

A G R E E M E N T

BETWEEN THE

**BOARD OF EDUCATION
WEST NORTHFIELD SCHOOL DISTRICT #31
NORTHBROOK, ILLINOIS**

AND THE

WEST NORTHFIELD TEACHERS' ASSOCIATION

LOCAL 1274/IFT/AFT, AFL-CIO

2012 - 2016



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ARTICLE I—RECOGNITION OF THE UNION

1.1 RECOGNITION

The Board of Education of West Northfield School District No. 31, Northbrook, Illinois, hereinafter referred to as the "Board" hereby recognizes the West Northfield Teachers' Association, Local 1274, IFT/AFT, AFL-CIO, hereinafter referred to as the "Union", as the sole and exclusive bargaining agent with respect to wages, hours and terms and conditions of employment for all full-time certificated teachers, social workers, school psychologists, speech and language pathologists, and part-time teachers who previously were members of the bargaining unit, but excluding any confidential, managerial, supervisory or short term employee as defined by the Illinois Educational Labor Relations Act.

1.2 DEFINITION OF TEACHER

The term "teacher" as used in this Agreement shall refer to all employees included in the bargaining unit as defined in Section 1.

1.3 DEFINITION OF BARGAINING UNIT MEMBER

The term "bargaining unit member" as used in this Agreement shall refer to any District employee represented by the WNTA.

ARTICLE II—NEGOTIATION PROCEDURES

2.1 AGREEMENT AND RATIFICATION

When the terms of a new tentative agreement have been reached, the items shall be reduced to writing by the Union and shall be submitted for ratification to the Board and to the Union membership. Any subsequent Memorandum of Agreement/Understanding shall be verbally agreed upon by the Superintendent and WNTA President, written accordingly by the Superintendent, and signed by the Superintendent and WNTA President. Any such memorandum shall be considered part of the Collective Bargaining Agreement.

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, 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. The remaining articles, sections and clauses, unless affected by the articles, sections or clauses found to be illegal, shall remain in full force and effect.

2.2 IMPASSE

When an impasse has been declared or imposed by law or when either party has requested the assistance of a mediator, in accordance with law, the Federal Mediation and Conciliation Service shall be contacted by the parties to appoint a mediator from its staff. In the event the Federal Mediation and Conciliation Service (FMCS) does not assign a mediator to the case within fifteen (15) calendar days, the parties shall seek to agree upon a mutually acceptable mediator. If the parties are unable to agree upon an acceptable mediator, the Illinois Educational Labor Relations Board shall be requested to appoint a mediator in accordance with its rules and regulations.

2.3 COMPOSITION OF BARGAINING TEAMS

Members of the Board or its designated representatives and representatives named by the Union shall meet for the purpose of negotiations. Neither party shall attempt to exert control over the other's selection of its representatives. Negotiations shall begin no later than April 15 of the final year of the expiring agreement, unless otherwise agreed by the parties.

2.4 REQUESTS FOR MEETINGS

Requests from the Union for meetings of the two teams shall be made in writing to the Board through the office of the Superintendent. Requests from the Board or the Superintendent shall be made in writing directly to the President of the Union.

2.5 AD HOC COMMITTEES

The two teams may appoint ad hoc study committees for research, study and development of reports.

2.6 STATISTICAL REQUESTS CLAUSE

A copy of the following items shall be provided by the District office upon the written request of the President of the Union or his/her designee:

1. Official Board minutes;
2. Monthly budget summaries;
3. Annual auditor's report;
4. Current fiscal year budget;
5. Names and addresses of all teachers;
6. Statistical information, not including teachers' names pertaining to teachers' step and lane placement;
7. Insurance coverage information.

2.7 EQUAL BENEFITS

The Board and the Union agree that the benefits and terms of any and all agreements and decisions arrived at through negotiations shall apply equally to all employees in the bargaining unit without regard to their membership or lack of membership in the Union.

ARTICLE III — DEFINITION OF RIGHTS AND RESPONSIBILITIES

3.1 MANAGEMENT RIGHTS CLAUSE

All management rights and functions, except those which are clearly and expressly abridged by this Agreement, shall remain vested exclusively in the Board. It is expressly recognized, merely by way of illustration and not by way of limitation, that such rights and functions, include, but are not limited to:

1. full and exclusive control of the management of the District, the supervision of all operations, the methods, processes, means and personnel by which any and all work shall be performed, the control of property and the composition, assignment, direction and determination of the size and type of its working forces;
2. the right to determine the work to be done and the standards to be met by employees covered by this Agreement;
3. the right to change or introduce new operations, methods, processes, means to facilities, and the right to determine whether and to what extent work shall be performed by employees;
4. the right to hire, establish, and change work schedules, set hours of work, establish, eliminate or change classifications, assign, transfer, promote, demote, release and lay off employees;
5. the right to determine the qualifications of employees, and to suspend, discipline and discharge employees for cause and otherwise to maintain an orderly, effective and efficient operation. This clause shall not be construed so as to nullify the Board's obligation to negotiate with the Union.

3.2 NO STRIKE CLAUSE

The Union agrees not to strike, not to engage in any work stoppages and not to picket in any manner which would disrupt the operations of any public school in School District No. 31 during the term of this Agreement.

3.3 MAINTENANCE OF STANDARDS

The Board and the Union agree that the terms and provisions herein constitute the entire agreement between the parties and that any change in the terms and conditions of this Agreement must be mutually agreed upon.

ARTICLE IV—GRIEVANCE PROCEDURE

A grievance is defined as a written claim that there has been a violation, misinterpretation or misapplication of a specific provision of this Agreement. A teacher with a grievance may first discuss it with the immediate supervisor with the objective of resolving the matter informally; however, no grievance shall be processed or entertained unless it is filed in writing in accordance with Step 1 within twenty-one (21) calendar days of the occurrence of the event giving rise to the grievance. If the Union President and the Superintendent agree, any step of the grievance procedure may be by-passed and the grievance brought directly to the next step.

Step 1

The grievant shall file his/her grievance in writing with his/her building principal or designee within twenty-one (21) calendar days of the occurrence of the event giving rise to the grievance. The building principal or designee shall confer with the grievant within seven (7) calendar days in an attempt to resolve the grievance. When requested, a Union representative may accompany the teacher to assist in efforts to resolve the grievance at this step or any subsequent step. A decision in writing shall be rendered to the grievant within seven (7) calendar days of the conference.

