

AGREEMENT

BETWEEN

THE BOARD OF EDUCATION

OF

CALUMET PUBLIC SCHOOL DISTRICT 132

and the

CALUMET EDUCATION ASSOCIATION, IEA-NEA

COVERING THE SCHOOL YEARS

2014 - 2015

2015 - 2016

2016 - 2017

2017 - 2018

TABLE OF CONTENTS

TITLE	PAGE	No.
PREAMBLE	1	
ARTICLE I – RECOGNITION	2	
ARTICLE I – VANCANCIES AND TRANSFERS	3	
1. Definitions		3
2. Vacancies		3
1. Posting of Vacancies		3
2. Posting of Vacancies for Transfer		4
A. Voluntary Transfers		4
B. Involuntary Transfers		4
C. Temporary ESP's		5
3. Filling of Vacancies		5
ARTICLE III – REDUCTION IN FORCE	6	
A. Seniority – Definition		6
B. Seniority for RIF Purposes Only		6
C. Seniority – Categories of Positions		6
1. Seniority		6
2. Seniority Accrual during Paid or Unpaid Absence		6
3. Seniority List		
D. Reduction in Force		7
E. Seniority Transfer When An Employee Assignment Changes		7
F. Recall		8
G. Recall Notification		8
ARTICLE IV – ASSIGNMENTS	9	
A. Notice of Tentative Assignment		9
B. Change in Tentative Assignment		9
C. Notice of Assignment		9
D. Summer Program		9
ARTICLE V – WORKING CONDITIONS	10	
A. Work Year		10
B. Workday		10
1. Teachers		10
2. Food Service		10
3. Building Secretaries		11
4. Instructional Aides		11
5. Health Services		11
6. Lunch Duty		11
C. Classroom Preparation Time and Breaks		11
D. Duty-Free Lunch		11
E. Meetings		11
F. Request for Additional Hours		12
G. Committees		12
H. Student Teachers		12
I. Class Size		12

ARTICLE VI – ASSOCIATION RIGHTS	13	
A. Information		13
B. Association Logos		13
C. Bulletin Boards		13
D. Mailboxes		14
E. Association Business		14
F. No Discrimination		14
G. Association Dues Deduction		14
H. Commencement of Negotiations		14
I. Distribution of Collective Bargaining Agreement		14
J. Fair Share		15
ARTICLE VII – ADMINISTRATIVE ASSOCIATION JOINT COMMITTEES	16	
A. Superintendent's Advisory Committee		16
B. Principals Advisory Committee		16
C. Calendar Committee		16
D. Job Description Committee		17
ARTICLE VIII – TEACHER EVALUATIONS	18	
A. Teacher Evaluations		18
B. Peer Evaluation		19
C. Professional Development Plan (PDP)		19
D. Remediation Plan		19
E. ESP Evaluations		20
ARTICLE IX – EMPLOYEE-BOARD RELATIONS	21	
A. Personnel File		21
B. Representation		21
C. Discipline		21
D. Complaints Against Employees		22
E. Assault and/or Battery Upon an Employee		22
F. Just Cause Discipline		22
G. Communication with Parents		22
H. Teacher Mentoring Program		23
ARTICLE X – INSTRUCTIONAL MATERIALS AND SUPPLIES	23	
ARTICLE XI- GRIEVANCE PROCEDURE	24	
A. Definition		24
B. Procedures		24
1. Informal Steps		24
2. Formal Step		24
3. Representation		25
4. Bypass of Grievance Steps		26
5. Withdrawal/Settlement		26
6. Association Participation – Employee Represented		26
7. Association Participation – Employee Not Represented		26
ARTICLE XII – REIMBURSEMENT FOR ADDITIONAL CLASS TRAINING	27	
A. Tuition Reimbursement		27
B. Employee Training Requested by the Administration		28
C. Teacher Workshops		28
D. ESP Professional Growth		28

ARTICLE XIII – LEAVES	29	
A. Personal Leave		29
B. Sick leave		29
C. Funeral Leave		30
D. Jury Service and Related Appearances (Paid Leave)		30
E. Association leave		30
F. General Leave of Absence for Tenured Teachers		30
G. Parental Leave		32
H. FMLA Leave		33
I. School Closing Leave Days		33
J. Temporary Incapacity Leave		34
K. Emergency Closings		34
L. Continuation of Benefits		34
ARTICLE XIV – SICK LEAVE BANK	35	
ARTICLE XV – FRINGE BENEFITS	36	
A. Insurance Premiums		36
1. Individual Coverage		36
2. Insurance Deductions		
B. Employees Retirement System & Board Contributions		37
C. Certified Employees Retirement		37
1. Pre-Retirement Information and Consultations		37
2. Retirement Incentive		37
3. Post-Retirement Unused Sick Day Payout & Severance Benefit		39
4. Conditions for Withdrawal of Notice of Intent to Retire		39
D. IMRF Retirement Incentive		40
1. Notification		40
2. Local Retirement Benefit		40
3. Retirement Insurance		40
E. Support Staff-Shelter Illinois Municipal Retirement Fund Contributions		40
F. Holidays – definitions		41
1. Holidays – for 12 Month- Employees		41
2. Holidays – for 10 Month –Employees		41
ARTICLE XVI – COMPENSATION	42	
A. Salary Schedule Advancement		42
B. Work Year		42
C. Pay Periods		42
D. Salary Schedule Placement		43
E. Internal Substitute Teacher Pay		43
F. Extra Duty Pay		43
G. Additional Services		44
H. Salary Increase for Currently Employed Teachers		45
I. Mileage for Travel Within the District		45
J. Longevity Compensation		45
ARTICLE XVII – CONFORMITY TO LAW AND RESERVATION OF RIGHTS PROVISION	46	
ARTICLE XVIII – EFFECT OF AGREEMENT	46	
ARTICLE XIX – NO STRIKE CLAUSE	47	
• No Reprisals		47

ARTICLE XX – NEGOTIATION PROCEDURES	47	
A. Authority to Bargain		47
B. Beginning of Negotiations		47
A. Mediation		47
B. Time Line Change		47
ARTICLE XXI – DURATION OF AGREEMENT	48	
SALARY SCHEDULES (2014 – 2018)	49	
Data Clerks		49
Food Service		50
Licensed Practical Nurse (LPN)		51
Secretary		52
Safety Coordinator		53
Library Aide		54
Registered Nurse (RN)		55
Teacher		59
Teacher Aide		62

**AGREEMENT BETWEEN THE BOARD OF EDUCATION OF
CALUMET PUBLIC SCHOOL DISTRICT 132**

AND THE

CALUMET EDUCATION ASSOCIATION, IEA-NEA

PREAMBLE

This Agreement is made and entered into by and between the Board of Education, Calumet Public School District 132 hereinafter referred to as the "DISTRICT", Cook County, Illinois, hereinafter referred to as the "BOARD," and the Calumet Education Association, IEA-NEA, hereinafter referred to as the "ASSOCIATION or CEA." When used in this Agreement, the term "Superintendent" shall mean the Superintendent of Schools and/or his/her designee.

ARTICLE I – RECOGNITION

- A. The Board hereby recognizes the Association as the sole and exclusive negotiating agent for all full-time and regularly employed part-time certified employees and all full-time and regularly employed part-time support employees whose normal workweek is currently twenty (20) hours and has student contact time at least fifty-one percent (51%) of their day except for the following classifications: Superintendent or designee, assistant superintendents, principals, assistant principals, administrative assistants, managerial and supervisory personnel having the authority to hire, transfer, assign, promote, discharge, evaluate, adjust grievances, or discipline other employees or having the responsibility to make other recommendations thereon. Such representation shall cover all employees assigned to newly-created bargaining unit positions as described above.

B. Glossary

When used in this professional negotiations agreement, the following terms will have standard meanings, as follows:

EMPLOYEE = Any person hired by the Board of Education who is covered by the provisions of this Agreement except those listed in A above.

ESP = Abbreviation for all Educational Support Personnel as a group. The individual categories of ESPs are listed in Article III, Section B. When individual categories are used, the relevant provisions apply only to those mentioned. Other limiting terms such as "full-time," "part-time," etc. may be used and shall have the obvious meaning when present.

TEACHER= A representative term for any certificated person covered by this Agreement in accordance with the provisions of Article I. Limiting terms such as "tenured," "consulting," "part-time," etc. may be used and shall have the obvious meaning when present. An individual will qualify as a teacher as long as they have contact with and have supervision or instructional duties with students at least fifty-one percent (51%) of their day.

WORK DAY= Work day shall be defined as a normally scheduled teacher work day.

ARTICLE II – VACANCIES AND TRANSFERS

A. Definitions

Vacancy shall be defined as a bargaining-unit opening that becomes available due to resignation, retirement, discharge, layoff, or the creation of a new position that cannot be filled by an honorably dismissed employee who has recall rights. (See Article III, D. b. 1).

Transfer shall be defined as either a voluntary or involuntary move from one (1) building to another and/or change in shift.

B. Vacancies

1. Posting of Vacancies

The District shall post all vacant positions that have been certified to be included in the bargaining unit on the District website. A “vacancy” shall be defined as a position that the District has determined to fill on a full-time or part-time basis which was created as a result of the 1) resignation, 2) death, 3) retirement, or 4) termination of a current employee holding the position, 5) leave of absence of specified duration with or without pay, or which is a new position created by the District.

The notice shall specify qualifications, salary range, work site if known, person to whom application should be made, the deadline for application and the anticipated start date. Whenever vacancies occur notice of vacancies and opportunity to apply shall be posted on the District intranet for a minimum of ten (10) calendar days prior to public posting and before the vacancy is permanently filled. In the case of a position that will be vacant in fifteen (15) or fewer days, notice will be posted on the District website for a minimum of two (2) calendar days prior to public posting and before the vacancy is permanently filled. The president of the Association shall be notified by email of all postings on the first day of the posting.

During the posting period, employees may apply for the vacancy by submitting a written application as provided for in the notice. Any employee applying for a vacancy shall be interviewed for the position provided that they possess qualifications that the District considers appropriate for the vacancy.

The parties agree that the Board has the right to establish new work positions and classifications. When the Board wishes to establish a new position, including job descriptions and level of pay, the Board will meet with the Association to negotiate the terms of the new position as long as it is not administrative.

2. Posting of Vacancies for Transfer

All vacancies as defined herein shall be posted internally, prior to recall, for the purpose of voluntary transfers. If vacancies or promotional positions become available during the summer, employees having filed such request will be so notified.

a. Voluntary Transfers

Employees who have on file a written request for a change of position shall be notified in writing by the Superintendent or designee when that position becomes vacant. This written request (Statement of Intent) shall be given to the employees no later than April 1 and returned to the Building Principal no later than April 15. This request shall be valid for one (1) year. During the time of recess of school, the Superintendent or designee shall notify the Association President of any vacancies by certified mail within fifteen (15) days of the date that the Superintendent or designee is notified of the vacancy.

Any employee with contractual continued service may apply for transfer to another position or building. Such application shall be in writing and directed to the Superintendent or designee. The decision of the Superintendent or designee shall be final.

If an employee is denied a voluntary transfer, the Superintendent or designee shall conduct a meeting to discuss the reasons for such denial, upon the request of the employee.

b. Involuntary Transfers

If requested, the supervisor will schedule a conference with the employee to discuss the reason(s) for the involuntary change.

If the employee is dissatisfied with the outcome of the conference with his/her immediate supervisors, the employee may request a meeting with the Superintendent or designee to discuss the transfer. If the employee is dissatisfied with the outcome of this meeting, a written statement of the transfer and reason behind it shall be given to the employee within ten (10) days and the employee shall have the option of resigning without prejudice.

Evaluations, prior experience, certification and continued professional growth (where applicable) will be among the criteria considered when filling vacant positions. When evaluations, prior experience, certification and continued professional growth are equal, seniority in the District shall determine selections for vacant positions; however, in all cases when seniority is considered, the final determination shall be based on the needs of the District.

c. Temporary ESPs

ESPs may be hired on a temporary basis up to 90 days. If the temporary assignment exceeds the 90-day limitation, the time frame will be determined before the commencement of the assignment. After completion of the assignment or sooner, the individual may be offered full-time employment including all benefits and membership in the Association. Time served in the temporary position shall count towards the 90-day District probationary period.

3. Filling of Vacancies

Vacancies in bargaining units for licensed positions shall be filled based upon many factors, including skills, abilities, qualifications, experience and the needs of the District. Seniority will not be considered for filling of vacancies.

- All vacancies to be filled are subject to Reduction in Force and Recall law contained in, (105 ILCS 5/12-24).

