



LAKE ZURICH COMMUNITY UNIT
School District 95

Master Contract

**Lake Zurich Education Association
&
Community Unit School District 95**

**Contract Extension for School Years
2019-2022**

**AMENDMENT TO THE 2015-2019 MASTER CONTRACT
BETWEEN THE BOARD OF EDUCATION OF LAKE ZURICH COMMUNITY UNIT SCHOOL DISTRICT NO. 95
AND
THE LAKE ZURICH EDUCATION ASSOCIATION**

RE: THREE YEAR EXTENSION OF CONTRACT

The following Amendment is entered into on the date shown below between the **BOARD OF EDUCATION OF LAKE ZURICH COMMUNITY UNIT SCHOOL DISTRICT NO. 95, Lake County, Illinois ("Board")** and the **LAKE ZURICH EDUCATION ASSOCIATION ("Association" or "LZEA")** (hereinafter collectively referred to as the **"Parties"**).

WITNESSETH

WHEREAS, the Board and the Association are parties to a Collective Bargaining Agreement in effect from September 1, 2015, through August 31, 2019, (the **"Master Contract"**); and

WHEREAS, the Parties desire to extend the term of the Master Contract through August 31, 2022, in accordance with the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, the sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. The **Recitals** set forth above are incorporated in this Section as if fully set forth herein.
2. The **Cover of the Master Contract** shall be amended to include the 2019-2022 school years.
3. In **Article XIX – Professional Compensation and Related Provisions - Section 2, Compensation Schedules**, shall be amended to read as follows, with the Appendix B amended salary schedules to be attached to this Amendment:

19.2 Compensation Schedules

- A. The Compensation Schedule for 2019-2020, 2020-2021 and 2021-2022 are as set forth in Appendix B.

For the extension years of 2019-2022, the following percentage increases will be applied to each staff members pay.

2019-20- Salary increase shall be 3%

2020-21- Salary increase shall be 3%

2021-22- Salary increase shall be 3.75%

4. In **Article XX – Supplemental Jobs - Section 2, Supplemental Jobs – Added to Salary**, shall be amended to read as follows, with the Appendix D amended Extra-Curricular Stipends Schedule to be attached to this Amendment:

20.2 Supplemental Jobs - Added to Salary

The supplemental pay schedules for 2018-2019, 2019-2020, 2020-2021 and 2021-2022 shall be as set forth in Appendix D which is attached to and incorporated into this Agreement.

5. In **Article XX – Supplemental Jobs - Section 8, Non-indexed Stipends**, shall be amended to read as follows:

20.8 Non-indexed Stipends

The following positions are to be paid for the life of the contract:

- Effective beginning with the 2018-2019 school year, Elementary Grade Level Team Leaders- refer to job description: \$1,500 each

6. In **Article XXVI – Duration, Section 1, Term of Agreement**, shall be amended to read as follows:

26.1 Term of Agreement

This Agreement shall be in effect as of the first staff member employment day of the 2015-2016 school term and shall continue in effect through 11:59 p.m., August 31, 2022.

7. The Articles (and Appendices) set forth above are amended effective on the date shown below and shall replace and supersede the corresponding Articles (and Appendices) in the 2015-2019 Master Contract. All other term set forth in the 2015-2019 Master Contract shall remain in effect. This Amendment shall be appended to the 2015-2019 Master Contract and when new copies of the 2015-2022 Master Contract are printed, these amendments shall be incorporated within.

IN WITNESS WHEREOF, the Parties have executed this Amendment by their duly authorized representatives.

Dated this 24th day of May, 2018.

