with the disposition of the grievance at STEP 2, or if STEP 2 time limits expire without the issuance of the supervisor's memorandum, the grievant may within ten (10) business days conduct a meeting with the Superintendent with the same parties being present as may be present in STEP 2. Upon the conclusion of the hearing of the grievance, the Superintendent shall have ten (10) business days in which to provide his/her written decision.

STEP 4: If the grievance is not resolved satisfactorily at STEP 3, there shall be available a fourth step of impartial, binding arbitration. The Union may submit, in writing, a request to the Superintendent

within ten (10) business days from receipt of the STEP 3 answer. The parties shall jointly request the American Arbitration Association to submit to them a list of five (5) arbitrators' names and qualifications. Either party may reject one list in its entirety and request that another list be submitted. From such list, the party initially requesting the arbitration shall strike two (2) names and the other party shall then strike two (2) names. The person whose name remains shall be the arbitrator. The arbitrator selected shall be jointly notified of his/her selection and requested to contact the parties with respect to setting up a time for a hearing.

All expenses incurred shall be shared equally by the Board and the Union. It is understood that such expenses will be limited to the arbitrator's fee. Any legal expenses incurred should be paid for by the party engaging the legal counsel.

The arbitrator shall not have the power to add to, subtract from, alter, or modify in any way any of the terms or conditions of this Agreement. It shall be the function of the arbitrator, and he/she shall be empowered, after due investigation, to make decisions in cases of alleged violations of specific Articles and Sections of this Agreement. Each party shall be entitled to representation and witnesses. The arbitrator shall have no power to make any award void or prohibited by law, statutory or decisional.

The cost of the arbitrator shall be borne equally between the Union and the District. Should either party request a transcript of the proceedings, that party shall bear the cost of the transcript. Should both parties request a transcript of the proceedings, they shall share the cost equally. The arbitrator's decision shall be final and binding upon the parties. His/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of this Agreement.

## **ARTICLE XI - SALARY AND DIFFERENTIAL PAYMENTS**

### **11.1 SALARY SCHEDULE**

During the term of this Agreement, teachers will be paid in accordance with the salary schedules, which are attached hereto as Appendix A. The salary schedule for 2021-2022, 2022-2023, 2023-2024, 2024-2025, and 2025-2026.

The Board TRS contribution factor in 2021 and thereafter is (1.098901).

### **PART-TIME TEACHERS**

Any regularly-employed part-time teacher shall receive, in addition to a pro rata share of the compensation set forth on Appendix A, a pro rata share of the benefits set forth in paragraphs 8.1, 8.2, 8.3, 8.4 and 9.5 above. (For example, a regularly-employed part-time teacher working one-half (.5) school day every day shall be entitled to the annual allotment of sick days, each being one-half (.5) day in length. Similarly, a regularly-employed part-time teacher working two (2) full days per week shall be entitled to 2/5 of the annual allotment of sick days per

year. If a part-time teacher becomes employed in a full-time capacity, the accumulated partial sick days will be prorated and converted into full sick days for carryover to full-time status (i.e., twelve (12) half days convert to six (6) full days).

**11.2 ADVANCEMENT ON THE SALARY SCHEDULE**

Any teacher acquiring approved additional work-related college hours or degrees, shall be placed on the appropriate columns on the salary schedule. Paperwork should be turned in by October 1 and February 1 with advancement taking place within thirty (30) days.

Graduate hours earned prior to receiving a Master's Degree but not used in the Master's Degree shall be applicable for the MA+15, MA+30 and MA+45 lanes. In general, graduate hours need to be approved by the Superintendent, but need not be in an advanced degree program to be applicable to the MA+15, MA+30 and MA+45 lanes.

**11.3 EXTRA DUTY SALARY SCHEDULES**

During the term of this Agreement, persons holding extra duty positions will be paid in accordance with the salary schedules which are attached hereto as Appendices B, C, D, and E. In the event that an extra duty activity is extended beyond its normally scheduled season due to advancement beyond regional competition the person holding the extra duty position will be entitled to additional compensation at their per diem extra duty rate for each workday by which their schedule is extended.

The extra duty schedule for the 2021-2022, 2022-2023, 2023-2024, 2024-2025, and 2025-2026, school years are contained in Appendix B, C, D, & E. The Board TRS contribution factor in 2021 and thereafter is (1.098901).