ARTICLE III – REDUCTION IN FORCE

A. Seniority – Definition

Seniority shall be defined as consecutive years of full-time employment and shall accumulate from the employee's first working day. Part-time employees accrue seniority pro rata.

B. Seniority-Part-Time/ Support Staff (RIF Purposes Only)

Since the beginning of the 2002-03 contract, part-time employees have accrued and will accrue seniority on a pro rata basis according to their full time equivalent position. For example, a part-time employee working 5 hours per day will be credited with 5/8 of a day towards seniority if the full time equivalent of the position is 8 hours. A part-time employee working 4 hours per day will be credited with 4/6 of a day towards seniority if the full time equivalent is 6 hours.

C. Seniority – Categories of Positions

For purposes of determining seniority among the staff in the bargaining unit, the following categories of positions shall exist within the meaning of School Code Section 5/10-23.5:

- | | |
|------------------|--------------------|
| 1. Food Services | 4. Health Services |
| 2. Aide | 5. Teachers |
| 3. Clerical | |

1. Seniority

Upon satisfactory completion of an initial ninety (90) employee workday probationary period, employees shall be granted seniority. Such seniority shall be measured from the first day of performing duties.

2. Seniority Accrual During Paid or Unpaid Absence

Hours, for purposes of seniority computations, shall not accrue during any unpaid absence. Hours, for purposes of seniority computations, except for the completion of the probationary period, shall accrue during any paid absence, including an absence paid by workers' compensation.

3. Seniority List

a. Support Staff

The Board shall prepare, maintain and post the seniority list. The initial seniority list shall be posted on the Employee's bulletin board at all work sites within thirty (30) workdays after ratification of this Agreement. Revisions shall be prepared and posted annually thereafter by November 1. A copy of the seniority list and subsequent revisions shall be furnished to the Association on or before February 1 of each year. Any employee disagreeing with seniority placement shall notify the Superintendent or designee and Association president in writing within thirty (30) workdays after posting.

b. Licensed Staff

The Board shall prepare, maintain, and post the seniority list for all licensed employees on the District's website. The Board shall prepare an Honorable Dismissal list of licensed staff for purposes of Reduction in Force, in accordance with the Illinois School Code.

D. Reduction in Force

a. Support Staff

In the event of a reduction of staff, work year, wages, or work hours, the following procedures shall be utilized:

1. Written notice shall be given to the employee in accordance with the School Code.
2. The least senior employee(s) in a category of position shall be laid off first.
3. While on layoff, the acceptance of a temporary or part-time position shall not affect recall rights.

b. Licensed Staff

Reductions in staff for licensed employees shall be made pursuant to the following:

1. If the removal or dismissal results from the decision of the Board to decrease the number of full-time licensed staff employed by the district or to discontinue some particular types of teaching service, written notice shall be given to the affected licensed employee either by mail return receipt requested or personal delivery with receipt at least 45 days prior to the end of the school term, together with a statement of honorable dismissal and the reason thereof.
2. The Association officers and the Superintendent may meet upon the request of either party to discuss any reduction in force and the possible elimination of expenditures other than staff before such reductions are determined by the Board. Such meetings shall be held by March 1.
3. Decreases in staff shall be performed in accordance with the Illinois School Code.

E. Seniority Transfer When An Employee Assignment Changes

If an employee is removed from a particular category of position, the employee's seniority list in said category of position shall be frozen as of date of removal. If an employee is assigned to a new category of position, the employee shall accrue new seniority in such new category of position as in the case of any new employee.

F. Recall

a. Support Staff

If the Board has any vacancies for the following school term or within one (1) calendar year from the beginning of the following school term, the positions thereby becoming available within a specific category of position shall be tendered to the employees so removed or dismissed from that category or position, so far as they are qualified to hold such positions on the date of recall. The District will attempt to return employees to similar positions on the date of recall. The District will attempt to return employees to similar positions and work sites they held immediately prior to their layoffs if a similar position is available.

b. Licensed Staff

If the Board within one (1) calendar year from the beginning of the following school term increases the number of licensed staff, the Board shall offer re-employment to the honorably discharged staff member in accordance with the Illinois School Code.

G. Recall Notification

Employees shall be notified by certified mail at the Board's expense, at their last known addresses of vacancies for which they are eligible. Employees shall have ten (10) days from the mailing of the notice to notify the Board of Education of their intentions. The response requirements shall be clearly indicated on the recall notice.

All employees must leave a summer address and telephone number, if any such information will change during that period, with the Board of Education.

Failure to accept a temporary position does not result in a waiver of recall rights.

While eligible for recall, employees will not earn credit for salary schedule movement, seniority, sick leave or other benefits. Employees who are recalled will resume employment with the same salary schedule credit, seniority and sick leave allotment they had on their last day of active employment.

ARTICLE IV – ASSIGNMENTS

A. Notice of Tentative Assignment

Teachers shall be notified in writing forty (40) calendar days prior to the start of the regular school term of their tentative building and teaching assignments, including grade level and subject area for the coming year. Teachers shall be assigned within the scope of their certificates. If the tentative assignment is to be different from the assignment requested by a teacher, the principal will schedule a conference with the teacher.

B. Change in Tentative Assignment

Prior to a change in the tentative assignment, the teacher shall be notified in writing by the principal and a conference with the principal to discuss the rationale for the change will occur thirty (30) days before the start of school, except in cases of emergency. A representative of the teacher's choice may attend. The final decision in the matter will be with the Superintendent or designee and he/she shall give the teacher the decision in writing with specific rationale for the change.

C. Notice of Assignment

If employees have not received notice of any change in work assignment before the end of the school year, their work assignments and sites will be the same for the following year, except as otherwise provided herein.

D. Summer Program

Should there be a Summer Program, regularly assigned employees, both licensed and support staff, in the School District shall be given, among other things, consideration for an assignment in the Summer School Program based on certification, and interest before any substitute teachers or outside sources.

Tentative Summer Program assignments for employees shall be made by May 20.

Teachers will receive materials for the Summer Program two weeks prior to the commencement of the Program, if available.

ARTICLE V – WORKING CONDITIONS

A. Work Year

The work year for all employees (ten (10)-month and twelve (12)-month) shall begin no sooner than July 1 and end not later than June 30.

B. Workday

1. Teachers

Normal teacher attendance shall be defined as ten (10) minutes before the start of the student school day, and not to exceed one-half hour after the close of the end of the student day. However, a teacher may leave fifteen (15) minutes after the end of the student school day, unless directed by the Board's administration (the "Administration") to remain the full thirty (30) minutes. In such cases, a specific reason shall be stated by the Administration as much in advance as possible, but no less than five (5) days prior. The ten (10) minutes before and fifteen (15) minutes after the student attendance day, the teachers will be available for meetings, door duty, parent conferences and other professional obligations.

The student attendance day shall be set by the Board of Education. The length of the student attendance day, which is currently six and one-half (6 ½) hours, shall not increase without the written consent of the Association.

2. Food Service

The normal workday and normal work year for Food Service shall be six and one-half (6 ½) hours per day which includes a one-half (1/2) hours duty-free unpaid lunch period for the Head Cooks or four (4) or five (5) hours per day with no lunch period for the Kitchen Assistants.

3. Building Secretaries

The normal workday is eight (8) hours per day which includes a one-half (1/2) hour duty-free unpaid lunch period. The normal work year is either ten and one-half (10 ½) or twelve (12) months.

Those working ten and one-half (10 ½) months shall work one week prior to the teachers' school year and one week after the teachers' school year. If a secretary is required to work beyond ten and one-half (10 ½) months, he or she will be paid at his or her hourly rate. If a secretary volunteers to work beyond the contractual ten and one-half (10 ½) year period, he or she will be paid at a rate to be determined by the District.

4. Instructional Aides

The normal workday is six and one-half (6½) hours per day which includes a one-half (1/2) hour duty-free unpaid lunch. The work year shall be the same as that of regular full-time teachers at the District.

When acting in the capacity of a regular full-time teacher, the employee will receive preparatory time as scheduled pursuant to the contractual agreement between the Board and the Association.

5. Health Services

The workday shall be determined and approved by the Superintendent or designee. There will be one nurse and/or nurse's aide covering each building during normal hours of school operation.

6. Lunch Duty

No Special Education Aides or certified staff will be required to serve lunch duty without compensation.

C. Classroom Preparation Time and Breaks

1. Each teacher employed full-time shall be allotted two hundred (200) minutes per week for classroom preparation. This preparation shall occur during the time of normal teacher attendance excluding lunch and recess with the exception of those teachers teaching children whose hours are less than the official school day.
2. The Secretarial staff shall receive two (2) fifteen (15) minute breaks during the workday and Head Cooks shall receive one (1) fifteen (15)-minute break.

D. Duty-Free Lunch

Every employee covered by this Agreement shall be allowed a duty-free lunch period of not less than the students'. Employees with permission to leave their buildings for lunch will sign "out" and "in" at the school office as prescribed by the Board.

E. Meetings

1. The Superintendent or his or her designee; or a principal may require teachers to attend staff meetings. Additionally, the Board of Education, Superintendent or designee, or principal, or supervisor may require teachers to attend up to five (5) evening meetings each year, which would involve parents.
2. Except in cases of emergency, or for IEP, grievance or disciplinary-related hearings and meetings, no employees shall be required to be in attendance thereafter for more than one (1) hour after his/her children are dismissed without compensation. Subject to the exceptions set forth above, in cases where children are dismissed earlier than the regular dismissal time, the teacher shall not be required to attend such meetings, non-credit workshops or in-service training meetings for more than one (1) hour after the regular dismissal time of his/her children. In all such cases, employees shall be compensated at the extra duty rate on a prorated basis beginning thirty (30) minutes after student dismissal.

F. Request for Additional Hours

The Board may offer opportunities for additional work during the winter, spring, and summer recesses on a building-by-building basis. Any employee who is interested in such work shall indicate his or her interest to the building administrator, who shall secure approval from the Board. Where one or more employees express interest in the same work, the District will award the work to the employee that it feels is best qualified to perform the work. In making this evaluation, the District will consider seniority. Acceptance of any additional work during the winter, spring, and summer recesses is voluntary.

G. Committees

1. The Association will have at least two (2) representatives, one teacher representative and one support staff representative, on the District In service, Insurance, Technology, and Labor Management Committees, as well as on any non-Board committee that may be established in the future and which the District and CEA agree has relevance to the work of employees.
2. Employees serving on committees will be excused from their buildings for committee meetings as long as it does not substantially interfere with the educational process.

H. Student Teachers

A supervising teacher shall have at least five (5) years of successful teaching experience as indicated by written evaluations and administrator recommendation. No student teacher shall be placed in sole charge of a classroom until the college or university coordinator and the supervising teacher have mutually agreed that the student teacher is ready for this responsibility. A supervising teacher shall be informed before the student teacher is assigned.

I. Class Size

The number of students in a classroom will be limited to, when possible:

Pre-Kindergarten	15 students each session
Kindergarten	15 students each session
First Grade	18 students
Second Grade	20 students
Third-- Fifth Grades	22 students
Sixth - Eighth Grades	25 students

When classes are over-filled by five students in any grade, an aide shall be hired for said classroom. The aide will not be split between more than two teachers.

ARTICLE VI – ASSOCIATION RIGHTS

A. Information

The Board agrees to furnish to the Association the following:

1. A District personnel directory by November 1.
2. Minutes of all Board meetings within thirty (30) days after minutes are approved.
3. A copy of the budget as adopted and a copy of the school audit within five (5) school days after a request has been made in writing.
4. A copy of all Board packets including the Board Agenda supplied to Board members except for any item(s) which could be discussed in closed session under the *Open Meetings Act* or which is (are) not subject to release under the *Freedom of Information Act*.
5. Notification of all Special Board Meetings within two (2) days of scheduling and receive a copy of the Agenda.
6. Notification of changes in current policies and amendments as they are adopted.
7. Current Board policies shall be available in each school building.
8. A list of names, dates of hire, job titles, work sites and placement on the salary schedule (with incentive pay, if applicable) of all employees holding positions certified within the bargaining unit by September 30 of each year. This list shall also include if part or all of the employee's salary is funded through a grant.
9. An electronic copy of the CBA to be posted on the District website for member use.
10. Notice of any new employees within five (5) working days of approval by the Board.
11. At the beginning of each school year by September 30th, employees will be provided with a statement of their salary/wage, accumulated sick leave and personal days, and vacation time.
12. Official job descriptions for each position within the Bargaining Unit shall be maintained at the Personnel Office and shall be available for inspection by Bargaining Unit Employees upon request.
13. The Association President must be given a copy of all job descriptions by the first day of student attendance each school year.
14. All employees will receive a copy of their job description at hiring.