LAKE ZURICH EDUCATION
ASSOCIATION, IEA-NEA

BOARD OF EDUCATION OF
LAKE ZURICH COMMUNITY UNIT
SCHOOL DISTRICT NO. 95



President



President



Secretary



Secretary

APPENDIX B - COMPENSATION SCHEDULES – 2019-2022

Salary Schedule 2019-20

| STEP | BA-0 | BA+15 | MA-0 | MA+15 | MA+30 | MA+45 | MA+60 | STEP |
|-----------|----------|----------|--------------|-----------------|-----------------|-----------------|-----------------|-----------|
| 0 | \$49,554 | \$49,823 | \$52,506 | \$53,259 | \$54,891 | \$56,522 | \$58,209 | 0 |
| 1 | \$50,304 | \$50,573 | \$53,256 | \$54,009 | \$55,641 | \$57,272 | \$58,959 | 1 |
| 2 | \$50,863 | \$51,131 | \$53,814 | \$54,567 | \$56,199 | \$57,830 | \$59,518 | 2 |
| 3 | \$52,355 | \$52,632 | \$55,394 | \$56,169 | \$57,848 | \$59,527 | \$61,263 | 3 |
| 4 | \$53,097 | \$53,378 | \$56,179 | \$56,965 | \$58,668 | \$60,370 | \$62,132 | 4 |
| 5 | \$53,576 | \$53,859 | \$56,686 | \$57,478 | \$59,197 | \$60,916 | \$62,693 | 5 |
| 6 | \$55,666 | \$55,960 | \$58,896 | \$59,720 | \$61,505 | \$63,291 | \$65,137 | 6 |
| 7 | \$57,764 | \$58,070 | \$61,121 | \$61,978 | \$63,832 | \$65,688 | \$67,605 | 7 |
| 8 | \$59,875 | \$60,193 | \$63,363 | \$64,252 | \$66,179 | \$68,108 | \$70,101 | 8 |
| 9 | \$61,998 | \$62,327 | \$65,622 | \$66,546 | \$68,548 | \$70,551 | \$72,621 | 9 |
| 10 | \$64,133 | \$64,476 | \$67,900 | \$68,860 | \$70,939 | \$73,021 | \$75,171 | 10 |
| 11 | \$66,286 | \$66,642 | \$70,198 | \$71,196 | \$73,357 | \$75,520 | \$77,755 | 11 |
| 12 | \$68,432 | \$68,801 | \$72,497 | \$73,533 | \$75,777 | \$78,026 | \$80,347 | 12 |
| 13 | \$70,556 | \$70,940 | \$74,781 | \$75,858 | \$78,189 | \$80,523 | \$82,936 | 13 |
| 14 | | \$75,454 | \$79,596 | \$80,760 | \$83,277 | \$85,797 | \$88,762 | 14 |
| 15 | | | \$80,506 | \$83,019 | \$85,635 | \$88,253 | \$90,958 | 15 |
| Longevity | Closed | Closed | Longevity MA | Longevity MA+15 | Longevity MA+30 | Longevity MA+45 | Longevity MA+60 | Longevity |
| 16 | | | \$84,159 | \$85,437 | \$88,164 | \$90,894 | \$93,714 | 16 |
| 17 | | | \$86,169 | \$87,505 | \$90,337 | \$93,172 | \$96,098 | 17 |
| 18 | | | \$88,149 | \$89,538 | \$92,462 | \$95,391 | \$98,414 | 18 |
| 19 | | | | | | | \$102,210 | 19 |
| 20 | | | | | | | \$104,256 | 20 |
| 21 | | | | | | | \$106,299 | 21 |
| 22 | | | | | | | \$108,274 | 22 |
| 23 | | | | | | | \$110,208 | 23 |
| 24 | | | | | | | \$112,138 | 24 |
| 25 | | | | | | | \$114,065 | 25 |
| 26 | | | | | | | \$115,988 | 26 |
| 27 | | | | | | | \$117,983 | 27 |
| 28 | | | | | | | \$120,018 | 28 |
| 29 | | | | | | | \$122,051 | 29 |
| 30 | | | | | | | \$124,086 | 30 |
| 31 | | | | | | | \$126,119 | 31 |
| 32 | | | | | | | \$128,155 | 32 |
| 33 | | | | | | | \$130,188 | 33 |
| 34 | | | | | | | \$132,222 | 34 |
| 35 | | | | | | | \$134,257 | 35 |
| 36 | | | | | | | \$136,291 | 36 |
| 37 | | | | | | | \$138,325 | 37 |

For the 2019-2022 contract extension, staff members will be advanced and the increase for all staff will be as follows:
 2019-2020 3%
 2020-2021 3%
 2020-2022 3.75%