Step 2

If a satisfactory agreement is not reached at Step 1, the grievant may appeal to the Superintendent or his/her designee in writing within seven (7) calendar days after the Superintendent has received the decision of the building principal or his/her designee. The Superintendent or his/her designee shall hold a conference within fourteen (14) calendar days after the receipt of the appeal, and a written decision shall be rendered by the Superintendent or his/her designee within seven (7) calendar days after the conference.

Step 3

If the grievance is not settled at the second step, the grievant has seven (7) calendar days in which he/she may appeal to the Board of Education. The grievant, acting independently

or through the Union, may present a written appeal to the Board or may request a hearing which shall be granted by the Board. If a hearing is requested, it shall be conducted by the full Board or by a subcommittee of the Board within thirty (30) calendar days of the request. The Board shall render its decision within seven (7) calendar days after the hearing or within twenty-one (21) days after the receipt of the written appeal.

Step 4

In the event the grievant is not satisfied with the disposition of the grievance at Step 3, the grievance may be submitted to binding arbitration within ten (10) school days after receipt of the Board's decision in Step 3. The parties shall attempt to agree upon an arbitrator within ten (10) days of receipt of the notice of referral. In the event that the parties are unable to agree upon an arbitrator within the ten (10) day period, the parties shall request a list of arbitrators from the American Arbitration Association. The selection of the arbitrator shall follow the standard selection procedures set forth by the American Arbitration Association. The arbitrator in his or her opinion shall have no power to amend, modify, nullify, ignore, add to or subtract from the provisions of the Agreement. The arbitrator shall consider and decide only the specific issues submitted in writing and shall have no authority to make any decision or recommendation on any other issue not so submitted. The arbitrator's decision shall be based solely upon his or her decision of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented. The fees of the arbitrator and that of a court reporter, if requested by either party, shall be divided equally by the Board and the Union. All other expenses shall be born by the party incurring them.

ARTICLE V—TEACHER AND UNION RIGHTS

5.1 FREEDOM TO JOIN OR NOT JOIN ORGANIZATIONS

Teachers shall have the right to organize, join and/or assist the Union and shall have the right to refuse to organize, join and/or assist the Union.

5.2 INDIVIDUAL CONTRACTS

Any contracts of employment issued by the Board shall be consistent with this Agreement.

5.3 DISCIPLINARY MEETING

Each teacher shall have the right to be accompanied by a person of his/her choosing, whether a Union representative or otherwise, at any meeting with the Board or an administrator which may reasonably lead to a written reprimand, a suspension or a dismissal for disciplinary reasons. Reasonable advance written notice of such meeting, of the right to representation, of the reason for the meeting, and of the fact that disciplinary action as described above may result, shall be given to the teacher. Any written memorandum or other disciplinary notice resulting from such a meeting shall be copied to all participants. If the Union is subsequently brought into litigation as an adverse party by a teacher on a claim that the Union failed to provide representation at a disciplinary meeting as described in this Section, the Board shall provide the Union with a copy of the notice described above upon the Union's request.

5.4 USE OF EQUIPMENT

The secretary of the Union or designee shall have the right to use equipment such as a school typewriter, computer, duplicating machine, photocopier and audio-visual equipment on site for Union business before or after regular school hours at reasonable times when such equipment is not otherwise in use. Approval for such use shall be granted by the Administrator responsible for such equipment, with the understanding that the Union shall provide its own material and supplies, and the cost of any repairs incident to such use of said equipment.

The Union agrees that the use of the photocopier machine shall be limited to two (2) designated Union members per building and that these members shall undergo a brief training period before commencing to use the machines.

The secretary of the Union shall maintain a "Use of Equipment Report" and submit said report to the Superintendent of Schools on the last working day of each month.

5.5 STUDENT DISCIPLINE

During the first thirty (30) days of each school year, the principal shall inform the teachers in each building of the existing rules and procedures for student discipline.

When a student is suspended or excluded, the teacher(s) responsible for the education of suspended/excluded student shall be informed of the length of suspension.

5.6 ASSAULT ON TEACHERS

In the event of an assault upon a teacher by a student, the Board shall render reasonable assistance to the teacher in dealing with law enforcement authorities who may investigate such incident.

Any student threatening or assaulting a teacher shall be subject to disciplinary action pursuant to Board policy, including a suspension or exclusion where appropriate.

5.7 USE OF BUILDINGS

The Union shall have the right to use school buildings for Union meetings provided that the Building Principal and the Director of Business Services are notified before any such meeting and provided that if such meetings entail additional maintenance or custodial expenses, the Union shall pay the costs and further provided that such meetings are held during non-school hours and do not interfere with any facet of the School's educational and administrative or extracurricular programs.

5.8 MAIL FACILITIES

A designated member of the Union shall have the right to use faculty mail boxes for appropriate announcements relating to the conduct of the negotiation agent's business on behalf of the bargaining unit unless such use interferes with the normal school operations. Such material shall be properly identified as Official Union publications and copies thereof concurrently provided to the principals and Superintendent.

5.9 UNION FILES

The Union shall have the right to store a reasonable amount of Union files in the teachers' lounge or other mutually agreeable location.

5.10 STATE OR NATIONAL CONVENTIONS

In the event the Union shall desire to send representatives to state or national conferences, these representatives shall be excused at the discretion of the Superintendent, with or without loss of salary.

5.11 PERSONNEL FILES

Each teacher shall have the right upon reasonable request to review the contents of his/her personnel file (except for placement information and letters of recommendation). The teacher shall also have the right to place written reactions to any of its contents which he/she is entitled to see. A representative of the Union may, at the teacher's request, accompany the teacher in this review. The teacher shall have the right to receive a copy, upon reasonable request and payment of reasonable costs, of all items in his/her personnel file with the exception of placement information and letters of recommendation.

A copy of any document which is to be placed in a teacher's personnel file shall be placed in the teacher's mail box before it is inserted in the personnel file. During the summer, no document shall be placed in a teacher's personnel file until a copy of the material is first sent to the teacher involved.

5.12 BOARD POLICY MANUAL

The Board shall endeavor to provide an updated Board policy manual in the office of the principal of each school building which shall be available for teacher perusal during the regular school business hours. The President of the Union shall also be provided with two such manuals.

5.13 BOARD MEETINGS

The Board shall provide the President of the Union or his/her designee advance written notice of any regular or special Board meeting no later than twenty-four (24)

hours prior to such meeting, together with a copy of the agenda and a Board packet, including those materials in the Board packet which do not fall within any exception of the Illinois Freedom of Information Act. In the event that the Union or any teacher wishes to make suggestions or comments about any issue or any document contained in the Board packet, such comments or suggestions shall be discussed with the Superintendent prior to the Board meeting in question. Such discussions shall not prevent the Union or individual teachers from addressing the Board in accordance with normal Board practices.