B. Association Logos

The Association shall refrain from displaying Association logos and other materials on school property, other than faculty rooms.

C. Bulletin Boards

The Association shall have the right to post notices of its activities and matters of Association concern on bulletin boards in the faculty room at each school.

D. Mailboxes

The Association shall have the right to use the employee's mailboxes for a reasonable volume of communications to teachers. The Association shall provide the Administration with copies of items of general circulation that the Association disseminates through the use of District-owned employee mailboxes.

E. Association Business

Upon notifying the school office, duly authorized representatives of the Association and its affiliates shall have the right to transact official Association business on school property, during duty-free times of bargaining unit members, provided that this shall not interfere with or interrupt normal school operations. And further provided, the Association's views on matters relating to supervisor-employee or School Board-employee relationships will not be discussed in the presence of students. Preparation time shall not be considered duty-free time.

F. No Discrimination

The Board and the Association agree not to interfere with the right of employees covered by this Agreement to become or not to become members of the Association and that there shall be no discrimination against any employee covered by this Agreement because of Association membership or non-membership. Membership in the Association or any other employee organization shall not be a condition for any employee covered by this Agreement.

G. Association Dues Deduction

The Board will deduct from the pay of each member of the bargaining unit from whom it receives written authorization to do so, the required amount of Association dues. By September 15th of each school year, the Association will provide the business manager with an appropriate list of employees on the continuous membership roster and at such time, the District will begin deducting dues from the members on the continuous roster. Additionally, membership enrollment forms for new members and amount of yearly dues will be provided by September 30th.

When new Association positions are filled, the District will include the membership enrollment forms with the initial paperwork and forward the completed membership enrollment form to the membership chairperson.

H. Commencement of Negotiations

All items to be negotiated shall be submitted by March 1. Negotiations shall begin no later than April 1, unless both parties agree to an alternate date. Negotiations meetings shall be held as necessary at times and places agreed to by both parties.

I. Fair Share

1. Effective with the 1992-93 school year, each teacher employed for the first time in the School District, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues. Effective with the 2002-03 school year, each support staff member will follow the above procedure.
2. In the event that such bargaining unit member does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the non-member. The Association shall provide the Board with a list of bargaining unit members who have paid their fair share fee directly to the Association.
3. The Board shall pay such fee shall to the Association by the Board no later than ten (10) days following such deduction.
4. In the event of any legal action against the Board brought in a court or administrative agency because of its compliance with this Fair Share provision, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
 - a. The Board gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if it so desires, and
 - b. The Board gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.
5. The Association agrees that in any action so defended, it will indemnify and hold harmless the Board from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Board's non-negligent compliance with this Article. It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.
6. The obligation to pay a fair share fee will not apply to any bargaining unit member, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such bargaining unit member is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the bargaining unit member to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

ARTICLE VII – ADMINISTRATIVE-ASSOCIATION JOINT COMMITTEES

A. Superintendent's Advisory Committee

It shall be the purpose of the Superintendent's Advisory Committee to meet with the Superintendent or designee for the purpose of sharing ideas. Such discussions shall include any knowledge either party may have of any change in existing policy or procedure that might affect wages, hours, terms or conditions of employment. Any recommendations and/or agreements shall not be binding on the Board.

The Committee shall have as its membership the Superintendent of Schools, the District 132 CEA Presidents and representatives from each school. The committee members from the School District building sites shall be selected from among the staff in their respective buildings.

Meetings shall be held monthly at a mutually agreeable time.

B. Principals' Advisory Committee

There shall be formed in each school building in the District a Professional Issues Committee for purposes of discussion of issues regarding the operation of the building, school programs, discipline issues and other areas of mutual interest. Each committee shall be made up of the Building Principal and one teacher from each grade level in the building: at the junior high school, the Committee shall consist of a Building Principal and one teacher from each department, if so instructed.

Working in an unpaid capacity, the Committee shall meet monthly, or more often if requested. Any member of the Committee may call committee meetings. Decisions of the Committee will be made using a consensus decision-making model as long as the decision does not substantially interfere with the operation at the school. Minutes of Committee meetings will be recorded and distributed to building staff, the Superintendent or designee, and the Association President(s).

C. Calendar Committee

Representatives of the Association and Administration shall meet at a mutually- agreeable time to discuss the school calendar including the opening day, vacation periods, and close of school term. This committee's recommendation shall be submitted to the Superintendent, in writing, prior to Board adoption of the calendar.

The school calendar shall conform to the state law and shall include no more than one hundred eighty (180) teacher attendance days. It is understood that if no emergency days are used, the five (5) emergency days will not be attendance days for employees.

It is recognized that the Board has final authority to determine the school calendar and such school calendar shall be adopted at the earliest practical date. The Calendar Committee shall be apprised of any modifications of the recommended calendar the Board may make. In the event that a change becomes necessary after the calendar has been adopted, the Association shall be advised.

D. Job Description Committee

A Job Description Committee shall be established and maintained. The Superintendent of Schools and the Association President shall each select up to three (3) members for the Committee. The chairperson of this Committee shall be one of the members and shall be designated by the Committee.

In making committee appointments, the District and the Association shall strive to have the District's diverse constituencies represented on the Committee with due consideration and representation given to the District's various school buildings, departments, and programs and to the employees' various job categories, length of workdays and work years.

1. The Committee shall meet monthly or as needed to review existing and proposed job descriptions/categories. Further, individual employees may request that the committee review their job description.
2. The Committee shall call and conduct meetings during the school year so that final recommendations of the committee can be presented to the Board by May 1st for their action.
3. Changes made by the Board will be implemented during the next school year.

ARTICLE VIII – EVALUATION

A. Teacher Evaluations

1. A Certified Evaluator shall conduct the evaluation of Teachers using a performance evaluation plan (Plan)¹ containing clearly defined performance expectations and indicators on student growth as a significant factor in judging performance, measures the individual's professional practice, and meets the requirements of the Illinois School Code 105 ILCS 5/24A. The Evaluator shall assist the teacher in fulfilling and improving their instructional program as well as identify area(s) in need of improvement or deficiencies and shall recommend and provide remedial assistance.
2. The Evaluation should be continuous and ongoing throughout the evaluation period providing a process whereby the evaluator and employee informally evaluate past performance, guide future performance and expectations.
3. The Plan shall provide for an evaluation at least once every two years for a tenured Teacher and shall be completed by May 15th. Non-tenured Teachers shall be evaluated at least twice a year. The first evaluation shall be completed by December 15th, and the second evaluation by May 15th. Non-tenured teachers who are entering their last probationary year will be evaluated by March 1st annually.
4. The evaluation shall include an overall rating of "Excellent", "Proficient", "Needs Improvement", or "Unsatisfactory".
5. A tenured Teacher with an overall rating of "Excellent or Proficient" will have a minimum of two (2) observations each evaluation cycle, of which one (1) must be a formal observation (formal observations include both a pre-and-post observation conference). Each formal observation shall consist of no less than thirty (30) continuous minutes per observation.
6. The pre-observation conference shall be scheduled by the evaluator and the teacher to discuss the evaluation instrument as well as the focus of the evaluation. The evaluation is to be scheduled as least five (5) school days after the pre-observation conference.
7. For each tenured teacher who received a "needs improvement" or "unsatisfactory" performance evaluation rating in his or her last performance evaluation, a minimum of three observations shall be required in the school year immediately following the year in which the "needs improvement" or "unsatisfactory" rating was assigned, of which two must be formal observations. Formal observations shall include both a pre and post observation conference.
8. The post-observation conferences will identify strengths and weaknesses based upon formative feedback, planning and reflecting conversations, as well as attendance and subject competency when determining a Summative Evaluation Rating (Evaluation Rating).

¹ The Danielson Group, Inc., *The Framework for Teaching Evaluation Instrument*

9. The post-observation conference shall occur within ten (10) school days following the observation. At this conference the teacher shall receive a copy of their evaluation including supporting evidence used to determine the rating. The evaluation shall be signed by the evaluator and the teacher. The teacher's signature shall signify receipt of the evaluation.

B. Peer Evaluation

1. Once the Peer Evaluation has been conducted, the original Evaluator and the Peer Evaluator shall confer to determine the teacher's rating. A new rating may be achieved only if the original Evaluator and Peer evaluator agree that a new rating is appropriate and supported by evidence obtained during the Peer Evaluation. A non-tenured teacher or a tenured teacher who received a summative rating of "proficient or excellent" cannot request a Peer Evaluation.

C. PDP (Professional Development Plan) Plan

1. When a tenured Teacher receives a Summative Evaluation Rating of "Needs Improvement" in any area of his/her evaluation, he/she will be placed on a Professional Development Plan (PDP) within thirty (30) days of receiving the rating.
2. The PDP components will include the following:
 - a. Areas of Improvement
 - b. Rationale for Area of Improvement
 - c. Improvement Strategies
 - d. Tasks to Complete
 - e. Support and Resources
 - f. Indicators of Progress
3. The tenured Teacher who has obtained a "Needs Improvement" rating on the Summative Evaluation shall be evaluated in the next school year following the PDP. A minimum of two (2) observations is required over the course of the PDP, one (1) informal and one (1) formal. In addition, the teacher must be evaluated in the school year immediately following the year in which the PDP was imposed during which time, three observations must be conducted in which, two must be formal observations.
4. If the tenured Teacher fails to achieve a "Proficient or Excellent" rating on the evaluation following a PDP plan, the Teacher will be rated as "Unsatisfactory" and a Remediation Plan shall be developed in compliance with 105 ILCS 5/24A.

D. Remediation Plan

1. When a tenured Teacher receives an Evaluation Rating of "Unsatisfactory", a Remediation Plan shall be developed within thirty (30) days with deficiencies cited, "provided the deficiencies are deemed remediable" (105 ILCS 5/24A-5(i)).
2. A Teacher under remediation will be assigned a Consulting Teacher for the duration of the remediation plan. The Consulting Teacher will have the right to attend all meetings and at each evaluation conference between the evaluator and teacher undergoing remediation. The Evaluator will select the Consulting Teacher.

3. A Teacher under remediation is permitted to have an Association Representative present to observe the evaluation conference in addition to the Consulting Teacher.
4. The remediation period shall be no more than ninety (90) school days in duration, consisting of a mid-point evaluation and a final evaluation conducted by a qualified Evaluator.
5. The Teacher shall have the right to attach an explanation to the observation as it pertains to the specific areas of the remediation plan.
6. A tenured Teacher, who fails to complete a remediation plan with a rating of "Proficient or Excellent", shall be subject to dismissal in accordance with 105 ILCS 5/24A.

E. Educational Support Personnel (ESP) Evaluations

1. Before any evaluation is conducted, the supervisor(s) responsible for evaluations shall familiarize each Employee with and furnish each Employee a copy of the evaluation procedures and instruments.
2. All monitoring or observation of the work of each Employee shall be conducted in person by the employee's supervisor or higher superior when needed. Each evaluation shall be preceded by at least one (1) on-the-job visit by the evaluator. For Aides, each observation shall be no less than thirty (30) consecutive minutes and for other support staff thirty (30) minutes when practical.
3. A probationary employee shall be evaluated at least twice during his/her probationary period with not less than fifteen (15) workdays between evaluations. In the final evaluation the supervisor shall make recommendations to the Superintendent or designee regarding the continued employment of that probationary Employee. Non-probationary employees shall be formally evaluated at least once during every other employment year.
4. A pre-evaluation conference between the evaluator and the employee shall be held to review the expectations of the parties, dates, and times for observations.
5. All evaluations shall be written and given to the employee within ten (10) days after the final observation. The parties shall meet during the employee's workday to discuss the evaluation within ten (10) days thereafter. The employee shall sign the evaluation and be given a copy by the evaluator. In no case shall the employee's signature be construed to mean that he/she agrees with the contents of the evaluation but only that the evaluation has been discussed.
6. An employee may submit a written response to his/her evaluation and have that response attached to the file copy of the evaluation. All written evaluations and the attached employee's comments are to be placed in the employee's personnel file. The immediate supervisor will sign the employee's response acknowledging receipt of the material and give the employee a signed copy.

7. If a supervisor believes a non-probationary employee is doing unsatisfactory work, the supervisor shall state, in writing no later than January 1, the reason(s) therefore in specific terms, the specific steps the employee must undertake to improve, and any assistance to be given the employee towards that improvement.