Salary Schedule 2020-21

| STEP | BA-0 | BA+15 | MA-0 | MA+15 | MA+30 | MA+45 | MA+60 | STEP |
|------------------|---------------|---------------|---------------------|------------------------|------------------------|------------------------|------------------------|------------------|
| 0 | \$50,291 | \$50,568 | \$53,331 | \$54,107 | \$55,787 | \$57,468 | \$59,206 | 0 |
| 1 | \$51,041 | \$51,318 | \$54,081 | \$54,857 | \$56,537 | \$58,218 | \$59,956 | 1 |
| 2 | \$51,813 | \$52,090 | \$54,854 | \$55,629 | \$57,310 | \$58,990 | \$60,728 | 2 |
| 3 | \$52,389 | \$52,665 | \$55,429 | \$56,204 | \$57,885 | \$59,565 | \$61,303 | 3 |
| 4 | \$53,926 | \$54,211 | \$57,056 | \$57,854 | \$59,583 | \$61,313 | \$63,101 | 4 |
| 5 | \$54,689 | \$54,979 | \$57,865 | \$58,674 | \$60,428 | \$62,181 | \$63,996 | 5 |
| 6 | \$55,184 | \$55,474 | \$58,387 | \$59,202 | \$60,973 | \$62,744 | \$64,574 | 6 |
| 7 | \$57,336 | \$57,639 | \$60,663 | \$61,512 | \$63,351 | \$65,190 | \$67,091 | 7 |
| 8 | \$59,497 | \$59,812 | \$62,955 | \$63,838 | \$65,747 | \$67,659 | \$69,633 | 8 |
| 9 | \$61,671 | \$61,999 | \$65,263 | \$66,180 | \$68,164 | \$70,151 | \$72,204 | 9 |
| 10 | \$63,858 | \$64,197 | \$67,591 | \$68,543 | \$70,604 | \$72,667 | \$74,800 | 10 |
| 11 | \$66,057 | \$66,410 | \$69,937 | \$70,925 | \$73,067 | \$75,211 | \$77,427 | 11 |
| 12 | \$68,274 | \$68,641 | \$72,304 | \$73,332 | \$75,557 | \$77,785 | \$80,087 | 12 |
| 13 | \$70,485 | \$70,865 | \$74,671 | \$75,739 | \$78,050 | \$80,366 | \$82,758 | 13 |
| 14 | \$72,673 | \$73,068 | \$77,025 | \$78,134 | \$80,535 | \$82,939 | \$85,424 | 14 |
| 15 | | \$77,717 | \$81,984 | \$83,183 | \$85,775 | \$88,371 | \$91,425 | 15 |
| Longevity | Closed | Closed | Longevity MA | Longevity MA+15 | Longevity MA+30 | Longevity MA+45 | Longevity MA+60 | Longevity |
| 16 | | | \$82,921 | \$85,510 | \$88,204 | \$90,901 | \$93,687 | 16 |
| 17 | | | \$86,684 | \$88,001 | \$90,809 | \$93,621 | \$96,525 | 17 |
| 18 | | | \$88,754 | \$90,130 | \$93,047 | \$95,967 | \$98,981 | 18 |
| 19 | | | \$90,794 | \$92,224 | \$95,236 | \$98,253 | \$101,367 | 19 |
| 20 | | | | | | | \$105,276 | 20 |
| 21 | | | | | | | \$107,383 | 21 |
| 22 | | | | | | | \$109,488 | 22 |
| 23 | | | | | | | \$111,522 | 23 |
| 24 | | | | | | | \$113,514 | 24 |
| 25 | | | | | | | \$115,502 | 25 |
| 26 | | | | | | | \$117,487 | 26 |
| 27 | | | | | | | \$119,468 | 27 |
| 28 | | | | | | | \$121,523 | 28 |
| 29 | | | | | | | \$123,618 | 29 |
| 30 | | | | | | | \$125,712 | 30 |
| 31 | | | | | | | \$127,809 | 31 |
| 32 | | | | | | | \$129,903 | 32 |
| 33 | | | | | | | \$131,999 | 33 |
| 34 | | | | | | | \$134,094 | 34 |
| 35 | | | | | | | \$136,189 | 35 |
| 36 | | | | | | | \$138,285 | 36 |
| 37 | | | | | | | \$140,379 | 37 |