5.14 TEACHERS' LOUNGE

The Union shall have the right to post information and announcements in the teachers' lounge, provided that the building principals are given a copy of any information to be posted.

5.15 VACANCIES

The Board agrees to provide written notification of teaching vacancies or teaching positions to those individuals who have on file with the Superintendent a request to be notified of specific vacancies. Such requests must be renewed annually.

5.16 COMPLAINTS AGAINST A TEACHER

Any serious and substantive complaint which may reasonably be anticipated to affect the parent-teacher and/or student-teacher relationship shall be made known to the teacher. If requested by the teacher, a teacher-administrator conference shall be held. By agreement of the administrator and the teacher, the parent(s) may be invited to the conference. The administrator shall seek to provide counsel to both the parent(s) and the teacher in finding a solution to the problem which created the complaint. Before any written complaint against a teacher is placed in the teacher's personnel file or forwarded to the Board, the teacher shall be provided with a copy of the complaint and given an opportunity to attach a written response.

5.17 UNION DUES DEDUCTION

The Board, upon receipt of a written authorization from a teacher covered by this Agreement, shall deduct twice each month from October through May the teacher's Union dues from his/her pay and remit the amount deducted to the Union no more than ten (10) working days after the payday for which the deduction is made.

5.18 COPE DEDUCTION

The Board, upon the receipt of a written authorization from a teacher, shall deduct the authorized amount of a teacher's voluntary contribution to the North Suburban Teachers Union's Committee on Political Education (COPE) from his/her pay. This contribution shall be deducted from the last paycheck in October and forwarded to the Union no more than ten (10) working days after the payday from which such deduction is made.

5.19 FAIR SHARE

All teachers who are not members of the Union, commencing on the effective date of this Agreement, or thirty (30) days after their initial employment, whichever is later, and continuing during the term of this Agreement, and so long as they remain non-members of the Union, shall pay to the Union each month their fair share of the costs of the services rendered by the Union that are chargeable to non-members under state and federal law.

Such fair share payment by non-members shall be deducted by the Board from the earnings of the non-member teachers and remitted to the Union, provided, however, that:

1. The Union has posted the appropriate notices of imposition of such fair share fee in accordance with the rules and regulations of the Illinois Educational Labor Relations Board (IELRB); and
2. The Union has annually certified in writing to the Board (a) the amount of such fair share fee and (b) the fact that the notice required in (1) above has been posted.

The Board shall cooperate with the Union to ascertain the names of all non-members of the Union from whose earnings the fair share payments shall be deducted.

The Union shall prepare a notice containing the fair share fee information as required by the rules and regulations of the IELRB, advising that any non-members may file an objection to the fee with the IELRB (with a copy served on the Union) at any time before the expiration of this Agreement, in accordance with the rules and regulations of the IELRB. The parties recognize the right of teachers to object to the amount of the fair share fee and that such objections shall be handled under rules and regulations now in effect or adopted later by the IELRB.

Should a teacher file an objection with the IELRB as to the amount of the fair share fee, the Board shall continue to deduct the fee and transmit the portion of the fee in dispute to the IELRB, which shall hold that amount in escrow in an account established for that purpose. The Board shall continue to transmit all such amounts to the IELRB until further order of the IELRB. If the teacher is entitled to a refund, the teacher shall receive such refund plus any interest earned on the refund during pendency of the action pursuant to applicable IELRB procedures.

The parties recognize the rights of non-members based upon their bona fide religious tenets or teachings of a church or religious body as provided in Section 11 of the Illinois Educational Labor Relations Act (IELRA). If a non-member teacher asserts the right of non-association under Section 11 of the IELRA, he/she shall be required to pay an amount equal to his/her proportionate share to a non-religious charitable organization mutually agreed upon by the teacher and the Union. If the teacher and the Union do not agree on the matter, a charitable organization shall be selected from a list established by the IELRB under its rules.

The Union shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of or by reason of

action taken by the Board for the purposes of complying with the above provisions of this Section, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any of such provisions.

5.20 DISCIPLINARY ACTION

A teacher shall not be suspended or dismissed without just cause. Where it is determined that a teacher should be suspended or dismissed for just cause, the teacher shall be so informed in writing with the specific reasons given for that decision. In cases of dismissal, a teacher may file a grievance and have a review of his/her case through the steps of the grievance procedure if said teacher believes his/her dismissal to be unjustified subject to the following limitation: a teacher shall have the option of having his/her dismissal case reviewed either pursuant to the grievance procedure set forth herein or pursuant to the hearing procedure set forth in the Illinois School Code, with the specific understanding that the option selected shall constitute an explicit waiver of the right thereafter to pursue the option not selected.

This Section shall not apply to the dismissal for cause or non-renewal of probationary teachers.

ARTICLE VI—TEACHER APPRAISAL

6.1 PERFORMANCE EVALUATION REVIEW ACT (PERA)

Teachers shall be evaluated in accordance with the West Northfield Teacher Appraisal Plan and Instrument. This instrument shall be developed, reviewed, and revised (if necessary) on a yearly basis through the cooperation of the WNTA and Board / Administration through a standing Evaluation Committee consisting of an equal number of WNTA representatives and Board/Administration members.

ARTICLE VII—EMPLOYMENT CONDITIONS

7.1 LENGTH OF TEACHER DAY

WINKELMAN SCHOOL	
MONDAY	7:50 a.m.- 4:15 p.m.
TUESDAY through FRIDAY	7:50 a.m. - 3:00 p.m.

FIELD SCHOOL	
MONDAY	8:30 a.m.- 4:55 p.m.
TUESDAY through FRIDAY	8:30 a.m. - 3:40 p.m.

The Administration reserves the right to require teachers to adjust the listed times in case of extenuating circumstances.

The length of the teacher day on Monday is longer than Tuesday through Friday to have time for the faculty to meet for purposes determined by the administration. Meetings could be rescheduled for Tuesday if Monday is a holiday. It is the Board's intent that there shall not be a Monday meeting in a school during any week such school has open houses or parent conferences after normal school hours. The schedule for teachers on those Mondays shall be the schedule they have on Tuesday through Friday.

The Board reserves the right to modify the teacher work day time schedule without increasing the aggregate number of minutes per week. The Board agrees that it shall not increase the length of the normally scheduled teacher day, seven (7) hours, twenty-five (25) minutes, without first notifying the Union and affording the Union the right to negotiate the proposed change. Each teacher shall be entitled to duty-free lunch period of forty (40) minutes daily.