ARTICLE IX – EMPLOYEE-BOARD RELATIONS

A. Personnel File

There shall be only one official personnel file for each employee. All official personnel files shall be kept in one place at the District office. Each employee shall have the right, upon written request, to review the contents of his/her own personnel file except for those materials not subject to review under law, within three (3) school days. An Association representative, at the employee's option, may accompany the employee during such a review of the employee's file. Employees shall be given a copy of materials placed in their personnel file prior to or at the time of placement and may prepare a response for attachment to said materials. All new materials added to the employee personnel file that may impact their employment shall be initialed and dated by the employee. The file may not be removed from the District office. When the employee reviews his/her personnel file, the Superintendent or designee shall be present.

B. Representation

Whenever any employee is required to appear before the Board or any other member of the Administration concerning a matter which may result in discipline to the employee, the employee shall be given prior written notice of the reason for such meeting and shall be permitted to have a representative of his/her choosing present for advice and representation.

C. Discipline

1. Any employee who receives a written warning and/or reprimand shall be entitled to discuss the matter with the Administration, upon request. If the warning and/or reprimand is included in the employee's personnel file, the employee shall be entitled to attach a written statement to the warning and/or reprimand.
2. Prior to any suspension without pay, the employee and the Association president will be notified in writing of the charges leading to suspension. The employee and Association representative shall be afforded an opportunity to meet with the Superintendent or designee to respond to the charges before the Board considers the recommendation. Any employee suspended without pay shall have the right to meet with the Board of Education regarding the suspension. The employee shall submit his/her request for such meeting in writing to the Superintendent or designee, stating the reasons therefore, not later than ten (10) days after being provided with notice of suspension. The employee shall have the right to have a representative of his/her choosing present at such meeting. The meeting shall occur no later than thirty (30) days after the Superintendent or designee is provided with the written request for the meeting with the Board of Education. The Board shall provide the employee with its determination not later than ten (10) days after the meeting. A just cause standard shall apply in cases of suspension without pay, where no dismissal is pending.

D. Complaints Against Employees

The Administration shall not take any formal disciplinary action (written letter of reprimand, written notice of suspension with pay, suspension without pay, or termination) against an employee based on a complaint without having a conference with the employee in which the nature of the complaint and the name(s) of the complainant(s) are discussed. If the employee so requests, an Association representative shall be present at any such meeting scheduled with the administrator and/or complainant. The employee shall immediately receive notification of any complaint that is to be placed in his/her file. Unless an administrator informs an employee of the substance of a complaint prior to the formal evaluation, no reference of the complaint may be made in the employee's evaluation.

E. Assault and/or Battery Upon An Employee

Any case of assault and/or battery upon an employee arising out of and in the course of his/her employment shall be promptly reported to the Board or its designated representative. The Board will provide counsel to advise the employee of his/her rights or obligations with respect to such incident and shall promptly render all reasonable assistance to the employee in connection with the handling of the incident by law enforcement and judicial authorities. The requirements of this section to provide counsel and reasonable assistance to the employee shall not apply in situations where the Board is seeking disciplinary action against the employee with respect to the incident for which the employee seeks either counsel or reasonable assistance.

F. Just Cause Discipline

No non-probationary employee shall be suspended without pay or terminated without just cause. When such action is taken, written notice of the specific grounds forming the basis for the action shall be provided to the employee. Suspension without pay or termination of any employee shall be preceded by a conference with the employee by the appropriate administrator prior to taking any action.

G. Communication with Parents

All employees who are responsible for communicating with parents shall notify parents when there is a drop in a grade or grades within a quarter period (*i.e.*, each nine weeks). Responsible employees under this provision include, without limitation, teachers of the affected child.

H. Teacher Mentoring Program

For all new teachers hired by the Board, including part-time teachers, and for all non-tenured teachers except part-time teachers that have taught in the District for more than five (5) consecutive years, there is added, at no additional compensation, to the adopted school calendar, a requirement that said teachers attend an orientation workshop each year during their non-tenured years, five (5) days before the commencement of school and five (5) days after the last day of school.

The Superintendent shall assign a tenured teacher for such above mentioned teacher. The Superintendent shall solicit volunteers from the bargaining unit, and pay such teachers \$750.00 per Mentee annually.

Mentors shall not be required to attend more than eight (8) mentoring meetings per school year. The Mentors, Superintendent and the Principals, shall develop the Mentoring program with observation by the Association. Each Mentor shall have no more than four (4) mentees.

ARTICLE X – INSTRUCTIONAL MATERIALS AND SUPPLIES

- A.** Each member of the instructional staff shall be given the opportunity to submit requisitions for instructional materials and supplies for the following school year to the Building Principal. Teachers shall be advised of any of his/her requisitions that are not approved as soon as possible after such determination.
- B.** Requisitions for supplies and/or materials shall first be submitted to the Building Principal, then submitted to the Superintendent or designee for consideration and approval. The Superintendent or designee shall grant or deny the written requisition within ten (10) school days of its receipt from the Building Principal.
- C.** Subject to the approval of the Building Principal and the Superintendent or designee pursuant to the forgoing paragraphs, each full-time employee shall be allocated Two Hundred Dollars (\$200.00) for instructional supplies and materials during each school year of this Agreement. Reimbursements will be paid during the pay period following receipt of submission.

ARTICLE XI – GRIEVANCE PROCEDURE

A. Definition

1. A grievance is a written complaint by an employee, a group of employees, or the Association that there has been a violation, misinterpretation, or misapplication of this Agreement. The complaint must include a plain and concise statement of the facts constituting the violation, misinterpretation, or misapplication.
2. Every employee shall have the right to present grievances in accordance with these procedures. Nothing contained in this Article or elsewhere in the Agreement shall be construed to prevent any individual employee from discussing a problem with the Administration. Any employee may attempt to resolve the problem individually or with the help of the Association as long as the resolution is not in violation of the CBA. If an employee individually submits a grievance directly to the Board, the Administration shall notify the Association of such within twenty-four (24) hours or three (3) scheduled work days, whichever is practicable.
3. All time limits shall be weekdays when the Administration Office is open for business. By mutual agreement, in writing, the time limits as given may be changed.
4. Failure of an employee to act on any 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 time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
5. If the Board does not respond within the timelines for any given step in the grievance procedure, the grievance will proceed to the next step in the process as long as the Association advises the Board in writing that they are moving the grievance to the next step.

B. Procedures

1. Informal Steps

Informal Step One. The parties hereto acknowledge that it is desirable for the employee and his or her immediate supervisor to resolve problems through free and informal communications. Such informal communication shall take place within fifteen (15) days of the event giving rise to the grievance. If such informal processes fail to satisfy the employee, a grievance must be filed in accordance with Formal Step One. Failure to do so constitutes a waiver of the right to file a grievance for the particular occurrence.

2. Formal Steps

Formal Step One. If the grievance cannot be resolved informally, the grievance, in writing, shall be filed with the Building Principal or his/her designated representative within twenty (20) days of the event giving rise to the grievance. The principal or his/her designated representative shall confer with the grievant in an attempt to resolve the grievance and shall render a written statement giving the basis for decisions within ten (10) days of the filing of the grievance at the Formal Step One.

Formal Step Two. If a mutually satisfactory agreement is not reached at Step One, a grievant may file the original grievance, in writing, with the Superintendent or designee within ten (10) days after receiving the written decision in Formal Step One. The statement shall include the steps taken to resolve the grievance and the decisions reached to that date. The Building Principal shall be provided with a copy of this communication by the grievant. The Superintendent or designee or his/her designated representative shall meet with the grievant and shall render a written statement giving the basis for decision within ten (10) days of the meeting or fifteen (15) days of the filing of the grievance at Formal Step Two, whichever is later.

Formal Step Three. If a mutually satisfactory agreement is not reached in Formal Steps One or Two, the grievant may refer the original grievance, in writing, to the Board of Education within ten (10) days after receiving the written decision in Formal Step Two. The grievant shall provide the Superintendent or designee with a copy of all communications to the Board of Education. The Board of Education shall hear and consider the grievance within twenty (20) days after receipt of the referral of the grievance to the Board. The Board of Education shall render a written statement giving the basis for its decision within ten (10) days after hearing the grievance and shall communicate this decision through the Superintendent's office to the parties concerned.

Formal Step Four. If the grievance is not resolved satisfactorily at Step Three, the grievant and the Association may submit the grievance to final and binding arbitration by an arbitrator from the American Arbitration Association who shall act as the administrator of the proceedings. If a demand for arbitration is not filed with the American Arbitration Association within twenty (20) days of the date that the Step Three answer is received by the Association, unless the parties mutually agree to select a private arbitrator within such time limits, then the grievance shall be deemed withdrawn.

Neither party to the grievance will be permitted to assert grounds not previously asserted before the Board. Each party shall be entitled to representation and witnesses.

The cost of the arbitrator shall be borne equally between the aggrieved party and the School District. Should either party request a transcript of the proceedings, that party will bear the cost of the transcript.

The arbitrator's decision shall be final and binding upon the parties. The arbitrator shall be without power or authority to make any decision that is contrary to, inconsistent with, or which modifies or varies the terms of this Agreement, or which limits or interferes with the Board's duties, powers or responsibilities under applicable law. The sole power of the arbitrator shall be to determine if the terms of this Agreement have been violated, misinterpreted or misapplied.

3. Representation

The grievant shall have the right at any formal step in the procedure to be represented at all hearings or meetings by a duly authorized representative of his/her own choosing. The Superintendent or designee and the Board of Education at Formal Steps Two and Three may have the principal and/or an advisory person at any hearings or meetings.

4. **Bypass of Grievance Steps**

If the Association and the Superintendent (or Designee) agree, Formal Step One and/or Formal Step Two of the grievance procedure may be bypassed and the grievance brought directly to the next step.

5. **Withdrawal/Settlement**

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

6. **Association Participation—Employee Represented**

The Board acknowledges the right of the Association's grievance representative to be notified of, and to participate in, the processing of a grievance at any level for the purpose of assuring the contract is followed, and no employee shall be required to discuss any grievance if the Association's representative is not present.

7. **Association Participation—Employee Not Represented**

If an employee elects not to be represented by the Association, the Association shall have the right to be notified and to have its representative present to state its views at any stage of the grievance procedure.

ARTICLE XII – REIMBURSEMENT FOR ADDITIONAL CLASS TRAINING

A. Tuition Reimbursement

Regular full-time teachers are eligible to receive tuition reimbursement for completed coursework taken outside of regularly scheduled work hours that is reasonably related to that teacher's development as an educator or administrator in the educational field. Reimbursement shall be made solely at the discretion of the Superintendent or his or her designee, and on a case-by-case basis. Teachers must submit requests for reimbursement separately for each school year; approval for one school year does not necessarily guarantee approval of reimbursement for another school year of coursework. Reimbursement for tuition not in excess of nine (9) semester hours per year, shall be made based upon the actual cost of the course(s), limited to the annual allotment and other provisions set forth below, and not to exceed thirty-two (32) semester hours in five (5) years. Tuition reimbursements will be paid to employees who:

1. Submit an educational plan of the course(s) to be taken, signed by his/her college or university advisor and receive approval by the Superintendent or designee for each semester of tuition at least one month prior to the employee taking the courses(s).

OR

2. Take that/those course(s) to improve the proficiency of the employee in his/her teaching field, where approval is secured in writing from the Superintendent or designee for each semester at least one month prior to the employee taking the course(s).

The Superintendent or designee must render a decision within five (5) school days after the educational request has been submitted.

In order to be eligible for reimbursement, an employee must submit to the Superintendent or designee a transcript showing a minimum grade of "B", if grades are given, or a "Passing" grade for those courses not giving letter grades of those courses taken during the year.

No more than Four Thousand Five hundred Dollars (\$4,500.00) of tuition reimbursement will be paid in any one school year. Total reimbursement for tuition may not exceed Twenty Thousand Dollars (\$20,000.00) for all years of graduate study per person.

In order to be eligible to receive reimbursement, an employee must submit his/her transcript to the Superintendent or designee by January 31, June 30 and September 30 for Fall semester, Spring semester and Summer semester course work, respectively. For course work completed on the quarter or trimester system, an employee must submit his/her transcript to the Superintendent or designee within thirty (30) days of the conclusion of the class. An employee who fails to submit a transcript by the reimbursement deadline shall forfeit any right to reimbursement for such courses(s). In order to be reimbursed for fall, spring and summer semester course work, the employee must return to full-time employment for the following school year at the District. The District shall then reimburse the employee on or before September 30 of that following school year.

After completion of the semester hours for which an employee has received tuition reimbursement, the employee shall remain an active employee in the District for a period of three (3) school years.