Each sport is automatically assigned a Head Coach position stipend. Assistant coaches will be added to sports when the participation numbers increase to the following:

26 participants	1st assistant coach is added
51 participants	2nd assistant coach is added
76 participants	3rd assistant coach is added

No sport shall have more than 100 participants, unless approved by the Superintendent. If more than 100 participants sign up, the Head Coach, Athletic Director, Building Principal and Superintendent will determine whether to remove all 5th graders from the sport\* or cut to 100 using specific criteria.

Wrestling: Due to the physical nature of the sport of wrestling, combined with the potential of a single coach supervising multiple matches occurring in more than one location simultaneously, an assistant coach will be added once participation numbers increase to 14. A second assistant coach will be added at 51 participants. A

third assistant coach will be added at 76 participants.

Baseball and Softball: As an added measure of player safety, an assistant coach will be provided for baseball and softball.

\*Only applies to those sports which accept 5th graders.

#### 11.4 **PAY PERIODS**

Teachers shall be paid for 26 pay periods in 26 installments over a twelve (12) month period. If there is a three (3) week period between pay periods, teachers shall receive notification by February 1 of said year. (See Appendix F for pay period schedule).

Teachers may authorize direct deposit of paychecks. The District will, at the time of the direct deposit, issue to each teacher a pay statement at their school during the school year. Summer pay statements will be available for pickup until noon on paydays. Pay statements not picked up will be mailed to the teacher's address on file during the summer months.

#### 11.5 **TEACHER INFORMATION**

At the beginning of each school year, each teacher shall receive notice of placement on salary schedule and salary paid.

### **ARTICLE XII - RETIREMENT**

#### 12.1 **RETIREMENT INCENTIVE ELIGIBILITY**

The School District provides benefits under the District's Early Notification Retirement Program.

##### **The District's Early Notification Retirement Program**

The Early Notification Retirement Program (hereinafter "Program") of Channahon Elementary School District No. 17 has been established to recognize the contributions made by long-term, full-time certificated employees. The Program is designed to complement the provisions of the Illinois Teachers' Retirement System (TRS).

Conditions of the District's program are as follows:

##### **Eligibility Requirements**

1. To be eligible, the employee must have completed fifteen (15) years of full-time employment as a certificated employee of the District and must provide the Superintendent with timely notice of his or her intent to retire, as well as an irrevocable letter of resignation, to take advantage of the Program; and

2. To be eligible, the employee must: A. Be at least sixty (60) years of age by the date of retirement; or B. Be at least fifty-five (55) years of age and have thirty-five (35) years of creditable service with TRS by the date of retirement. Those employees who elect to continue working in school years commencing after the date that they have qualified for a non-discounted TRS pension are not eligible to participate in the Program.

### Program Benefits

1. Salary Benefits: So long as the eligible employee provides timely notice of his or her intent to retire, as well as an irrevocable letter of resignation effective on the date of retirement, the employee will receive increases in compensation sufficient to increase his or her TRS creditable earnings for the next subsequent school year to six percent (6.00%) over his or her current year's TRS creditable earnings, as follows:

A. If the eligible employee gives the Board a notice of intent to retire and an irrevocable letter of resignation by June 1 four (4) years prior to the year of retirement, the Board will increase the employee's creditable earnings over those of the year notice was given at the rate of six percent (6.00%) per annum, for the final four (4) years of service.

B. If the eligible employee gives the Board a notice of intent to retire and an irrevocable letter of resignation by June 1 three (3) years prior to the year of retirement, the Board will increase the employee's creditable earnings over those of the year notice was given, at the rate of six percent (6.00%) per annum, for the final three (3) years of service.

C. If the eligible employee gives the Board a notice of intent to retire and an irrevocable letter of resignation by June 1 two (2) years prior to the year of retirement, the Board will increase the employee's creditable earnings over those of the year notice was given, at the rate of six percent (6.00%) per annum, for the final two (2) years of service

D. If the eligible employee gives the Board a notice of intent to retire and an irrevocable letter of resignation by June 1 one (1) year prior to the year of retirement, the Board will increase the employee's creditable earnings over those of the year notice was given, at the rate of six percent (6.00%) per annum, for the final one (1) year of service.