Flexible schedule for social workers shall be defined as the occasional or periodic assignment of a social worker to work on a schedule that differs from the standard day as set forth in this section without reducing or increasing the length of the teacher workday (or, in the case of a partial day assignment, the teacher workweek) from the levels set by this Section. A social worker shall not be assigned to a flexible schedule without the written approval of the Board, the Union and the social worker. A flexible schedule may be terminated on thirty (30) days notice by the Board or the Union.

Flexible schedule for school psychologists and/or speech/language pathologists shall be defined as the occasional or periodic assignment to work on a schedule that differs from the standard day as set forth in this section without reducing or increasing the length of the teacher workday (or, in the case of a partial day assignment, the teacher workweek) from the levels set by this Section.

7.2 SCHOOL CALENDAR

The school calendar shall be created by the calendar committee including representatives of the WNTA, Board of Education, parents, building administration, and Superintendent.

7.3 TEACHER PREPARATION

Teacher instructional preparation time shall be administratively scheduled. In unusual circumstances, the administration may assign teachers during such periods as necessary.

7.4 STUDENT TEACHERS

The assignment of student teachers shall be by mutual consent only.

7.5 ADMINISTRATION OF MEDICATION/ASSISTANCE TO STUDENTS/INDEMNIFICATION

Teachers shall not be required or prevailed upon to administer medication or otherwise provide direct medical assistance to students. This section shall not prohibit any teacher from voluntarily administering medication or providing first aid or other medical assistance for students, nor shall it prohibit the Administration from inquiring as to a teacher's willingness to so volunteer. Teachers are expected to use their best professional judgement in rendering first aid or needed medical assistance to students, or in seeking such assistance for students from other personnel, as circumstances warrant.

To the fullest extent permitted by law, the Board shall defend, indemnify and hold harmless teachers from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that may arise from the actions of any teacher rendering first aid or other assistance to a student.

ARTICLE VIII—LEAVES

8.1 SICK LEAVE

Each full-time teacher shall be granted the following amount of sick leave per school year, without deduction in pay.

- Years one (1) through four (4) of employment: Ten (10) days each year
- Years five (5) through ten (10) of employment: Fifteen (15) days each year
- Years eleven (11) and beyond: Twenty (20) days each year

Part-time teachers shall receive sick leave on a prorated basis. Unused sick leave shall accumulate without limit. Sick leave shall be interpreted to mean personal illness, illness within the immediate family or death in the immediate family or household. The immediate family for purposes of this section shall

include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and legal guardians.

8.2 PERSONAL LEAVE

Each full-time teacher shall be granted two (2) personal leave days per school year, without deduction in pay, for the purpose of transacting or attending to personal, legal, business, household or family matters which require absence during work hours. Part-time teachers shall be granted one (1) personal leave day per school year. Unused personal leave shall be added to the teacher's accumulated sick leave.

Personal leave may be used in increments of not less than one-half ($\frac{1}{2}$) workday. The teacher shall provide advance written notice to his/her principal through the absence reporting system as soon as possible. Personal leave shall not be used to create or extend a vacation or holiday. Exceptions must be approved by the administration.

8.3 FAMILY AND MEDICAL LEAVE ACT (FMLA)

The provisions of this Leave Article will be administered in accordance with the Board's Family and Medical Leave Act policy, a copy of which is available on the District website and is also available upon request.

Employees may be eligible to receive benefits under FMLA. Due to the complexities of FMLA, please contact the Director of Business Services to learn more about the provisions of this benefit.

FMLA shall run concurrently with the teacher's other applicable sick leave.

8.4 MATERNITY/CHILDREARING LEAVE

A teacher shall be eligible for maternity/childrearing leave without pay subject to the conditions set forth below:

- A. The teacher shall advise the Superintendent or designee of her pregnancy no later than the fourth month of pregnancy or upon ascertainment of such condition, whichever shall be the later. Upon notification the District shall provide the FMLA paperwork to the employee to complete as per instructions provided. Regardless of whether the teacher is seeking a leave, the District may require documentation through the FMLA paperwork or other means that the teacher may safely continue in her employment and perform all her regular teaching duties during the pregnancy.
- B. Written request for such leave shall be made to the Superintendent or designee at least one hundred and twenty (120) calendar days prior to the anticipated birth of the child. Such requests shall be submitted to the Board for approval.
- C. A teacher may commence the leave either when medically necessary upon doctor certification or when she is incapable of performing her duties satisfactorily. The leave shall not exceed the balance of the school year in which it commences unless the birth/adoption occurs during the month of April, May, June, July or August and then one (1) additional school year shall be allowed upon the recommendation of the Superintendent.
- D. Sick leave shall not be applicable during the period of the maternity/childbearing leave; however, this leave may be preceded by an FMLA leave for eligible employees with FMLA qualifying event. Any accumulated sick leave available at the commencement of the

leave shall be available to the teacher upon return to employment in the district.

- E. Any teacher who has been employed at least 120 or more teacher work days of the school term in which a leave is taking place shall be entitled to such advancement on the compensation schedule as the teacher would have had if the leave had not been granted.
- F. Nothing in this Agreement shall be construed as requiring any teacher to apply for a maternity/childbearing leave
- G. A tenured teacher shall be entitled to a childrearing leave of absence. Such leave shall be unpaid and shall be subject to all of the applicable notices and other requirements as set forth in this Agreement. Eligibility for such leave shall arise upon the anticipated birth of a child or upon the planned adoption of a child.
- H. A teacher must notify the Superintendent by March 1 of his/her intention to return to the District the following year. Failure to so notify the Superintendent shall be deemed a resignation.
- I. The teacher may continue to participate in the District insurance plan during the leave if he/she pays all premiums.

8.5 UNPAID LEAVE OF ABSENCE

A tenured teacher with a minimum of seven (7) years continuous full-time service in District 31 may apply for an unpaid leave of absence. If the reason for the unpaid leave of absence is a FMLA qualifying event, the teacher must have exhausted the allowable FMLA leave.

Application for unpaid leave shall be made in writing to the Board of Education. Requests shall state the reason and the time period for such leave. Such leave

shall be for a period of up to the end of the current school year OR the maximum for such leave shall be one (1) full year per occurrence. Leave may be extended beyond one (1) year by mutual agreement. The notification date of intent to return shall be February 1st. Failure to notify will result in automatic resignation. On such leave, no teacher will accept employment in another school in Illinois. Any teacher who violates this stipulation shall be subject to termination.