For the 2019-2022 contract extension, staff members will be advanced and the increase for all staff will be as follows:
 2019-2020 3%
 2020-2021 3%
 2020-2022 3.75%

Salary Schedule 2021-22

| STEP | BA-0 | BA+15 | MA-0 | MA+15 | MA+30 | MA+45 | MA+60 | STEP |
|-----------|----------|----------|--------------|-----------------|-----------------|-----------------|-----------------|-----------|
| 0 | \$51,427 | \$51,714 | \$54,581 | \$55,386 | \$57,129 | \$58,873 | \$60,676 | 0 |
| 1 | \$52,177 | \$52,464 | \$55,331 | \$56,136 | \$57,879 | \$59,623 | \$61,426 | 1 |
| 2 | \$52,955 | \$53,242 | \$56,109 | \$56,914 | \$58,657 | \$60,401 | \$62,204 | 2 |
| 3 | \$53,756 | \$54,044 | \$56,911 | \$57,715 | \$59,459 | \$61,202 | \$63,005 | 3 |
| 4 | \$54,354 | \$54,640 | \$57,507 | \$58,312 | \$60,056 | \$61,799 | \$63,602 | 4 |
| 5 | \$55,948 | \$56,244 | \$59,196 | \$60,024 | \$61,818 | \$63,612 | \$65,468 | 5 |
| 6 | \$56,740 | \$57,041 | \$60,035 | \$60,874 | \$62,694 | \$64,513 | \$66,395 | 6 |
| 7 | \$57,253 | \$57,555 | \$60,576 | \$61,423 | \$63,260 | \$65,097 | \$66,995 | 7 |
| 8 | \$59,486 | \$59,800 | \$62,938 | \$63,819 | \$65,726 | \$67,635 | \$69,607 | 8 |
| 9 | \$61,729 | \$62,055 | \$65,316 | \$66,231 | \$68,213 | \$70,196 | \$72,244 | 9 |
| 10 | \$63,984 | \$64,324 | \$67,711 | \$68,662 | \$70,720 | \$72,782 | \$74,911 | 10 |
| 11 | \$66,252 | \$66,605 | \$70,126 | \$71,113 | \$73,252 | \$75,392 | \$77,605 | 11 |
| 12 | \$68,534 | \$68,901 | \$72,559 | \$73,585 | \$75,807 | \$78,032 | \$80,330 | 12 |
| 13 | \$70,835 | \$71,215 | \$75,015 | \$76,081 | \$78,391 | \$80,702 | \$83,091 | 13 |
| 14 | \$73,128 | \$73,522 | \$77,472 | \$78,579 | \$80,977 | \$83,380 | \$85,861 | 14 |
| 15 | \$75,398 | \$75,808 | \$79,913 | \$81,064 | \$83,555 | \$86,049 | \$88,627 | 15 |
| Longevity | Closed | Closed | Longevity MA | Longevity MA+15 | Longevity MA+30 | Longevity MA+45 | Longevity MA+60 | Longevity |
| 16 | | \$80,632 | \$85,059 | \$86,302 | \$88,991 | \$91,685 | \$94,854 | 16 |
| 17 | | | \$86,031 | \$88,716 | \$91,512 | \$94,310 | \$97,200 | 17 |
| 18 | | | \$89,935 | \$91,301 | \$94,214 | \$97,132 | \$100,145 | 18 |
| 19 | | | \$92,082 | \$93,510 | \$96,537 | \$99,566 | \$102,693 | 19 |
| 20 | | | \$94,199 | \$95,682 | \$98,807 | \$101,938 | \$105,168 | 20 |
| 21 | | | | | | | \$109,224 | 21 |
| 22 | | | | | | | \$111,410 | 22 |
| 23 | | | | | | | \$113,594 | 23 |
| 24 | | | | | | | \$115,704 | 24 |
| 25 | | | | | | | \$117,771 | 25 |
| 26 | | | | | | | \$119,834 | 26 |
| 27 | | | | | | | \$121,893 | 27 |
| 28 | | | | | | | \$123,948 | 28 |
| 29 | | | | | | | \$126,080 | 29 |
| 30 | | | | | | | \$128,254 | 30 |
| 31 | | | | | | | \$130,427 | 31 |
| 32 | | | | | | | \$132,602 | 32 |
| 33 | | | | | | | \$134,774 | 33 |
| 34 | | | | | | | \$136,949 | 34 |
| 35 | | | | | | | \$139,122 | 35 |
| 36 | | | | | | | \$141,296 | 36 |
| 37 | | | | | | | \$143,471 | 37 |