At the time that the eligible employee gives the Board his or her notice of intent to retire and irrevocable letter of resignation, the employee will also provide the Board with a written authorization directing TRS to disclose the employee's TRS service record to the Board to verify the employee's eligibility for the Program, all of which must occur prior to the employee receiving any benefits provided by the Program.

Once an eligible employee submits his or her notice of intent and irrevocable letter of resignation, that employee shall be removed from the School District's salary schedules and all calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the year the notice of intent was given. Once the eligible employee submits the notice of intent in no case will the employee's TRS creditable earnings increase by more than six percent (6%) over those of the previous year. For purposes of this paragraph, TRS creditable earnings shall include those from all sources, including creditable stipends for work performed in the District.

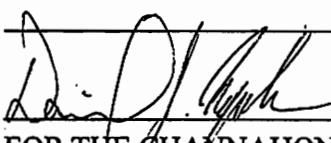
In the event that an employee's creditable earnings include compensation or a stipend(s) for extracurricular or extra duty assignments, and in the further event the employee voluntarily terminates his or her extracurricular or extra duty assignment(s), then the compensation or stipend(s) associated with that position(s) will be deducted from the employee's creditable earnings prior to calculating the employee's six percent (6.00%) increase provided by the Program. Should any employee who receives benefits from the District under the Program give inaccurate information regarding his or her eligibility for a TRS pension, that employee will be deemed to have waived in their entirety the insurance benefits provided in paragraph 2.B. below

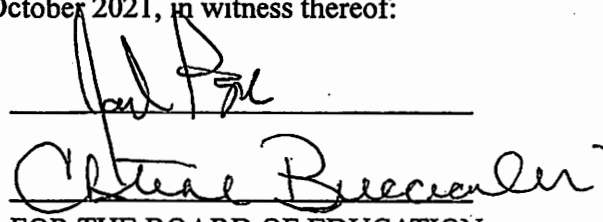
**ARTICLE XIII - EFFECT OF AGREEMENT**

13.1 Upon its execution, this Agreement shall become effective July 1, 2021 and shall continue in effect until June 30, 2026. . When either party executes written notification to the other party, prior to April 1st of the year the contract terminates, that it wishes to re- negotiate this Agreement, the Board shall meet with the Union no later than April 15 to receive the Union proposal and negotiations will continue in an effort to reach an agreement. This Agreement may be continued by mutual consent.

13.2 The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties and may be modified only through written mutual consent of the parties. It is understood that all rights, powers, and authority of the Board not specifically limited by the language of this Agreement are retained by the Board. The Board shall take no action which will violate any of the specific provisions of this Agreement.

13.3 This Agreement is signed this 25th day of October 2021, in witness thereof:

  
\_\_\_\_\_  
FOR THE CHANNAHON COUNCIL  
AMERICAN FEDERATION OF  
TEACHERS

  
\_\_\_\_\_  
FOR THE BOARD OF EDUCATION  
OF CHANNAHON ELEMENTARY  
SCHOOL DISTRICT NO. 17

### Channahon School District 17 2021-22 Salary Scale

STEP	BA w/TRS	BA+15 w/TRS	MA w/TRS	MA+15 w/TRS	MA+30 w/TRS	MA+45 w/TRS
1	47,333	48,264	49,741	51,217	52,694	54,844
2	48,261	49,210	50,717	52,221	53,727	55,920
3	48,959	49,922	51,451	52,977	54,506	56,731
4	50,128	51,114	52,680	54,244	55,809	58,089
5	51,324	52,335	53,939	55,542	57,146	59,480
6	52,551	53,587	55,230	56,871	58,514	60,906
7	53,807	54,869	56,552	58,234	59,916	62,366
8	55,095	56,181	57,906	59,628	61,352	63,862
9	56,605	57,723	59,495	61,264	63,038	65,618
10	58,093	59,239	61,059	62,876	64,697	67,347
11	58,576	59,733	61,569	63,401	65,236	67,909
12	58,897	60,060	61,906	63,748	65,594	68,280
13	59,118	60,284	62,138	63,987	65,840	68,537
14	60,164	61,331	63,184	65,033	66,887	69,584
15	61,253	62,420	64,274	66,122	67,976	70,673
16	62,389	63,556	65,407	67,258	69,109	71,809
17	63,257	65,279	67,240	69,198	71,160	73,872
18	65,132	67,190	69,254	71,317	73,380	76,093
19	67,051	69,221	71,392	73,562	75,735	78,447
20	68,971	71,252	73,530	75,810	78,090	80,803
21	70,794	73,190	75,697	78,204	81,052	83,766
22	72,653	75,179	77,825	80,711	84,075	86,791
23	74,485	77,458	80,164	83,474	87,716	90,428
24	76,567	79,374	82,178	85,291	89,675	92,389
25	78,412	81,386	84,358	87,656	90,954	93,670
26	80,365	83,430	86,489	89,894	93,297	96,010
27	82,317	85,475	88,630	92,136	95,639	98,352
28	84,842	87,998	91,149	94,655	98,159	100,873
29	87,361	90,518	93,671	97,179	100,681	103,396
30	89,884	93,044	96,195	99,701	103,204	105,818
31	92,407	95,565	98,715	102,221	105,724	108,439
32	94,926		101,237	104,744	108,246	110,960
33			103,760	107,266	110,769	113,484
34					113,290	116,002
35					115,812	118,526