A teacher shall return to work for a period of one (1) full year before being considered for subsequent leave under this section. Applications for leave under this section shall be approved or disapproved by the Board of Education in its sole discretion upon consideration of whether the leave is in the best interests of the District, and the Board's decision shall be final.

A teacher shall have the option of continuing in the District's group insurance coverage (medical, dental) during such leave provided the teacher pays the full employer and employee cost of the premium. A teacher wishing to continue coverage shall notify the business office in writing of his/her intent to do so at least thirty (30) days prior to the anticipated commencement of such leave. Payments shall be made on a monthly basis on a schedule set up for the teacher by the Business Manager.

Upon return from this leave, the Superintendent or designee shall assign the returning teacher to a position for which the teacher is legally qualified with no loss of seniority or tenure status. The teacher shall receive pro-rata credit for days worked for purposes of seniority and of determining subsequent salary schedule advancement.

The Board's decision shall not be subject to the grievance procedure set forth in Article IV of this Agreement.

8.6 JOB SHARE

Definition

Job Sharing is a voluntary program providing two (2) tenured teachers the opportunity to share one (1) full-time equivalent teaching position. The proportionate share of the job can be split by the day or the week.

The Board of Education is not required to grant a job share nor should the granting of a job share be considered precedential.

Eligibility

Any tenured certified teacher who is rated highly qualified for the available position or upon Board discretion probationary teachers may be considered.

Proposal Procedure

Teachers who wish to job share must submit a proposal to the appropriate building principal by January 10 of the school year preceding the one in which the job share is requested. The building principal, upon receipt of a complete proposal (but no later than January 10), will review the proposal to determine if it provides a beneficial alternative to the current staffing needs. Principals will return proposals to the applicant teachers for revisions within ten (10) school days of receipt. Areas in need of revision will be noted and the principal may provide guidance to assist the applicants in the revision process. Final proposals must be returned to the building principal by February 1. If deemed to provide a beneficial alternative, the building principal will submit the final proposal to the Superintendent by February 10. The Superintendent may prepare a recommendation to be brought to the Board of Education at its March meeting. Teachers requesting job share positions will be notified in writing no later than the end of April of the school year preceding the requested job share arrangement.

Length of Job Share Assignment

The length of the job sharing assignment shall be for one (1) school year and may be extended if a request to renew is made by the participants and approved by the Board.

Request to Extend Job Share Assignment

A request to extend job share must be made ninety (90) calendar days prior to the end of the current school year of the year preceding the school year for which renewal is being requested. Participants who do not request an extension for a job share assignment will be assigned to a position for which they qualify, subject to a general reduction in force.

Substitute/Absence

The job sharing employee has the first right of refusal to fill in for the job sharing employee who is absent and will be paid at their regular rate of pay. It is the responsibility of the employee who is absent to follow procedures for securing a substitute, if applicable.

Seniority

Teachers involved in job sharing for a full year shall receive one (1) year credit in seniority.

Tenure, Salary Schedule, and Insurance

Tenured certified staff participating in a job sharing assignment shall retain their tenure status. Both job sharing employees shall receive salary proportionate to the annual salary, based on the percentage of the job share. Employees in a job share arrangement shall advance one (1) step on the salary schedule if they remain in the job share arrangement for at least one hundred twenty (120) work days. This means that if the job share is to go from August 15 through June 5, on the 121st work day in that term, the employees shall have met the requirement to qualify for step advancement in the next school year. Health and Dental Insurance benefits shall be pro-rated based on the percentage of the job share. Job sharing employees shall pay all additional premiums due for insurance to the business

office on a timely basis. All insurance pro-rations shall commence on the first day of the month following the start of the school calendar year of the job sharing assignment.

Sick/Personal Days

Sick and personal days shall be prorated according to the percentage of the job share assignment.

TRS

Reportable earnings will be equal to the proportionate percentage of the employee's job share.

Change in Job Sharing Circumstances

If one of the job sharing participants is not able to continue his or her job sharing assignment due to unforeseen circumstances i.e. relocation due to spouse job transfer, unexpected health condition, etc., the remaining job sharing participant will be expected to accept the assignment as full-time. The remaining job share employee and the administrator will develop a transition timeline to move to full-time status.

ARTICLE IX—METHOD OF SALARY PAYMENT

9.1 PAYMENT OF SALARY

Each teacher shall receive his/her annual salary in twenty-four (24) equal installments beginning no later than August 30 of each school year. Pay shall be distributed to teachers on the fifteenth (15th) and the thirtieth (30th) of each month (or the last day of February) except when such date occurs on a weekend, holiday, or during vacation. In such instance, the first previous teacher workday shall be the pay day. Any teacher who elected the twenty (20) pay option prior to this agreement may continue to receive his/her pay in twenty (20) equal installments unless such teacher agrees to receive pay in twenty-four (24) equal installments.

9.2 EARLY SALARY PAYCHECK OPTION

Each teacher shall receive any remaining salary for the year payable no later than June 30 of each school year.

ARTICLE X—TEACHER COMPENSATION AND FRINGE BENEFITS

10.1 SALARY SCHEDULES

The salary schedules for the 2012-2013 through the 2015-2016 school terms shall be set forth in Appendices A through D.

10.2 WORK YEAR

The total number of teacher work days in any school year shall not exceed one hundred eighty (180). However, the Board shall have the option of adding up to five (5) additional days, not to exceed one hundred eighty-five (185) days per school year, in each school year during the term of this Agreement plus one (1) additional school year. Each teacher shall be paid for such days at a per diem rate of 1/180 of his/her annual salary. Such compensation shall be in addition to the teacher's regular salary shown in Appendices and any longevity allowance.

All provisions relating to the above work year shall apply to the position of school psychologist, and, in addition, the incumbent(s) of the position may be required to work up to a maximum of seven (7) days beyond the total work year required of the teachers under the collective bargaining agreement in any given year. As an example, if, after application of all provisions of the contract to the work year/school calendar, the total work year for teachers in a given year is 185 days, the school psychologist(s) may be required to work a total of 192 days for that school year. Days worked by the school psychologist(s) in excess of the total days worked by teachers under the collective bargaining agreement shall be paid on a per diem rate.

10.3 MEDICAL INSURANCE

For the 2012-2013 school term, the Board agrees to pay \$726.98 per month towards the premium for individual major medical coverage. Major medical coverage shall be substantively equivalent to that in effect July 1, 2012.