If that employee fails to complete three (3) school years of service to District 132, the employee shall reimburse tuition monies back to the District as follows:

Years of Additional Service

1 year or less	100% reimbursement of tuition reimbursed funds;
2 years or less	66-2/3% reimbursement of tuition reimbursed funds;
Less than 3 years	33 1/3 % reimbursement of tuition reimbursed funds.

No reimbursement requirement shall apply to a non-tenured employee who is non-renewed or a tenured employee who is terminated for cause.

B. Employee Training Requested by the Administration

1. All training taken by an employee at the written request of the Administration shall be paid for by the District as well as any fees required for certification in a special area requested by the Administration. (College Credit)
2. New employees involved in existing programs or employees involved in new curriculum programs will be offered the training deemed necessary by the Administration to effectively implement the program(s). (Non-College Credit Course)
3. Fees and travel expenses for training as described in Paragraph B.2. above shall be paid by the District if approved by the Administration and the Board.
 3. For hourly employees, if this training occurs outside the employee's work day, he/she shall be compensated at his/her hourly rate for training and travel time.

C. Teacher Workshops

Teachers shall be permitted to attend up to one (1) day of out-of-district workshops per school year for professional development. Teachers may determine which workshops they request based on data of student need. The cost of approved workshops, mileage, and the Board shall pay substitute pay. However, teachers may attend additional workshops with the Administration's approval.

D. ESP Professional Growth

Employees may request release time to attend conferences, workshops, and training seminars. Such requests shall be made through the employee's Building Principal and must be approved by the Superintendent or designee to release employees for such purposes.

The District shall provide staff training or in-service for any employees that address appropriate responses to disruptive and/or physically challenged students. New employees shall receive such training or in-service either within forty-five (45) days from the date of hire or within the first forty-five (45) days of the next school year.

ARTICLE XIII – LEAVES

A. Personal Leave

Each employee shall be entitled to two (2) personal leave days per school year, noncumulative, without reduction in pay. Personal leave shall be interpreted as the requirement to attend to those items of a personal nature that cannot be attended to other than during school hours. Personal leave cannot be considered for periods of less than one full day. However, except in cases of emergency or unusual circumstances, all as the Superintendent or designee may determine in his or her sole discretion, no such leave will be granted in either the first or the last week of the school year, nor the day immediately prior to or following a school holiday or vacation. Prior written application to the employee's supervisor shall be required not later than the second school day preceding the requested personal leave day. However, in cases of emergency, the employee shall contact the school employee responsible for procuring a substitute and file the designated personal leave form upon return to duty. Any unused personal leave days shall be added to the employee's accumulated sick leave at the end of each school year.

The employee shall call either the District sub line or the Building Principal or email the Building Principal and the person in charge of assigning substitute employees.

B. Sick Leave

1. Employees shall be notified at the beginning of the school year, in writing, of their accumulated sick leave days.
2. Each full-time employee shall be entitled to eleven (11) days of sick leave with full pay per school year. Such sick leave shall accumulate annually to a maximum limit of four hundred sixty (460) days per employee.
3. Ten (10) days of paid leave shall be given to all part-time support employees eligible to participate in the Illinois Municipal Retirement Fund (IMRF) as required under the "Six Hundred (600) Hour Standard." Sick leave shall accumulate without limit.
4. The Superintendent or designee will review cases in which sick days are used before or after a holiday for unforeseen medical emergencies only. A doctor's note supporting the necessity of emergent care must be provided the day of the employee's return to work in order to be considered for review. Employees using sick days before and after a holiday in all other situations shall be docked.
5. An employee who retires from the District shall be paid the following amounts per unused sick day which is not used for additional creditable service:

\$53.00 for the 2014-15 school years, and will increase by \$1.00 each year of the contract.

6. In accordance with the School Code, sick leave may be used for personal illness, quarantine at home, or serious illness or death in the immediate family or household. Doctor's appointments that are necessarily held during school hours on days when school is in session are considered to be sick leave.

Immediate family means any spouse, domestic partner, mother (stepmother, mother-in-law), father (stepfather, father-in-law), daughter (stepdaughter, daughter-in-law), son (stepson, son-in-law), grandmother, grandfather, granddaughter, grandson, sister (stepsister, sister-in-law), brother (stepbrother, brother-in-law), niece, nephew, aunt, uncle, legal guardian and any person living in the household of the bargaining unit member.

The employee shall call either the District sub line or the Building Principal or email the Building Principal and the person in charge of assigning substitute employees.

C. Funeral Leave

An employee will be granted up to three (3) consecutive days off without loss of pay to attend the funeral of said employee's immediate family. Immediate family shall be defined as in The School Code of Illinois, Section 5/24-6. The Superintendent or designee may approve, on a case-by-case basis, funeral leave in the case of a death of an individual not specified above.

D. Jury Service and Related Appearances (Paid Leave)

The employee shall suffer no loss of pay from the Board for performing jury duty provided the employee submits evidence of such jury duty, such as jury duty wage payments stubs to the District within five (5) workdays. Jury duty remuneration, less mileage and meal expenses, shall be reimbursed to the district for those working days when the employee is on jury duty.

E. Association Leave

The Association President or his/her designee shall be granted four (4) days leave with pay per school year for attendance at Association-sponsored national, state or local conferences, provided the Association reimburses the Board for the per diem cost of the substitute employee's salary. The Association President shall submit a written request for the use of such leave at least one (1) week in advance of the proposed leave and shall identify those persons utilizing such leave. No more than two (2) employees may utilize Association leave on any given school day.

F. General Leave of Absence for Tenured Teachers

1. The Board may grant to tenured teachers a general leave of absence for the balance of the current school year and one (1) additional full school year, or for such other period as the Board may approve in its sole discretion. Such leave shall be without pay and benefits unless otherwise provided by law, specified by the Board or unless such leave can be defined as sabbatical leave under Section 24-6.1 of the Illinois School Code.

All requests for tenured teacher leaves shall be made on a form provided by the Administration. Reasons for the Board considering such leaves may be as follows:

- a. Exchange teaching programs in other states, territories, countries;
 - b. Formal approved education programs designed to acquire additional course credit that is related to a teacher's current assignment as solely determined by the Superintendent or designee;
 - c. Foreign, military or governmental sponsored programs;
 - d. Cultural travel or work programs related to professional activities;
 - e. Health and hardship;
 - f. Serving in the General Assembly; or,
 - g. Other good reasons as determined solely by the Board.
2. Upon returning from leave to active employment, a teacher will receive an available assignment suitable to his/her professional preparation, provided that leave status will not exempt a teacher from a Reduction-in-Force. Placement in his/her previous assignment is not guaranteed. Time on leave shall not count for advancement on the salary schedule, except for those school years wherein a teacher actually works 110 or more workdays, not including the summer school program, or except as may be provided under Section 24-6.1 of the Illinois School Code.
 3. Leaves that are approved by the Board shall be without loss of tenure for tenured teachers, or without loss of length of service credit or accumulated sick leave in the case of any teacher, but the time on leave shall not count towards continuous service or employment by the Board. Additional sick leave shall not accrue during the duration of the leave. Teachers on leave are responsible for making arrangements with the Illinois Teachers' Retirement System for pension credit, if allowed. Employees on approved leaves of absence may participate in available School District medical insurance programs, but at the expenses of the teacher, except as otherwise provided by law and subject to the consent of the insurance program.
 4. In all instances where a teacher is granted an unpaid leave, as a condition thereof he/she shall advise the Superintendent or designee in writing no later than February 15, prior to the termination of such leave, of his/her intent to return to employment. Failure to advise the Superintendent or designee by said date of his/her intent to return as required herein may be conclusively treated as an election not to return to employment and as an absolute resignation from his/her employment by the Board, and no action shall lie against the Board therefore.
 5. This Article shall not apply in cases of parental leave.

G. Parental Leave

1. Pregnancy-Related Disability Leave

- a. An employee may use sick leave during the period of pregnancy-related disability absent emergency. If the employee intends to use sick leave for pregnancy-related disability, the employee must notify the Superintendent no later than the fourth month of the pregnancy that the employee intends to use sick leave.
- b. The employee must provide the Board with a written statement from her health care provider regarding his/her professional judgment as to the period of time that the employee will be unable to perform her duties as an employee, due to pregnancy-related disability. The period of time may be adjusted in writing by the employee's health care provider if complications arise regarding the mother's health or the health of the fetus.
- c. In the case of an employee whose pregnancy-related disability continues beyond her previously accumulated sick leave, the unpaid pregnancy-related disability leave shall commence immediately upon exhaustion of the accumulated sick leave, subject to the following:
 - i. For probationary employees, or employees ineligible for contractual continued service, the leave may continue for a period of up to thirty (30) consecutive school days without substantial interruption for the same cause.
 - ii. For employees who have achieved contractual continued service status, the leave may continue for a period of up to ninety (90) consecutive school days without substantial interruption for the same cause.
- d. Every employee who is on leave as above described must notify the Superintendent of Schools of his or her intent to return to duty in the Fall of the year, when school commences, and must accomplish such notification by March 1 prior to the return of the employee in the Fall. Employees who fail to inform the Superintendent by March 1 will not be placed when school commences for the next school term until a bona fide vacancy occurs for which the employee is qualified.
- e. Those employees who go on pregnancy-related disability leave after March 1 are required to notify the Superintendent prior to July 1 of their intent to return to work at the commencement of the next school term. Employees within this category who fail to so inform the Superintendent will not be placed when school commences for the next school term.

2. Birth

- c. An employee may use sick leave immediately following the birth of a child to the employee, the employee's spouse, or a member of the employee's household.

- d. If the employee intends to use sick leave immediately following the birth of a child, the employee must notify the Superintendent no later than the fourth month of the pregnancy that the employee intends to use sick leave and the anticipated date of the commencement of that leave.
- e. Unless it has already been provided, after a period of thirty (30) days from the commencement of the leave, the Board may require a written statement from the employee's health care provider regarding his/her professional judgment as to the period of time that the employee will be unable to perform his/her duties as an employee due to any complications resulting from the birth of the child.

3. Adoption and Placement for Adoption

- a. An employee may use sick leave if the employee is becoming an adoptive parent, the employee's spouse is becoming an adoptive parent or a member of the employee's household is becoming an adoptive parent. The employee shall notify the Superintendent in writing upon the initiation of the legal proceedings of the individual's acceptance by an adoption agency. It shall be the responsibility of the employee to keep the Superintendent informed of the status of the proceedings, and, as soon as known, the expected day of receipt of the child.
- b. Sick leave may also be extended for placement for adoption. Placement for adoption shall be defined to include the circumstances in which a child is placed in the home before the adoption is finalized. Placement for adoption shall not include any appointments or proceedings prior to the receipt of the child into the home.
- c. The employee's leave for adoption or placement for adoption shall commence on the day of receipt of the child. After a period of thirty (30) days from the commencement of the leave, the Board may require a written statement from the child's health care provider regarding his/her professional judgment as to the period of time that the employee will be unable to perform his/her duties as an employee due to any complications or illnesses of the child.
- d. Sick leave shall not be extended to individuals adopting children above the age of seven (7). Additionally, sick leave shall not be extended to individuals adopting children who have been residing in the employee's household for longer than a three (3)-month period prior to the initiation of adoption proceedings.

H. FMLA Leave

Any leave set forth herein shall be used concurrently with leave under the Family and Medical Leave Act.

I. School Closing Leave Days

When a school and/or office is officially closed by the Superintendent or designee, sick days and/or leave days previously arranged by an employee for the affected school and/or office shall not be deducted for such emergency days.

J. Temporary Incapacity Leave

Employees who have exhausted their paid sick leave and Family and Medical Leave, if eligible, due to extended absence resulting from an incapacitating illness or injury shall be granted an unpaid leave under the following circumstances:

1. The request for such unpaid leave is for the same medical condition which caused the absence in the first instance, which medical condition shall be certified by the employee's physician;
2. There has been no determination that the employee's incapacitating condition is permanent; and,
3. The total length of the incapacity leave (paid and unpaid combined) shall not exceed nine (9) calendar months or the length of the employee's accumulated sick leave, whichever is longer, provided the Board in its discretion, and upon the employee's request, may extend such leave to the end of the semester in which such nine (9) month period terminates.

Employees who meet the above conditions shall receive unpaid leave. The district retains the right to obtain a physician's note of the employee's condition during such leave.

K. Emergency Closings

Twelve (12) month employees shall report to work on days when classes are canceled and they are not notified to remain at home. All other employees shall not report to work on days when classes are canceled, unless they have been notified to report to work by the Building Principal or district office administrator.