### Channahon School District 17 2022-23 Salary Scale

STEP	BA w/TRS	BA+15 w/TRS	MA w/TRS	MA+15 w/TRS	MA+30 w/TRS	MA+45 w/TRS
1	48,280	49,229	50,736	52,241	53,748	55,941
2	49,226	50,194	51,731	53,265	54,802	57,038
3	50,192	51,179	52,745	54,310	55,876	58,156
4	50,917	51,919	53,509	55,096	56,686	59,000
5	52,133	53,159	54,788	56,414	58,042	60,412
6	53,377	54,429	56,097	57,763	59,432	61,860
7	54,653	55,730	57,439	59,146	60,855	63,342
8	55,960	57,064	58,814	60,563	62,313	64,861
9	57,299	58,428	60,222	62,013	63,806	66,416
10	58,869	60,031	61,875	63,714	65,559	68,243
11	60,417	61,609	63,502	65,391	67,285	70,041
12	60,919	62,123	64,032	65,937	67,845	70,625
13	61,252	62,462	64,382	66,298	68,217	71,012
14	61,483	62,695	64,624	66,546	68,474	71,279
15	62,570	63,785	65,711	67,635	69,562	72,367
16	63,703	64,917	66,845	68,767	70,695	73,500
17	64,884	66,099	68,024	69,949	71,874	74,681
18	65,788	67,890	69,930	71,966	74,006	76,827
19	67,737	69,877	72,024	74,170	76,315	79,136
20	69,733	71,990	74,248	76,505	78,764	81,585
21	71,730	74,102	76,471	78,842	81,214	84,035
22	73,626	76,117	78,725	81,332	84,294	87,116
23	75,559	78,186	80,938	83,939	87,438	90,262
24	77,464	80,557	83,371	86,813	91,225	94,046
25	79,630	82,549	85,465	88,703	93,262	96,084
26	81,548	84,642	87,732	91,162	94,593	97,417
27	83,579	86,767	89,948	93,490	97,029	99,851
28	85,610	88,894	92,175	95,821	99,464	102,286
29	88,236	91,518	94,795	98,442	102,086	104,908
30	90,855	94,139	97,418	101,066	104,708	107,532
31	93,480	96,766	100,042	103,689	107,332	110,051
32	96,103		102,664	106,310	109,953	112,776
33			105,286	108,934	112,576	115,399
34					115,200	118,023
35					117,822	120,642