For 2013-2014, 2014-2015, and 2015-2016 school terms, the Board's single health insurance contribution shall be increased by the lesser of: 1) the actual increase in the single PPO health insurance premium, or 2) eight (8) percent. Any remaining single health insurance premium not covered by the Board's contribution shall be the responsibility of the teacher. As mutually agreed, any increase in health insurance premiums from one year to the next may be mitigated by adjusting the plan's benefits through the joint union/district insurance committee.

10.4 LIFE INSURANCE

The Board shall pay the premium for term life and accidental death and dismemberment insurance in the amount of twenty-five thousand dollars (\$25,000) for each teacher according to the District's life insurance plan document.

10.5 SALARY REDUCTION PLAN

The Board shall adopt a flexible benefit plan under the provisions of Section 125 of the Internal Revenue Code. The plan shall include medical reimbursement and dependent/child care provisions.

10.6 HORIZONTAL MOVEMENT ON SALARY SCHEDULE

Horizontal movement on the salary schedule may be accomplished by successfully completing coursework.

For coursework to apply toward horizontal movement on the salary schedule, the following shall apply:

1. The coursework shall be at the graduate level, Master's Degree or higher.

2. The coursework may be at the Bachelor's Degree level with pre-approval by the Superintendent or her designee.
3. The coursework shall be satisfactorily completed at a NCATE accredited college or university.
4. A transcript or equivalent document shall be provided to the Superintendent's office no later than October 1 of the school year in which horizontal movement on the salary schedule is to occur.
5. The transcript shall illustrate satisfactory completion of the course.
6. To be "satisfactory", the earned grade must be "B" or higher. A "P" (pass) is acceptable if "P" (pass) / "F" (fail) are the only grades offered for the course by the college or university.

10.7 VOLUNTARY TERMINATION PROGRAM

Eligibility

1. Have been a full-time employee of the District for a minimum of ten (10) years immediately preceding their voluntary termination, and
2. Will be at least fifty-five (55) years of age by June 30 of the last year of employment with thirty-five (35) years of creditable TRS service or will be at least sixty (60) years of age by June 30 of the last year of employment, and
3. Is eligible to retire under the Teachers' Retirement System (TRS).
4. For purposes of eligibility, a teacher applying for these benefits must carry a full teaching load (1.0 FTE) for each of the last five (5) years of employment with the District.

Benefits

1. All requests for participation for employees hired on or after July 1, 1998 must be submitted to the Superintendent prior to April 1 of the teacher's final four (4) years of employment. The first year of the final four (4) years is the year in which the teacher submits his/her request. Example: Teacher submits letter by April 1, 2013. The final four years would be 2012-13, 2013-14, 2014-15, and 2015-16. For the first year of the final four years, the teacher shall receive any difference in compensation in a lump sum in June of that year.

All requests for participation for employees hired on or before June 30, 1998 must be submitted to the Superintendent prior to April 1 of the teacher's final five (5) years of employment. The first year of the final five years is the year in which the teacher submits his/her request. Example: Teacher submits letter by April 1, 2013. The final five years would be 2012-13, 2013-14, 2014-15, 2015-16, and 2016-17. For the first year of the final five, the teacher shall receive any difference in compensation in a lump sum in June of that year.

The request shall include a copy of the teacher's latest Personal Statement of Benefits from TRS.

2. Participation is dependent on the unconditional and irrevocable resignation of the teacher who enters into a four or five year employment contract with the Board of Education. Any employee who does not fulfill their contract, for any reason, shall be ineligible for any benefit contained in this Agreement.
3. Participants hired on or after July 1, 1998 shall have each of their last four (4) years annual base salary increased by the amount equal to six percent (6%) of their previous year's annual base salary. Participants hired on or before June 30, 1998 shall have each of their last five (5) years annual base salary increased by an amount equal to six percent (6%) of their previous year's annual base salary.
4. The six percent (6%) increase described in Paragraph 3 of this Section shall be in lieu of any other salary increase that the teacher would have otherwise received.
5. Salary payments described in Paragraph 3 of this Section shall be defined as contractual salaries for the performance of duties as a teacher. The salaries shall not include any stipends or any other payments of any type whatsoever.
6. Under no circumstances shall the total increase in compensation from one year to the next, including stipends, miscellaneous pay, etc. exceed six percent (6%) per year.
7. If an employee who has been approved for participation in this plan dies prior to their declared retirement date, the employee's prorated salary shall be calculated using the one hundred and six percent (106%) salary rates.

Miscellaneous

If changes occur in the operation of TRS which result in an increase in the cost of this provision, then it shall be revised in such manner so that the benefits to be provided shall result in no additional cost to the District.

ARTICLE XI—EXTRA DUTY PAY

Extra duty compensation listed in this Article shall apply only to full-time certificated employees of District 31. The Board reserves the right to employ part-time staff to fill the listed positions or other positions at a different compensation schedule. These positions could also be offered through non-school agencies or other governmental units. In such instances the compensation would be subject to the agency or unit's discretion. All extra duty positions are offered through the Board of Education and can be cancelled at any time.

All extra duty assignments listed in this Agreement shall be posted prior to filling the position. All extra duty assignments shall be offered in writing, with compensation and estimated time requirements included in the offer.

All extra duty assignments shall be voluntary. When possible, teachers shall be notified of their appointment prior to the conclusion of the school term for appointments beginning with the next school term. All extra duty assignments are subject to the 6% limit contained in 10.8 for those bargaining unit members who are participating in the Voluntary Termination Program.

Any extra duty paid on an hourly basis, such as curriculum writing, translation, etc., shall be pre-approved by the Superintendent or his/her designee.

PROFESSIONAL COMMITTEES, PROJECTS AND ACTIVITIES

Activities requiring professional expertise outside of the normal workday. They include, but are not limited to:

- Curriculum Writing
- District/School Committees
- Staff Development
- Translation

RATE OF PAY 2012-2013	RATE OF PAY 2013-2014	RATE OF PAY 2014-2015	RATE OF PAY 2015-2016
\$33.28/hour	\$34.25/hour	\$35.24/hour	\$36.26/hour

CONSULTING TEACHER

Master Teacher within the district utilized to assist a teacher who has been deemed in need of remediation.

RATE OF PAY 2012-2013	RATE OF PAY 2013-2014	RATE OF PAY 2014-2015	RATE OF PAY 2015-2016
\$1,849	\$1902	\$1,957	\$2,013

ADVISORY TEACHER

ADVISOR RATE OF PAY (per advisor)			
2012-2013	2013-2014	2014-2015	2015-2016
\$859	\$884	\$910	\$936

OTHER EXTRA DUTY

The following extra duty assignments have been grouped according to general expectations for each group. Compensation for activities within Groups I, II, and III shall be by stipend that may vary depending on the nature and time requirements of the specific activity as stated below.