Twelve (12) month employees shall not lose pay in the event that a building is closed due to an emergency, inclement weather, act of God, or any other reason and the employees assigned to that building are notified that they do not have to report to work that day. If an employee who works less than twelve months is required to report to work on a day that the building is closed, he or she will receive either an extra day's pay or an extra day off.

L. Continuation Of Benefits

The benefits of a twelve (12) month employee who retires, resigns or is laid-off shall continue through the last day of the month in which the retirement or resignation becomes effective through the last day of the month in which all accrued vacation or salary has been paid, whichever is later.

The Board shall continue to pay for the health insurance benefits of employees laid off on July 1 of any year until August 31 of that year.

ARTICLE XIV – SICK LEAVE BANK

In cooperation with the Board, the Association shall control the Bank, subject to the following guidelines:

- A.** The intent of this plan is to provide extended sick leave to teachers and full-time ESP staff who have accumulated at least twenty-four (24) sick leave days, including the third year's allotment, and who incur a period of prolonged illness, injury or hospitalization. Withdrawals shall not be available for unpaid maternity leave, elective surgery, and illness of immediate family or household members, early retirement, and/or death of family or household members. Prolonged illness shall mean a minimum of ten (10) consecutive working days. In order to maintain continuity of instruction, elective surgery shall be scheduled so as not to interfere with the school calendar.
- B.** The Board shall allow employees to contribute one (1) or two (2) sick days per year to the sick leave bank. An employee leaving the District may contribute one year's unused sick leave to the Bank.
- C.** Notification of voluntary contribution shall be made by each employee to the Association in writing no later than October 1 of each year, at which time the sick day will be deducted from the employee's sick leave. The Association shall provide the Board with the names of the employees contributing to the Bank with the number of days contributed per employee before October 15 each year.
- D.** Days in the Sick Leave Bank, if unused, will accumulate each year.
- E.** Members must contribute each year to benefit from the Sick Leave Bank. Should the number of accumulated days reach 550, no additional deduction shall be made from existing bank members until the bank is depleted to 250 days, whereupon the deduction will be reinstated. Newly eligible members will contribute as specified in Paragraph B. above for admission into the Bank.
- F.** A member receiving days from the Sick Leave Bank shall not be required to pay back the number of days used from the Bank.
- G.** No one will be able to withdraw days from the Bank until after his/her accrued Sick Leave days have been depleted by five working days.
- H.** Members may draw a maximum of 150 unused days for any one illness or injury.
- I.** The member, in his/her application to the Association, shall set forth the nature of the illness, or injury together with written verification of the illness, or injury and prognosis for recovery from a licensed physician.
- J.** In the event the Sick Leave Bank is dropped from the contract, all accumulated days will remain and be used as agreed in that final contract, until the Bank is depleted.
- K.** The Association acknowledges that the terms contained in this Article are the result of full, frank, and arms-length negotiations between the parties. Accordingly, the Association assumes equal responsibility for the inclusion of each and every provision in this Article. The Association agrees to co-indemnify the Board and its officers, agents and employees against any and all claims, demands, suits, and judgments (including the cost of defense associated with same) arising from any claim that any of the provisions of this Article violate any federal, state or local laws, rules or regulations.
- L.** The Association shall provide to the Board the written reasons for the approval or denial of any request for Sick Leave Bank days.

ARTICLE XV – FRINGE BENEFITS

Insurance Premiums

A.

1. Individual Coverage

The Board will contribute to a group insurance package, for full-time actively employed employees, to include the following coverage:

- a. Life Insurance (\$40,000.00)
- b. Hospital, surgical, major medical insurance ("health insurance")
- c. Dental Insurance (The Employee will pay \$5.54 per pay period or a maximum of \$144.00 per year.)

The Board will provide the following maximum amounts toward the total premium cost of group health insurance per month per employee:

\$415.00	for "Employee Single" coverage;
\$891.00	for "Employee + spouse" coverage;
\$708.80	for Employee and child(ren),
\$1,185.00	for "Family" coverage.

The employee will pay the remaining portion of the premium. If, however, the total monthly group health insurance premium cost for any employee exceeds the 2014-2015 premium amounts charged at August 1st, 2014, the employee will contribute towards the excess as follows:

- ☐ Where there is an increase in the insurance cost of greater than six percent (6%), the Board will absorb the overage up to an additional six percent (6%).
- ☐ Where there is an increase in the insurance cost of greater than 12 percent (12%), the Board will absorb fifty percent (50%) of the overage above 12%, and the employee will pay the additional fifty percent (50%).

The Board and the Association shall establish a joint committee to review the District's group health insurance plan and consider options to obtain alternative health insurance coverage at the lowest available premium cost. The Board may designate three (3) representatives, and the Association may designate six (6) representatives to serve on the committee and shall each be responsible for attendance and participation of their respective representatives. Representatives of other bargaining units, as well as members of the Administration, may also serve on the committee. The committee will meet annually, with the first meeting occurring not later than February 15 of each school year. The committee's written recommendation, if any, shall be presented to the Board by April 1 of each school year. Unless otherwise agreed by the Board, the Association, and the representative(s) of the other participating bargaining unit(s), the committee's work for a school year shall be complete once the recommendation is provided to the Board.

The District's open enrollment period will be from June 1st to June 30th. The Board will not change its benefits contribution without further negotiations.

2. Insurance Deductions

Those employees who elect individual or dependent coverage as per the terms and conditions of said group insurance plan on or before the first day of each school year may at that time elect that the Board remit for them during said school year to the insurance carrier a sum equal to the premium for the dependent coverage elected. Said election shall be made on an annual basis.

B. Employees' Retirement System & Board Contributions

The Board hereby agrees to make contributions to the TRS and IMRF as prescribed by law.

C. Certified Employees' Retirement

1. Pre-Retirement Information and Consultations

- a. Annually, not later than September 1, the District will provide to the Association a current list of all District employees who are within five (5) years of first becoming eligible for retirement, or who are currently eligible for retirement under any TRS retirement program. Between October 31 and December 15 of every school year, the District, in cooperation with the Association, shall provide individual pre-retirement consultations upon the request of any employee whose name appears on the pre-retirement list to determine whether the employee, under the salary schedule or CBA agreement (through horizontal lane movement, promotion, extracurricular stipends, summer school or mentoring responsibilities) or in any other manner would earn more than 6% over the previous school year's creditable earnings not exempt from the TRS 6% rule, in any year of this Agreement.

2. Retirement Incentive

Certified Employees may elect one of the following options:

- a. Certified employees age 55 or older who have completed ten (10) consecutive years of full-time employment with the District, including the term at the end of which the employee retires, and who is not eligible for the TRS Early Retirement Option at the time of retirement, the Board shall provide one of the following incentives:

- i. For employees giving one (1) year's notice of intent to retire:

A salary increase for the employee's last year of employment with the District in an amount six percent (6%) greater than his/her previous year's TRS creditable earnings. In addition, the employee shall also be paid all creditable earnings which are exempt from the TRS 6% rule. The employee shall receive said increases in lieu of the increases that would otherwise be provided on the Salary Schedule for his/her final year of Board employment.

ii. For employees giving two (2) years' notice of intent to retire:

A salary increase in the year prior to the employee's last year of Board employment in an amount six percent (6%) greater than his/her previous year's Board scheduled salary and, for the last year of Board employment, in an amount six percent (6%) greater than the previous year's TRS creditable earnings. In addition, the employee shall also be paid all creditable earnings which are exempt from the TRS 6% rule. The employee shall receive said increases in lieu of the increases that would otherwise be provided on the Salary Schedule for his/her final year of Board employment.

iii. For employees giving three (3) years' notice of intent to retire:

A salary increase in the 3rd to last year of the employee's employment in an amount six percent (6%) greater than his/her previous year's Board scheduled salary and, for the last two years of Board employment, in an amount six percent (6%) greater than the previous year's TRS creditable earnings. In addition, the employee shall also be paid all creditable earnings which are exempt from the TRS 6% rule. The employee shall receive said increases in lieu of the increases that would otherwise be provided on the Salary Schedule for his/her final year of Board employment.

iv. For employees giving four (4) years' notice of intent to retire:

A salary increase in the 4th to last year of the employee's employment in an amount six percent (6%) greater than his/her previous year's Board scheduled salary and, for the last three (3) years of Board employment, in an amount six percent (6%) greater than the previous year's TRS creditable earnings. The employee shall receive said increases in lieu of the increases that would otherwise be provided on the Salary Schedule for his/her final year of Board employment.

Notice of intent to retire --The employee shall submit his/her written notice of intent to retire to the Board not later than December 1 prior to the first year the employee is requesting to retire. The Board shall issue a written response to the employee's notice of intent to retire within thirty (30) days. The exception, is that anyone who wishes to receive a retirement incentive for the 2014-2015 school year shall submit his/her written request to the Board not later than September 30th, 2014.

The employee's written notice of intent to retire shall identify the applicable retirement requested by the employee. The notice shall also identify the date on which the employee intends to retire. It is understood and agreed that such notice of intent to retire shall be contingent upon the Board's approval of the request.

- b. The number of employees who may be rewarded a retirement incentive under the provisions of subsection C.2.a. above in any year may be limited at the Board's option to thirty percent (30%) of those who are eligible to retire, with the right to participate to be allocated among those applying on the basis of seniority in District employment.

- c. An employee whose notice of intent to retire is approved by the Board shall retire under the terms and conditions of the collective bargaining agreement in effect when the Board approved the request, irrespective of any change in the retirement provisions of the collective bargaining agreement in effect on the date of retirement.
- d. All retirees shall retire on the last day of any school term.

3. Post-Retirement Unused Sick Day Payout and Severance Benefit

In addition to the applicable retirement incentives set forth in subsections C.2.a., the Board shall also provide by August 1 following the school year wherein the employee's retirement is effective:

a. Post-Retirement Unused Sick Day Payout

A payment of \$53.00 (for payout in the 2014-2015 school year), which will increase \$1.00 for each year of the contract for each unused sick leave day not used for TRS credit.

4. Conditions for Withdrawal of Notice of Intent to Retire

The employee's request for the approval of a retirement incentive shall be deemed to constitute an irrevocable notice of intent to retire from employment, effective on said date, once the request is approved by the Board. However, the employee may request to withdraw his/her notice of intent to retire for the following reasons that arise after the Board approves the Notice of Intent to Retire:

- a. Diagnosis of terminal illness of the retiree or his/her spouse, or death of the spouse;
- b. Total disability of the retiree's spouse;
- c. Serious illness of a medically and financially dependent child or parent; or,
- d. Divorce

In any of the above events, the employee will tender a written request for the withdrawal of his/her notice of intent to retire. As a condition of the Board's consideration of the request, the employee will also authorize a written wage deduction agreement, or enter into an alternate agreement negotiated with the assistance of the Association. The agreement will repay the Board any retirement incentives paid to the employee to date in excess of any amounts that they would have earned on the Salary Schedule had they not submitted a notice of intent to retire. This includes any payment that would have been made for extra duty work. Repayment by wage deduction shall be completed within one hundred eighty (180) calendar days of the Board's approval of the withdrawal. The Board may accept the request to withdraw the notice of intent to retire at its discretion.

D. IMRF Retirement Incentive

1. Notification

To qualify for local retirement benefits the retiring employee shall:

- a. Notify the Superintendent, in writing by December 1st, of his/her intent to retire from the District; and
- b. Complete "Application for Retirement Annuity" (Illinois Municipal Retirement Fund) which shall be provided to the employee by the District office.

Therefore, the employee shall receive verification of number of years of service in Calumet School District from the District office. The completed form "Application for Retirement Annuity" shall be submitted by the School District to the Illinois Municipal Retirement Fund.

2. Local Retirement Benefit

Employees who have served at least fifteen (15) years of service in the District and who retire from the District shall receive a one (1) time lump sum local retirement benefit payment (to be paid sixty days post-retirement) of Two-Hundred and 00/00 Dollars (\$200.00) per year of service in the District at the rate of one year of coverage for every three years of service.

3. Retirement Insurance

Effective with any retirement, the Board shall permit employees who have been full time and are retired support personnel to continue their major medical health insurance or health maintenance organization coverage for a period not to exceed ten (10) years. The retired employee shall pay the cost of the coverage. This coverage shall be based on one (1) year of health insurance for every two (2) years of service. Eligibility for such coverage shall be limited to employees who have been employed as support personnel in the District for ten (10) or more consecutive years immediately prior to retirement. Such coverage shall be the same or equal medical insurance or health maintenance organization coverage and option as those provided to current support personnel employees and their dependents.