### Channahon School District 17 2023-24 Salary Scale

STEP	BA w/TRS	BA+15 w/TRS	MA w/TRS	MA+15 w/TRS	MA+30 w/TRS	MA+45 w/TRS
1	49,245	50,214	51,751	53,286	54,823	57,060
2	50,211	51,198	52,765	54,330	55,898	58,179
3	51,195	52,202	53,800	55,396	56,994	59,319
4	52,199	53,226	54,855	56,482	58,111	60,483
5	52,954	53,996	55,649	57,300	58,953	61,360
6	54,218	55,285	56,979	58,671	60,363	62,829
7	55,512	56,606	58,340	60,074	61,809	64,334
8	56,839	57,959	59,737	61,512	63,289	65,876
9	58,198	59,346	61,166	62,985	64,806	67,455
10	59,591	60,765	62,631	64,494	66,358	69,073
11	61,224	62,433	64,350	66,263	68,182	70,973
12	62,834	64,073	66,042	68,007	69,976	72,843
13	63,356	64,607	66,593	68,574	70,559	73,450
14	63,703	64,961	66,957	68,950	70,946	73,852
15	63,942	65,203	67,208	69,208	71,213	74,130
16	65,073	66,336	68,339	70,340	72,345	75,262
17	66,251	67,513	69,519	71,517	73,523	76,440
18	67,480	68,742	70,745	72,747	74,749	77,668
19	68,419	70,606	72,727	74,845	76,966	79,900
20	70,447	72,673	74,905	77,137	79,368	82,302
21	72,522	74,869	77,218	79,565	81,915	84,848
22	74,599	77,066	79,530	81,996	84,463	87,396
23	76,571	79,162	81,874	84,585	87,666	90,601
24	78,581	81,313	84,175	87,296	90,936	93,873
25	80,563	83,779	86,706	90,286	94,874	97,807
26	82,815	85,851	88,884	92,251	96,993	99,928
27	84,810	88,028	91,242	94,809	98,376	101,313
28	86,922	90,238	93,546	97,229	100,910	103,845
29	89,034	92,450	95,862	99,654	103,443	106,378
30	91,765	95,179	98,587	102,379	106,169	109,104
31	94,489	97,905	101,314	105,109	108,896	111,834
32	97,219		104,044	107,836	111,625	114,453
33			106,770	110,563	114,351	117,287
34					117,079	120,014
35					119,808	122,744

## Channahon School District 17 2024-25 Salary Scale

STEP	BA w/TRS	BA+15 w/TRS	MA w/TRS	MA+15 w/TRS	MA+30 w/TRS	MA+45 w/TRS
1	50,230	51,218	52,786	54,351	55,919	58,201
2	51,215	52,222	53,821	55,417	57,016	59,342
3	52,219	53,246	54,876	56,504	58,134	60,506
4	53,243	54,290	55,952	57,612	59,273	61,692
5	54,287	55,355	57,049	58,741	60,436	62,902
6	55,072	56,156	57,875	59,592	61,312	63,814
7	56,387	57,497	59,258	61,018	62,778	65,342
8	57,733	58,870	60,674	62,477	64,282	66,907
9	59,112	60,278	62,126	63,972	65,820	68,511
10	60,526	61,720	63,613	65,505	67,398	70,153
11	61,974	63,196	65,136	67,074	69,012	71,836
12	63,673	64,930	66,924	68,914	70,909	73,812
13	65,347	66,636	68,683	70,727	72,775	75,757
14	65,890	67,192	69,257	71,317	73,382	76,388
15	66,251	67,559	69,635	71,708	73,784	76,806
16	66,500	67,811	69,897	71,977	74,061	77,095
17	67,676	68,990	71,073	73,154	75,238	78,272
18	68,902	70,214	72,300	74,378	76,464	79,498
19	70,179	71,492	73,574	75,657	77,739	80,775
20	71,156	73,430	75,636	77,839	80,045	83,096
21	73,265	75,579	77,901	80,222	82,543	85,594
22	75,423	77,864	80,306	82,748	85,191	88,242
23	77,583	80,149	82,712	85,276	87,841	90,892
24	79,634	82,328	85,149	87,969	91,173	94,225
25	81,725	84,566	87,542	90,788	94,573	97,628
26	83,785	87,130	90,174	93,897	98,669	101,720
27	86,128	89,285	92,439	95,941	100,873	103,925
28	88,203	91,549	94,891	98,601	102,311	105,366
29	90,399	93,848	97,288	101,118	104,947	107,999
30	92,596	96,148	99,697	103,640	107,581	110,633
31	95,436	98,986	102,531	106,474	110,416	113,468
32	98,269		105,367	109,313	113,252	116,307
33			108,206	112,150	116,090	119,031
34					118,925	121,979
35					121,762	124,815