GROUP I

Activities and/or experiences which result in a group producing a significant product, public performance, or service activity. These activities require significant teacher planning, preparation and expertise as well as considerable ongoing instruction to students.

These activities would include, but not be limited to, the following:

GROUP I	RATE OF PAY 2012-2013	RATE OF PAY 2013-2014	RATE OF PAY 2014-2015	RATE OF PAY 2015-2016
BAND	\$5,098	\$5,245	\$5,398	\$5,554
BASKETBALL: 7th grade /8th grade	\$3,788	\$3,898	\$4,011	\$4,127
BASKETBALL: 6th grade	\$3,207	\$3,300	\$3,396	\$3,495
TRACK: Track/Field Coaches	\$3,496	\$3,597	\$3,701	\$3,808
TRACK: Assistant Coach	\$2,332	\$2,400	\$2,470	\$2,542
VOLLEYBALL: 7th grade /8th grade	\$2,913	\$2,997	\$3,084	\$3,173
VOLLEYBALL: 6th grade	\$2,332	\$2,400	\$2,470	\$2,542
ATHLETIC DIRECTOR	\$5,145	\$5,293	\$5,447	\$5,605
SOCCER	\$2,913	\$2,997	\$3,084	\$3,173
SOFTBALL	\$2,913	\$2,997	\$3,084	\$3,173
STARS	\$2,332	\$2,400	\$2,470	\$2,542
CROSS COUNTRY	\$878	\$903	\$930	\$957
SCHOOL LITERARY MAGAZINE	\$2,477	\$2,549	\$2,623	\$2,699
STUDENT NEWSPAPER	\$2,477	\$2,549	\$2,623	\$2,699
YEARBOOK	\$2,477	\$2,549	\$2,623	\$2,699

Certain other Group I activities shall be paid on an hourly basis rather than a stipend. Such activities would include, but not be limited to, the following:

GROUP I	RATE OF PAY 2012-2013	RATE OF PAY 2013-2014	RATE OF PAY 2014-2015	RATE OF PAY 2015-2016
DRAMATICS (Field Play, Broadway Musicals, Drama)	\$29.13/hr.	\$29.97/hr.	\$30.84/hr.	\$31.73/hr.
OUTDOOR EDUCATION	\$29.13/hr.	\$29.97/hr.	\$30.84/hr.	\$31.73/hr.
PHOTOGRAPHY	\$29.13/hr.	\$29.97/hr.	\$30.84/hr.	\$31.73/hr.
STUDENT COUNCIL	\$29.13/hr.	\$29.97/hr.	\$30.84/hr.	31.73/hr.

GROUP II

Activities and/or experiences that require less intensive preparation and planning:

- Intramurals
- Clubs
- Meet Official
- Other before and after school activities

GROUP II RATE OF PAY 2012-2013	GROUP II RATE OF PAY 2013-2014	GROUP II RATE OF PAY 2014-2015	GROUP II RATE OF PAY 2015-2016
\$27.76/hr.	\$28.57/hr.	\$29.40/hr.	\$30.25/hr.

GROUP III —Supervisory Activities

These activities would include, but not be limited to, the following:

- Lunch supervision
- Playground supervision
- Recess supervision
- Supervision of Athletic Events

GROUP III RATE OF PAY 2012-2013	GROUP III RATE OF PAY 2013-2014	GROUP III RATE OF PAY 2014-2015	GROUP III RATE OF PAY 2015-2016
\$25.89/hr.	\$26.64/hr.	\$27.41/hr.	\$28.20/hr.

The determination of estimated and actual hours required for all Group I, II, and III activities shall include all student contact and supervision time as approved by the principals.

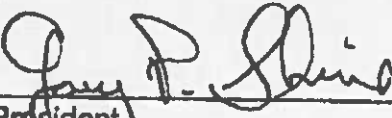
The Superintendent shall have the authority to cancel any activity and the Board shall not be liable for honoring the compensation or terms of the notice of the activity, whether all or in part, if cancelled. If a portion of the activity has been completed, compensation shall be paid on a prorated basis.

ARTICLE XII — DURATION

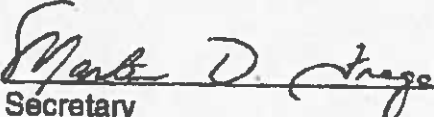
This agreement shall become effective upon ratification by the Board and Union and unless otherwise specified shall become effective on the first day of teacher attendance of the 2012-2013 school year. It shall continue in effect until the day prior to the first day of teacher attendance of the 2016-2017 school year.

Approved and signed this 5th day of September, 2012. In witness thereof:

West Northfield Teachers' Association
Local 1274
IFT/AFT AFL-CIO



President



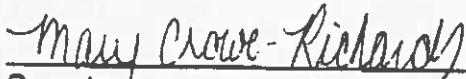
Secretary

Board of Education,
West Northfield School District 31
Cook County, Illinois

David Handler

President

Digitally signed by David Handler
DN: cn=David Handler, o=West Northfield
School District 31, ou=School Board
President, email=dhandler@kirkland.com,
c=US
Date: 2012.09.18 12:20:48 -0500



Secretary

APPENDIX A

WEST NORTHFIELD SCHOOL DISTRICT 31

2012-2013

Step	Lane I BA	Lane II BA+16	Lane III MA	Lane IV MA+16	Lane V MA+32
1	44,500	47,000	50,000	53,000	56,000
2	45,524	48,081	51,200	54,272	57,344
3	46,571	49,187	52,429	55,575	58,720
4	47,642	50,318	53,687	56,908	60,130
5	48,737	51,475	54,976	58,274	61,573
6	49,858	52,659	56,268	59,644	63,020
7	50,980	53,844	57,590	61,045	63,801
8	52,127	55,056	58,943	61,780	65,316
9	53,300	56,295	59,628	63,248	67,568
10	54,499	57,561	61,046	65,451	69,156
11	55,698	58,827	62,466	66,923	70,712
12	56,924	60,122	63,619	68,429	72,303
13	58,176	61,444	65,105	69,969	71,829
14	59,456	62,796	66,626	71,543	73,493
15	60,764	64,178	68,181	73,153	75,094
16	62,101	65,590	70,738	74,799	76,833
17	63,467	67,033	73,329	76,482	79,311
18		69,507	73,957	78,203	81,929
19		70,014	75,621	79,962	84,488
20		71,555	77,322	81,761	86,389
21			79,023	83,560	88,290
22			80,762	85,398	90,232
23			82,538	87,277	93,217
24			85,354	89,197	94,246
25			86,210	92,160	96,320
26				94,074	98,342
27				95,029	100,408
28				97,024	101,516
29				98,362	104,669