E. Support Staff-Shelter Illinois Municipal Retirement Fund Contributions

From the established salary of each employee, according to the authority granted by the Pension Reform Act of 1974, Section 414 (h) (2) of the Internal Revenue Code, the School Board shall pick up these employee contributions from the same source of funds used in paying earnings to the employee.

The purpose of "picking up" such contributions are to defer the income tax on retirement system contributions until these amounts are distributed or made available to the employee.

Should any of the above be declared improper by an I.R.S. ruling or option, that portion thereof shall be deleted from this policy to the extent that it violated the ruling or option.

F. Holidays --Definitions

Paid holidays are those days when hourly employees are not required to work but for which they are paid regular rate of pay and students are not in attendance. Any holiday on the following list that falls on a weekend or day upon which employees are not otherwise scheduled to work shall not constitute a paid holiday unless otherwise determined by the Superintendent.

1. Holidays – for 12-Month Employees:

- New Year's Eve
- New Year's Day
- Dr. Martin Luther King's Birthday
- Lincoln's Birthday
- President's Day
- Casimir Pulaski's Birthday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- The day after Thanksgiving Day
- Christmas Eve
- Christmas Day
- Spring Holiday Friday

2. Holidays – for 10-Month Employees:

- New Year's Day
- Dr. Martin Luther King's Birthday
- Lincoln's Birthday
- President's Day
- Casimir Pulaski's Birthday
- Memorial Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- The day after Thanksgiving Day
- Christmas Day
- Spring Holiday Friday

ARTICLE XVI – COMPENSATION

A. Salary Schedule Advancement

In order for course work to count towards horizontal advancement on the salary schedule, the employee must obtain the written approval of the Superintendent or designee prior to registration therefore. The Superintendent or designee shall respond in writing within five (5) workdays of receipt of a course approval request. Only those credit hours which have been deemed by the Superintendent or designee to be graduate school quality, or are part of a University-approved program or course of studies leading to a graduate degree in education, additional certification or which will improve the proficiency of the employee shall be approved.

In order to receive credit on the salary schedule (horizontal advancement) the individual seeking advancement must submit an official copy of the course transcript which includes the class(es) taken, the number of hours of course credit received and the date of course work completion. To receive lane advancement in the fall of any school year, the information must be submitted to the Board's Human Resources Director by September 15th. To receive lane advancement in the spring of any school year, the information must be submitted to the Board's Human Resources Director by January 15th.

B. Work Year

1. Should any employee be required to work more than one hundred and eighty days (180) days pursuant to the school calendar adopted by the Board in its discretion, he/she shall have his/her salary adjusted on a per diem basis according to the salary schedule then in effect. Such employee shall be paid an additional 1/185th of his/her annual salary for each such day in excess of one hundred and eighty days (180) days worked. Any docking of an employee's pay pursuant to this Agreement shall be computed by the same formula.
2. The District on a building-by-building basis may offer opportunities for ESP staff for additional work during the winter, spring, and summer recesses. Any employee who is interested in such work shall indicate his or her interest to the building administrator, who shall secure approval from the Board. Where one or more employees express interest in the same work, the District will award the work to the employee that it feels best qualified to perform the work. In making this evaluation, the District will consider seniority. Acceptance of any additional work during the winter, spring and summer recesses are voluntary.

C. Pay Periods

Employees will be paid every other Friday, on individual options of twenty-one (21) or twenty-six (26) payments.

D. Salary Schedule Placement

1. Newly hired certified individuals employed by the Board may receive up to ten (10) years credit for prior qualified experience. This provision shall not apply to social workers or speech and language therapists/pathologists; however, they must be placed within a cell on the salary schedule.
 - a. For every two years working as a full-time licensed classroom teacher in a private school system, the individual will be eligible for one year of service credit.
 - b. For service worked as a full-time licensed classroom teacher in a public school system the individual will receive service credit year for year.
 - c. Work in a day care center does not qualify for service credit.
 - d. Substitute work does not qualify for service credit.
2. Newly hired non-certified individuals employed by the Board may receive up to three (3) years' credit for prior qualified experience.
3. Newly hired registered nurses will be placed at step one BA on the certified salary schedule.
4. Newly hired certified registered nurses may receive up to ten (10) years' credit for prior qualified experience.

E. Internal Substitute Teacher Pay

1. The Board will continue to make every reasonable effort to cover all teacher absences with qualified substitutes. If the minimum planning time for a teacher falls below the minimum per regularly-scheduled week because of internal substitution or a special is canceled because of lack of a substitute teacher, the teacher shall be remunerated for such time at the following rate: For the 2014-2015 school year, the rate of pay shall be \$32.00 per hour and will increase by \$1.00 for each year of the contract thereafter. When it becomes necessary for a teacher to accept students from another classroom due to the lack of a qualified substitute, the teacher/teachers will receive/split \$202.47 per day (for 2014-2015) and will increase by 6% for each year of the contract. Remuneration forms will be provided and filled out in duplicate. One copy of the remuneration form is to be retained by the teacher. Payment for internal substitution services will be made on the next pay period following such service. Not any one teacher may be required to internally substitute more than three (3) times per year except in cases of emergency.
2. Aides who are certified substitute teachers shall be paid the same rate as a long-term substitute teacher or their daily rate, whichever is greater, when utilized as a substitute teacher.

F. Extra Duty Pay

1. The Administration will consult with the teachers in deciding which extracurricular activities it will offer to students and the duration of those activities. The Administration reserves the right to make the final decision regarding the activities it will offer, the duration of those activities and which employees to assign thereto.

2. Anticipated extra duty assignments, except for internal substitution and lunchroom supervision, shall be posted in order to invite teachers and other District employees to apply for said assignments.
3. The Administration retains the sole and exclusive right to determine qualifications as the same relate to any extra duty assignment; however, such qualifications shall be reasonably related to an employee's training and experience. In filling extra duty assignments, the Administration will first offer and fill extracurricular positions with employees who are certified members of the bargaining unit. The District shall post the position(s) for a minimum of five (5) days. If no teachers who are qualified have applied for the position(s), the District may open the job to a non-certified staff member or a person out of the District.
4. Teachers who volunteer for or are assigned extra duties, as defined herein, shall receive extra duty compensation according to the schedule below. Extra duty compensation for such assignments shall be paid in four quarterly installments, in September, December, March and June.
5. The following extra duty assignments shall last for a period of thirty-six (36) weeks and pay a total per assignment in the following amounts.

Extracurricular Duty	2014-15	2015-16	2016-17	2017-18
Band Director	\$1,882.25	\$1,938.71	\$1,996.88	\$2,056.78
Chorus Director	\$1,882.25	\$1,938.71	\$1,996.88	\$2,056.78
Chess Club Advisor	\$ 765.60	\$ 788.57	\$ 812.22	\$ 836.59
Algebra Club Advisor	\$ 765.60	\$ 788.57	\$ 812.22	\$ 836.59
Coordinator for New Teachers	\$1,419.69	\$1,462.28	\$1,506.15	\$1,551.33
Student Leadership Council Advisor/Coordinator	\$ 765.60	\$ 788.57	\$ 812.22	\$ 836.59
National Jr. Honor Society Advisor	\$ 765.60	\$ 788.57	\$ 812.22	\$ 836.59
Peer Evaluation Training (one time stipend to attend training.) Note: District will cover the cost of the Peer Evaluator Training.	\$ 750.00	\$ 750.00	\$ 750.00	\$ 750.00

The above extracurricular duties require that the Band Director and Chorus Director meet for a minimum time of one (1) hour per week with students. All other extracurricular assignments designated above require that teachers assigned to such duties meet with students at least two (2) hours every four (4) weeks.

Unless otherwise specifically stated in this subsection F., unpaid volunteers shall perform all other extracurricular assignments.

6. The following assignments shall pay at a rate of \$32.00 per hour (for the 2014-2015 school year) and will increase by \$1.00 for each year of the contract thereafter:

Internal Substitution
Lunchroom Supervision
Summer School

7. Additional types of extra duty assignments may be added during the term of this Agreement. In the event that any such assignments are created, they shall be compensated at a rate of \$32.00 per hour (for the 2014-15 school year) as approved by the Superintendent or designee and will increase by \$1.00 for each year of the contract thereafter.

G. Additional Services

Any services requested by the Administration above and beyond the scope of an employee's normal duties shall be paid at the usual rate of extra duty pay. Such services may include, but are not limited to, LPDC, Grant Writing, Standardized Test Coordination, and In-service Presentations.

H. Salary Increase for Currently Employed Teachers

Under the terms of this contract, Teachers currently employed with the District will receive a salary increase of 3.25% for the first year of this contract, and a 3.0% increase for each remaining year of the contract inclusive of step.

I. Mileage for Travel Within the District

In the event that employees are assigned to more than one (1) building, employees so involved shall be compensated by the Board for mileage from one (1) school to the other at the maximum rate of Twenty Dollars (\$20.00) per month. Employees shall submit their mileage reimbursement by the end of each semester.

J. Longevity Compensation

Upon the completion of the fifteenth (15th) year of service, the District will pay such employee a one-time sum of \$225.00.

Upon the completion of the twentieth (20th) year of service, the District will pay such employee a one-time sum of \$375.00.

ARTICLE XVII – CONFORMITY TO LAW AND RESERVATION OF RIGHTS PROVISION

- A. It is expressly understood and agreed that all functions, rights, powers or authority of the Administration of Calumet Public School District and the Board of Education which are not specifically limited by the express language of this Agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.
- B. The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in written amendment executed according to the provisions of this Agreement.
- C. Should any article, section, or clause of the Agreement be declared illegal by a court of competent jurisdiction, said article, selection, or clause shall be automatically deleted from this Agreement to the extent that it violated the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section or clause.

ARTICLE XVIII – EFFECT OF AGREEMENT

The Board and the Association acknowledge, that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining.

Accordingly, the Board and Association hereby understand and agree that:

- A. This Agreement embodies the complete and final understanding reached by the parties as to the wages, hours, and terms and conditions of employment for employees covered by this Agreement.
- B. This Agreement may not be supplemented or amended during its term except by the written, mutual agreement of the Board and Association.

ARTICLE XIX – NO STRIKE CLAUSE

During the term of this Agreement, neither the Association nor its agents or any employee, for any reason, will authorize, institute, aid, condone or engage in a withholding, of contractually required service, work stoppage, or strike, which would materially interfere with the administration of the School District.

The Association agrees to make a good faith effort to encourage employees violating this Section to cease such violation.

Nothing contained herein shall preclude the Board from seeking judicial relief in the event of a violation of this Article.

A. No Reprisals

No reprisals shall be taken against bargaining unit members due to Association activity connected to the negotiations leading to this Agreement.

ARTICLE XX – NEGOTIATION PROCEDURES

A. Authority To Bargain

It is the mutual responsibility of the Board and the CEA to confer upon their respective negotiating teams the necessary power and authority to make proposals, consider proposals and make counterproposals in the course of negotiations and to reach tentative agreements which shall then be presented to the CEA, respectively, for ratification.

B. Beginning Of Negotiations

Negotiations shall begin no later than March 1 of the last year of the Agreement. The parties agree to meet at reasonable times and places beginning with that date and continue such formal negotiation until such time that an agreement has been reached. The Agreement, with such amendments as have been tentatively agreed upon, shall be submitted within ten (10) working days to the membership of CEA and the Board of Education for formal action. Ratification by both parties shall require a simple majority of votes cast.

C. Mediation

If the agreement is not ratified by July 1 and/or the parties agree that they are at impasse, the parties agree to jointly request the services of the Federal Mediation and Conciliation Service (FMCS) to provide a mediator as a means of attempting resolution of the items or items not as yet agreed upon.

D. Time Line Change

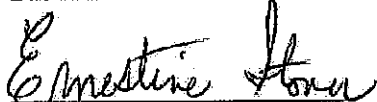
Time lines for the beginning of bargaining, mediation and ratification may be altered only by the express written agreement of both parties.

ARTICLE XXI – DURATION OF AGREEMENT

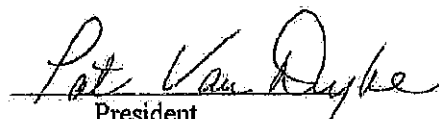
This Agreement will be effective July 1, 2014 – June 30, 2018 school term.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed and adopted on the dates hereinafter set forth.