## Channahon School District 17 2025-26 Salary Scale

STEP	BA w/TRS	BA+15 w/TRS	MA w/TRS	MA+15 w/TRS	MA+30 w/TRS	MA+45 w/TRS
1	51,235	52,242	53,841	55,438	57,038	59,365
2	52,239	53,267	54,897	56,525	58,156	60,529
3	53,264	54,311	55,974	57,634	59,296	61,716
4	54,308	55,376	57,071	58,764	60,459	62,926
5	55,373	56,462	58,190	59,916	61,644	64,160
6	56,459	57,569	59,331	61,091	62,853	65,418
7	57,275	58,402	60,190	61,976	63,764	66,367
8	58,642	59,797	61,629	63,458	65,289	67,956
9	60,042	61,225	63,101	64,976	66,853	69,584
10	61,477	62,689	64,611	66,531	68,453	71,252
11	62,947	64,189	66,158	68,125	70,094	72,960
12	64,453	65,724	67,742	69,757	71,773	74,709
13	66,220	67,527	69,601	71,670	73,745	76,764
14	67,961	69,302	71,431	73,556	75,686	78,787
15	68,526	69,879	72,027	74,170	76,317	79,443
16	68,901	70,262	72,421	74,576	76,735	79,878
17	69,160	70,524	72,693	74,856	77,024	80,179
18	70,383	71,749	73,916	76,080	78,248	81,403
19	71,658	73,022	75,191	77,353	79,522	82,678
20	72,986	74,352	76,517	78,683	80,848	84,006
21	74,002	76,367	78,661	80,952	83,247	86,420
22	76,195	78,603	81,017	83,431	85,845	89,018
23	78,440	80,979	83,519	86,058	88,599	91,772
24	80,687	83,355	86,020	88,687	91,355	94,528
25	82,819	85,621	88,555	91,487	94,820	97,994
26	84,994	87,949	91,044	94,420	98,356	101,533
27	87,137	90,615	93,781	97,653	102,615	105,788
28	89,573	92,856	96,137	99,778	104,908	108,082
29	91,731	95,211	98,687	102,545	106,404	109,581
30	94,015	97,602	101,179	105,163	109,144	112,319
31	96,300	99,994	103,684	107,786	111,884	115,058
32	99,253		106,632	110,733	114,832	118,007
33			109,582	113,686	117,782	120,959
34					120,734	123,793
35					123,682	126,858