Lane 1 Steps 11-17 and Lane 2 Steps 16-20 will sunset on June 30, 2016

PhD/EdD placed in appropriate step of Lane V and receive an additional \$3000 stipend

APPENDIX B

WEST NORTHFIELD SCHOOL DISTRICT 31

2013-2014

Step	Lane I BA	Lane II BA+16	Lane III MA	Lane IV MA+16	Lane V MA+32
1	44,746	47,246	50,246	53,246	56,246
2	45,775	48,333	51,452	54,524	57,596
3	46,828	49,444	52,687	55,832	58,978
4	47,905	50,582	53,951	57,172	60,394
5	49,007	51,745	55,246	58,545	61,843
6	50,134	52,935	56,544	59,920	63,296
7	51,262	54,126	57,873	61,329	64,784
8	52,415	55,344	59,233	62,770	66,306
9	53,595	56,589	60,625	64,245	67,865
10	54,801	57,862	62,050	65,755	69,459
11	56,006	59,135	63,477	67,234	71,022
12	57,238	60,436	64,937	68,747	72,620
13	58,498	61,766	66,430	70,294	74,254
14	59,785	63,125	67,958	71,875	75,925
15	61,100	64,514	69,521	73,492	77,633
16	62,444	65,933	71,086	75,146	79,380
17	63,818	67,383	72,685	76,837	81,166
18		68,866	74,321	78,566	82,992
19		70,381	75,993	80,333	84,860
20		71,929	77,703	82,141	86,769
21			79,412	83,948	88,678
22			81,159	85,795	90,629
23			82,945	87,682	92,623
24			84,769	89,611	94,660
25			86,634	91,583	96,743
26				93,506	98,774
27				95,470	100,849
28				97,474	102,966
29				99,521	105,129

Lane 1 Steps 11-17 and Lane 2 Steps 16-20 will sunset on June 30, 2016

PhD/EdD placed in appropriate step of Lane V and receive an additional \$3000 stipend

APPENDIX C

WEST NORTHFIELD SCHOOL DISTRICT 31

2014-2015

Step	Lane I BA	Lane II BA+16	Lane III MA	Lane IV MA+16	Lane V MA+32
1	45,262	47,762	50,762	53,762	56,762
2	46,303	48,861	51,980	55,052	58,124
3	47,368	49,984	53,228	56,374	59,519
4	48,457	51,134	54,505	57,727	60,948
5	49,572	52,310	55,813	59,112	62,410
6	50,712	53,513	57,125	60,501	63,877
7	51,853	54,717	58,467	61,923	65,378
8	53,020	55,948	59,841	63,378	66,915
9	54,213	57,207	61,248	64,867	68,487
10	55,433	58,494	62,687	66,392	70,097
11	56,652	59,781	64,129	67,886	71,674
12	57,898	61,096	65,604	69,413	73,286
13	59,172	62,441	67,113	70,975	74,935
14	60,474	63,814	68,656	72,572	76,621
15	61,804	65,218	70,235	74,205	78,345
16	63,164	66,653	71,816	75,874	80,108
17	64,554	68,119	73,432	77,581	81,911
18		69,618	75,084	79,327	83,754
19		71,150	76,773	81,112	85,638
20		72,715	78,501	82,937	87,565
21			80,228	84,761	89,491
22			81,993	86,626	91,460
23			83,796	88,532	93,472
24			85,640	90,480	95,529
25			87,524	92,470	97,630
26				94,412	99,680
27				96,395	101,774
28				98,419	103,911
29				100,486	106,093

Lane 1 Steps 11-17 and Lane 2 Steps 16-20 will sunset on June 30, 2016

PhD/EdD placed in appropriate step of Lane V and receive an additional \$3000 stipend

APPENDIX D

WEST NORTHFIELD SCHOOL DISTRICT 31 2015-2016

Step	Lane I BA	Lane II BA+16	Lane III MA	Lane IV MA+16	Lane V MA+32
1	45,800	48,300	51,300	54,300	57,300
2	46,853	49,411	52,531	55,603	58,675
3	47,931	50,547	53,792	56,938	60,083
4	49,033	51,710	55,083	58,304	61,525
5	50,161	52,899	56,405	59,703	63,002
6	51,315	54,116	57,730	61,107	64,483
7	52,470	55,334	59,087	62,543	65,998
8	53,650	56,579	60,476	64,012	67,549
9	54,857	57,852	61,897	65,517	69,136
10	56,091	59,153	63,351	67,056	70,761
11	57,325	60,455	64,809	68,565	72,353
12	58,587	61,785	66,299	70,108	73,981
13	59,876	63,144	67,824	71,685	75,646
14	61,193	64,533	69,384	73,298	77,348
15	62,539	65,953	70,980	74,947	79,088
16	63,915	67,404	72,577	76,634	80,867
17	65,321	68,887	74,210	78,358	82,687
18		70,402	75,880	80,121	84,547
19		71,951	77,587	81,924	86,450
20		73,534	79,333	83,767	88,395
21			81,078	85,610	90,340
22			82,862	87,493	92,327
23			84,684	89,418	94,358
24			86,548	91,385	96,434
25			88,452	93,396	98,556
26				95,357	100,625
27				97,359	102,738
28				99,404	104,896
29				101,491	107,099

Lane 1 Steps 11-17 and Lane 2 Steps 16-20 will sunset on June 30, 2016

PhD/EdD placed in appropriate step of Lane V and receive an additional \$3000 stipend

JOINT INSURANCE COMMITTEE

MEMORANDUM OF UNDERSTANDING

No later than April 15, 2013 or when the 2013 -2014 insurance rates are known, a Joint Insurance Committee shall be formed. The Committee shall be composed of up to three (3) representatives of the District and up to three (3) members of the WNTA. The purpose of the Committee shall be as follows:

1. to review the District's health insurance plan(s) in terms of existing coverage and benefits
2. to identify cost containment measures that will result in a projected decrease in health insurance cost that could be implemented for the 2013-2014, 2014-2015, and/or 2015-2016 school years
3. to provide written recommendations to the Superintendent, Board, and WNTA for consideration no later than May 2013 regular meeting of the Board of Education