For the 2019-2022 contract extension, staff members will be advanced and the increase for all staff will be as follows:
 2019-2020 3%
 2020-2021 3%
 2020-2022 3.75%

Appendix D: Extra-Curricular Stipends 2018-2022

****Any activity that is in or using a physical fitness facility requires the sponsor to be CPR/AED certified. The sponsor must show evidence of the certification no later than two weeks prior to the first day of activity. No online certification or renewal will be accepted. All certifications must include a physical test.**

| 2018-19 | LANE A | LANE B | LANE C | LANE D | LANE E | LANE F | LANE G | LANE H | LANE I |
|---------|----------|---------|---------|---------|---------|---------|---------|---------|--------|
| 1-2 YRS | \$9,475 | \$8,366 | \$7,258 | \$5,973 | \$4,896 | \$3,770 | \$2,693 | \$1,665 | \$832 |
| 3-5 YRS | \$9,854 | \$8,700 | \$7,548 | \$6,212 | \$5,092 | \$3,921 | \$2,801 | \$1,731 | \$865 |
| 6+ YRS | \$10,737 | \$9,480 | \$8,224 | \$6,586 | \$5,400 | \$4,158 | \$2,969 | \$1,837 | \$917 |

| 2019-20 | LANE A | LANE B | LANE C | LANE D | LANE E | LANE F | LANE G | LANE H | LANE I |
|---------|----------|---------|---------|---------|---------|---------|---------|---------|--------|
| 1-2 YRS | \$9,759 | \$8,617 | \$7,475 | \$6,152 | \$5,043 | \$3,883 | \$2,774 | \$1,715 | \$857 |
| 3-5 YRS | \$10,150 | \$8,961 | \$7,775 | \$6,398 | \$5,245 | \$4,039 | \$2,885 | \$1,783 | \$891 |
| 6+ YRS | \$11,059 | \$9,764 | \$8,470 | \$6,784 | \$5,562 | \$4,283 | \$3,058 | \$1,892 | \$945 |

| 2020-21 | LANE A | LANE B | LANE C | LANE D | LANE E | LANE F | LANE G | LANE H | LANE I |
|---------|----------|----------|---------|---------|---------|---------|---------|---------|--------|
| 1-2 YRS | \$10,052 | \$8,876 | \$7,700 | \$6,337 | \$5,194 | \$4,000 | \$2,857 | \$1,766 | \$883 |
| 3-5 YRS | \$10,454 | \$9,230 | \$8,008 | \$6,590 | \$5,402 | \$4,160 | \$2,971 | \$1,836 | \$918 |
| 6+ YRS | \$11,391 | \$10,057 | \$8,724 | \$6,987 | \$5,729 | \$4,411 | \$3,150 | \$1,948 | \$973 |

| 2021-22 | LANE A | LANE B | LANE C | LANE D | LANE E | LANE F | LANE G | LANE H | LANE I |
|---------|----------|----------|---------|---------|---------|---------|---------|---------|---------|
| 1-2 YRS | \$10,429 | \$9,209 | \$7,988 | \$6,575 | \$5,389 | \$4,149 | \$2,964 | \$1,832 | \$916 |
| 3-5 YRS | \$10,846 | \$9,576 | \$8,308 | \$6,837 | \$5,605 | \$4,316 | \$3,083 | \$1,905 | \$952 |
| 6+ YRS | \$11,818 | \$10,434 | \$9,052 | \$7,249 | \$5,943 | \$4,577 | \$3,268 | \$2,022 | \$1,010 |