**EXTRA DUTY STIPENDS 2021-22 Thru 2025-26**

	2021-22 Base Pay	2021-22 W/TRS	2022-23 Base Pay	2022-23 W/TRS	2023-24 Base Pay	2023-24 W/TRS	2024-25 Base Pay	2024-25 W/TRS	2025-26 Base Pay	2025-26 W/TRS
BOYS BASEBALL A	\$4,389	\$4,823	\$4,564	\$5,015	\$4,747	\$5,216	\$4,936	\$5,425	\$5,134	\$5,642
ASSISTANT A	\$2,743	\$3,014	\$2,853	\$3,135	\$2,967	\$3,260	\$3,086	\$3,391	\$3,209	\$3,526
BOYS BASEBALL B	\$3,402	\$3,738	\$3,538	\$3,888	\$3,680	\$4,044	\$3,827	\$4,205	\$3,980	\$4,374
ASSISTANT B	\$1,701	\$1,869	\$1,769	\$1,944	\$1,840	\$2,022	\$1,913	\$2,103	\$1,990	\$2,187
GIRLS SOFTBALL A	\$4,389	\$4,823	\$4,564	\$5,015	\$4,747	\$5,216	\$4,936	\$5,425	\$5,134	\$5,642
ASSISTANT A	\$2,743	\$3,014	\$2,853	\$3,135	\$2,967	\$3,260	\$3,086	\$3,391	\$3,209	\$3,526
GIRLS SOFTBALL B	\$3,402	\$3,738	\$3,538	\$3,888	\$3,680	\$4,044	\$3,827	\$4,205	\$3,980	\$4,374
ASSISTANT B	\$1,701	\$1,869	\$1,769	\$1,944	\$1,840	\$2,022	\$1,913	\$2,103	\$1,990	\$2,187
CHEERLEADING	\$4,643	\$5,102	\$4,829	\$5,306	\$5,022	\$5,518	\$5,223	\$5,739	\$5,432	\$5,969
X - COUNTRY HEAD	\$3,888	\$4,273	\$4,044	\$4,444	\$4,206	\$4,622	\$4,374	\$4,807	\$4,549	\$4,999
X - COUNTRY ASST	\$3,558	\$3,910	\$3,700	\$4,066	\$3,848	\$4,229	\$4,002	\$4,398	\$4,162	\$4,574
GIRLS BASKETBALL 8	\$4,976	\$5,468	\$5,175	\$5,687	\$5,382	\$5,915	\$5,598	\$6,151	\$5,822	\$6,397
GIRLS BASKETBALL 7	\$4,648	\$5,107	\$4,834	\$5,312	\$5,027	\$5,524	\$5,228	\$5,745	\$5,437	\$5,975
GIRLS BASKETBALL 6	\$3,364	\$3,697	\$3,499	\$3,845	\$3,639	\$3,998	\$3,784	\$4,158	\$3,935	\$4,325
GIRLS BASKETBALL ASST 6	\$3,034	\$3,334	\$3,155	\$3,467	\$3,281	\$3,606	\$3,412	\$3,750	\$3,549	\$3,900
GIRLS BASKETBALL 5	\$1,548	\$1,701	\$1,610	\$1,769	\$1,674	\$1,840	\$1,741	\$1,913	\$1,811	\$1,990
GIRLS BASKETBALL ASST 5	\$788	\$866	\$819	\$900	\$852	\$936	\$886	\$974	\$921	\$1,013
BOYS BASKETBALL 8	\$4,972	\$5,464	\$5,171	\$5,683	\$5,378	\$5,910	\$5,593	\$6,146	\$5,817	\$6,392
BOYS BASKETBALL 7	\$4,642	\$5,101	\$4,828	\$5,305	\$5,021	\$5,517	\$5,222	\$5,738	\$5,430	\$5,968
BOYS BASKETBALL 6	\$3,364	\$3,697	\$3,499	\$3,845	\$3,639	\$3,998	\$3,784	\$4,158	\$3,935	\$4,325
BOYS BASKETBALL ASST 6	\$3,034	\$3,334	\$3,155	\$3,467	\$3,281	\$3,606	\$3,412	\$3,750	\$3,549	\$3,900
BOYS BASKETBALL 5	\$1,548	\$1,701	\$1,610	\$1,769	\$1,674	\$1,840	\$1,741	\$1,913	\$1,811	\$1,990
BOYS BASKETBALL ASST 5	\$788	\$866	\$819	\$900	\$852	\$936	\$886	\$974	\$921	\$1,013
WRESTLING HEAD	\$6,034	\$6,631	\$6,275	\$6,896	\$6,526	\$7,172	\$6,787	\$7,459	\$7,059	\$7,757
WRESTLING ASST	\$5,816	\$6,391	\$6,048	\$6,646	\$6,290	\$6,912	\$6,542	\$7,189	\$6,803	\$7,476
GIRLS VOLLEYBALL 8	\$4,651	\$5,111	\$4,837	\$5,315	\$5,030	\$5,528	\$5,231	\$5,749	\$5,441	\$5,979
GIRLS VOLLEYBALL 7	\$4,318	\$4,745	\$4,491	\$4,935	\$4,671	\$5,133	\$4,858	\$5,338	\$5,052	\$5,551
GIRLS VOLLEYBALL 6	\$3,364	\$3,697	\$3,499	\$3,845	\$3,639	\$3,998	\$3,784	\$4,158	\$3,935	\$4,325
GIRLS VOLLEYBALL ASST 6	\$3,034	\$3,334	\$3,155	\$3,467	\$3,281	\$3,606	\$3,412	\$3,750	\$3,549	\$3,900
GIRLS VOLLEYBALL 5	\$1,548	\$1,701	\$1,610	\$1,769	\$1,674	\$1,840	\$1,741	\$1,913	\$1,811	\$1,990
GIRLS VOLLEYBALL ASST 5	\$788	\$866	\$819	\$900	\$852	\$936	\$886	\$974	\$921	\$1,013

**EXTRA DUTY STIPENDS 2021-22 Thru 2025-26**

	2021-22 Base Pay	2021-22 W/TRS	2022-23 Base Pay	2022-23 W/TRS	2023-24 Base Pay	2023-24 W/TRS	2024-25 Base Pay	2024-25 W/TRS	2025-26 Base Pay	2025-26 W/TRS
TRACK HEAD	\$4,108	\$4,514	\$4,272	\$4,695	\$4,443	\$4,882	\$4,621	\$5,078	\$4,806	\$5,281
TRACK ASST	\$3,668	\$4,031	\$3,815	\$4,192	\$3,967	\$4,360	\$4,126	\$4,534	\$4,291	\$4,716
BOWLING	\$439	\$482	\$456	\$501	\$474	\$521	\$493	\$542	\$513	\$564
SOCCER	\$3,243	\$3,564	\$3,373	\$3,706	\$3,508	\$3,855	\$3,648	\$4,009	\$3,794	\$4,169
BETA CLUB	\$2,253	\$2,476	\$2,343	\$2,575	\$2,437	\$2,678	\$2,534	\$2,785	\$2,635	\$2,896
BETA CLUB ASST (60 Participants)	\$1,127	\$1,238	\$1,172	\$1,288	\$1,219	\$1,339	\$1,268	\$1,393	\$1,318	\$1,449
CHORUS	\$2,043	\$2,245	\$2,125	\$2,335	\$2,210	\$2,428	\$2,298	\$2,526	\$2,390	\$2,627
ELEM CHOIR	\$1,252	\$1,375	\$1,302	\$1,430	\$1,354	\$1,488	\$1,408	\$1,547	\$1,464	\$1,609
ELEM CHOIR ASST	\$1,252	\$1,375	\$1,302	\$1,430	\$1,354	\$1,488	\$1,408	\$1,547	\$1,464	\$1,609
MATH TEAM 6,7,8	\$1,100	\$1,208	\$1,144	\$1,257	\$1,189	\$1,307	\$1,237	\$1,359	\$1,286	\$1,414
SCHOLASTIC BOWL	\$1,765	\$1,940	\$1,836	\$2,018	\$1,909	\$2,098	\$1,986	\$2,182	\$2,065	\$2,269
SPEECH	\$1,671	\$1,836	\$1,738	\$1,909	\$1,807	\$1,986	\$1,879	\$2,065	\$1,955	\$2,148
SPELLING CONTEST 8	\$154	\$169	\$160	\$176	\$167	\$183	\$173	\$190	\$180	\$198
SPELLING CONTEST 7	\$154	\$169	\$160	\$176	\$167	\$183	\$173	\$190	\$180	\$198
SPELLING CONTEST 6	\$154	\$169	\$160	\$176	\$167	\$183	\$173	\$190	\$180	\$198
ART CLUB	\$1,981	\$2,177	\$2,060	\$2,264	\$2,142	\$2,354	\$2,228	\$2,448	\$2,317	\$2,546
DRAMA	\$2,043	\$2,245	\$2,125	\$2,335	\$2,210	\$2,428	\$2,298	\$2,526	\$2,390	\$2,627
STUDENT COUNCIL	\$4,643	\$5,102	\$4,829	\$5,306	\$5,022	\$5,518	\$5,223	\$5,739	\$5,432	\$5,969
YEARBOOK 1	\$1,548	\$1,701	\$1,610	\$1,769	\$1,674	\$1,840	\$1,741	\$1,913	\$1,811	\$1,990
YEARBOOK 2	\$1,548	\$1,701	\$1,610	\$1,769	\$1,674	\$1,840	\$1,741	\$1,913	\$1,811	\$1,990
GEOGRAPHY BEE	\$154	\$169	\$160	\$176	\$167	\$183	\$173	\$190	\$180	\$198
OPERATION STAR	\$836	\$919	\$870	\$956	\$905	\$994	\$941	\$1,034	\$978	\$1,075
Band	\$5,859	\$6,439	\$6,094	\$6,697	\$6,338	\$6,964	\$6,591	\$7,243	\$6,855	\$7,533
ENTREPRENUER CLUB	\$765	\$841	\$796	\$874	\$827	\$909	\$860	\$946	\$895	\$983
DUNGEONS & DRAGONS CLUB	\$1,252	\$1,375	\$1,302	\$1,430	\$1,354	\$1,488	\$1,408	\$1,547	\$1,464	\$1,609
DREAM LAB STEAM CLUB	\$1,252	\$1,375	\$1,302	\$1,430	\$1,354	\$1,488	\$1,408	\$1,547	\$1,464	\$1,609