BOARD OF EDUCATION,
CALUMET PUBLIC SCHOOL
DISTRICT NUMBER 132


President

CALUMET EDUCATION
ASSOCIATION, IEA-NEA


President

Date: 6/17/14

Date: 6/20/14

ATTEST:

105 ILCS 5/10-14 gpr

Date: 7.22.14

SALARY SCHEDULES

CALUMET PUBLIC SCHOOL DISTRICT 132 DATA CLERKS				
% Increase	0.0325	0.03	0.03	0.03
Years	2014-2015	2015-2016	2016-2017	2017-2018
	Hourly rate	Hourly rate	Hourly rate	Hourly rate
1	13.20	13.26	13.33	13.39
2	13.56	13.59	13.66	13.73
3	13.89	13.96	14.00	14.07
4	14.24	14.31	14.38	14.42
5	14.72	14.67	14.74	14.81
6	15.16	15.16	15.11	15.18
7	15.62	15.61	15.62	15.56
8	16.09	16.09	16.08	16.09
9	16.57	16.57	16.57	16.57
10	17.07	17.07	17.07	17.07
11	17.58	17.58	17.58	17.58
12	18.11	18.11	18.11	18.11
13	18.64	18.65	18.65	18.65
14	19.21	19.20	19.21	19.21
15	19.78	19.79	19.78	19.79
16	20.37	20.38	20.38	20.37
17	20.98	20.99	20.99	20.99
18	21.60	21.61	21.61	21.62
19	22.25	22.25	22.25	22.26
20	22.90	22.91	22.92	22.92

CALUMET PUBLIC SCHOOL DISTRICT 132				
FOOD SERVICE				
% Increase	0.0325	0.03	0.03	0.03
Years	2014-2015	2015-2016	2016-2017	2017-2018
	Hourly rate	Hourly rate	Hourly rate	Hourly rate
LUNCH SUPERVISOR	18.74	19.30	19.88	20.48
KITCHEN ASSISTANT	19.02	19.59	20.18	20.78
LUNCH MANAGER	21.38	22.02	22.69	23.37

**CALUMET PUBLIC SCHOOL DISTRICT 132
LIBRARY AIDE**

% Increase	0.0325	0.0325	0.03	0.03	0.03	0.03	0.03	0.03
Years	2014-2015	2014-2015	2015-2016	2015-2016	2016-2017	2016-2017	2017-2018	2017-2018
QUALIFICATIONS	60	BA	60	BA	60	BA	60	BA
1	18,271	20,302	18,363	20,403	18,455	20,505	18,547	20,608
2	18,771	20,857	18,819	20,911	18,914	21,015	19,008	21,120
3	19,238	21,376	19,334	21,483	19,384	21,538	19,481	21,646
4	19,717	21,908	19,815	22,017	19,914	22,127	19,966	22,184
5	20,065	22,267	20,308	22,565	20,410	22,678	20,512	22,791
6	20,413	22,626	20,667	22,935	20,918	23,242	21,022	23,358
7	20,762	22,985	21,026	23,305	21,287	23,623	21,545	23,939
8	21,110	23,345	21,385	23,675	21,657	24,004	21,926	24,332
9	21,458	23,704	21,743	24,045	22,026	24,385	22,306	24,724
10	21,807	24,063	22,102	24,415	22,396	24,766	22,687	25,117
11	22,155	24,423	22,461	24,785	22,765	25,148	23,068	25,509
12	22,503	24,782	22,820	25,155	23,135	25,529	23,448	25,902
13	22,852	25,141	23,179	25,525	23,504	25,910	23,829	26,295
14	23,200	25,500	23,537	25,895	23,874	26,291	24,210	26,687
15	23,548	25,860	23,896	26,265	24,243	26,672	24,590	27,080
16	23,897	26,219	24,255	26,636	24,613	27,053	24,971	27,472
17	24,245	26,578	24,614	27,006	24,983	27,435	25,351	27,865
18	24,593	26,938	24,972	27,376	25,352	27,816	25,732	28,258
19	24,942	27,297	25,331	27,746	25,722	28,197	26,113	28,650
20	25,290	27,656	25,690	28,116	26,091	28,578	26,493	29,043

CALUMET PUBLIC SCHOOL DISTRICT 132				
LICENSED PRACTICAL NURSE - LPN				
% Increase	0.0325	0.03	0.03	0.03
Years	2014-2015	2015-2016	2016-2017	2017-2018
1	27,899	28,039	28,179	28,320
2	28,662	28,736	28,880	29,024
3	29,375	29,522	29,598	29,746
4	30,106	30,257	30,408	30,486
5	30,855	31,009	31,164	31,320
6	31,780	31,781	31,940	32,099
7	32,734	32,734	32,734	32,898
8	33,716	33,716	33,716	33,716
9	34,728	34,728	34,727	34,727
10	35,770	35,770	35,770	35,769
11	36,843	36,843	36,843	36,843
12	37,948	37,948	37,948	37,948
13	39,087	39,087	39,086	39,087
14	40,259	40,259	40,259	40,259
15	41,466	41,467	41,467	41,467
16	42,711	42,710	42,711	42,711
17	43,992	43,992	43,992	43,992
18	45,311	45,312	45,312	45,311
19	46,671	46,671	46,671	46,671
20	48,071	48,071	48,071	48,072

CALUMET PUBLIC SCHOOL DISTRICT 132									
SAFETY COORDINATOR									
% Increase	0.0325	0.0325	0.03	0.03	0.03	0.03	0.03	0.03	0.03
Years	2014-2015	2014-2015	2015-2016	2015-2016	2016-2017	2016-2017	2017-2018	2017-2018	2017-2018
QUALIFICATIONS	60	BA	60	BA	60	BA	60	BA	BA
1	18,271	20,302	18,363	20,403	18,455	20,505	18,547	20,608	
2	18,771	20,857	18,819	20,911	18,914	21,015	19,008	21,120	
3	19,238	21,376	19,334	21,483	19,384	21,538	19,481	21,646	
4	19,717	21,908	19,815	22,017	19,914	22,127	19,966	22,184	
5	20,065	22,267	20,308	22,565	20,410	22,678	20,512	22,791	
6	20,413	22,626	20,667	22,935	20,918	23,242	21,022	23,358	
7	20,762	22,985	21,026	23,305	21,287	23,623	21,545	23,939	
8	21,110	23,345	21,385	23,675	21,657	24,004	21,926	24,332	
9	21,458	23,704	21,743	24,045	22,026	24,385	22,306	24,724	
10	21,807	24,063	22,102	24,415	22,396	24,766	22,687	25,117	
11	22,155	24,423	22,461	24,785	22,765	25,148	23,068	25,509	
12	22,503	24,782	22,820	25,155	23,135	25,529	23,448	25,902	
13	22,852	25,141	23,179	25,525	23,504	25,910	23,829	26,295	
14	23,200	25,500	23,537	25,895	23,874	26,291	24,210	26,687	
15	23,548	25,860	23,896	26,265	24,243	26,672	24,590	27,080	
16	23,897	26,219	24,255	26,636	24,613	27,053	24,971	27,472	
17	24,245	26,578	24,614	27,006	24,983	27,435	25,351	27,865	
18	24,593	26,938	24,972	27,376	25,352	27,816	25,732	28,258	
19	24,942	27,297	25,331	27,746	25,722	28,197	26,113	28,650	
20	25,290	27,656	25,690	28,116	26,091	28,578	26,493	29,043	

CALUMET PUBLIC SCHOOL DISTRICT 132 SECRETARY				
% Increase	0.0325	0.03	0.03	0.03
Years	2014-2015	2015-2016	2016-2017	2017-2018
1	21,494	21,601	21,709	21,818
2	22,082	22,138	22,249	22,360
3	22,631	22,744	22,803	22,917
4	23,194	23,310	23,426	23,487
5	23,771	23,890	24,009	24,129
6	24,879	24,484	24,606	24,729
7	26,296	25,625	25,219	25,345
8	26,684	27,085	26,394	25,975
9	27,072	27,485	27,897	27,186
10	27,460	27,884	28,309	28,734
11	27,849	28,284	28,721	29,158
12	28,238	28,685	29,133	29,582
13	28,626	29,085	29,546	30,007
14	29,014	29,484	29,957	30,432
15	29,402	29,884	30,369	30,856
16	29,791	30,284	30,781	31,280
17	30,179	30,685	31,193	31,704
18	30,567	31,085	31,605	32,128
19	30,956	31,484	32,017	32,554
20	31,344	31,884	32,429	32,978

**CALUMET PUBLIC SCHOOL DISTRICT 132
REGISTERED NURSE SALARY SCHEDULE 2014-2015**

YEARS	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
1	\$ 34,059	\$ 34,382	\$ 34,703	\$ 35,024	\$ 36,473	\$ 36,826	\$ 37,177	\$ 37,530
2	\$ 34,991	\$ 35,323	\$ 35,652	\$ 35,983	\$ 37,471	\$ 37,834	\$ 38,194	\$ 38,557
3	\$ 35,862	\$ 36,202	\$ 36,539	\$ 36,877	\$ 38,404	\$ 38,776	\$ 39,145	\$ 39,516
4	\$ 36,754	\$ 37,102	\$ 37,448	\$ 37,795	\$ 39,359	\$ 39,740	\$ 40,119	\$ 40,499
5	\$ 37,669	\$ 38,025	\$ 38,379	\$ 38,735	\$ 40,338	\$ 40,728	\$ 41,116	\$ 41,505
6	\$ 38,606	\$ 38,971	\$ 39,334	\$ 39,699	\$ 41,341	\$ 41,742	\$ 42,139	\$ 42,538
7	\$ 39,566	\$ 39,940	\$ 40,313	\$ 40,686	\$ 42,370	\$ 42,779	\$ 43,187	\$ 43,596
8	\$ 40,551	\$ 40,933	\$ 41,317	\$ 41,698	\$ 43,424	\$ 43,843	\$ 44,262	\$ 44,680
9	\$ 41,537	\$ 41,950	\$ 42,365	\$ 42,776	\$ 44,503	\$ 44,933	\$ 45,365	\$ 45,797
10	\$ 42,525	\$ 42,967	\$ 43,411	\$ 43,854	\$ 45,581	\$ 46,026	\$ 46,470	\$ 46,914
11		\$ 43,983	\$ 44,459	\$ 44,933	\$ 46,660	\$ 47,116	\$ 47,572	\$ 48,029
12		\$ 45,003	\$ 45,507	\$ 46,013	\$ 47,740	\$ 48,206	\$ 48,676	\$ 49,145
13		\$ 46,019	\$ 46,555	\$ 47,091	\$ 48,818	\$ 49,300	\$ 49,779	\$ 50,261
14		\$ 47,037	\$ 47,602	\$ 48,170	\$ 49,897	\$ 50,389	\$ 50,883	\$ 51,375
15		\$ 48,053	\$ 48,650	\$ 49,248	\$ 50,975	\$ 51,480	\$ 51,986	\$ 52,491
16			\$ 49,699	\$ 50,327	\$ 52,055	\$ 52,572	\$ 53,090	\$ 53,607
17			\$ 50,747	\$ 51,406	\$ 53,133	\$ 53,662	\$ 54,193	\$ 54,725
18			\$ 51,794	\$ 52,486	\$ 54,212	\$ 54,752	\$ 55,298	\$ 55,840
19			\$ 52,842	\$ 53,564	\$ 55,289	\$ 55,846	\$ 56,399	\$ 56,954
20			\$ 54,013	\$ 54,767	\$ 56,522	\$ 57,079	\$ 57,632	\$ 58,187

CALUMET PUBLIC SCHOOL DISTRICT 132
REGISTERED NURSE SALARY SCHEDULE 2015-2016

YEARS	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
1	\$ 34,230	\$ 34,554	\$ 34,876	\$ 35,199	\$ 36,656	\$ 37,010	\$ 37,363	\$ 37,717
2	\$ 35,081	\$ 35,414	\$ 35,744	\$ 36,075	\$ 37,568	\$ 37,931	\$ 38,292	\$ 38,656
3	\$ 36,041	\$ 36,383	\$ 36,722	\$ 37,062	\$ 38,596	\$ 38,969	\$ 39,340	\$ 39,713
4	\$ 36,938	\$ 37,288	\$ 37,635	\$ 37,983	\$ 39,556	\$ 39,939	\$ 40,320	\$ 40,701
5	\$ 37,857	\$ 38,215	\$ 38,571	\$ 38,929	\$ 40,540	\$ 40,932	\$ 41,322	\$ 41,714
6	\$ 38,799	\$ 39,166	\$ 39,530	\$ 39,897	\$ 41,548	\$ 41,950	\$ 42,350	\$ 42,751
7	\$ 39,764	\$ 40,140	\$ 40,514	\$ 40,890	\$ 42,582	\$ 42,994	\$ 43,404	\$ 43,814
8	\$ 40,753	\$ 41,138	\$ 41,522	\$ 41,906	\$ 43,641	\$ 44,062	\$ 44,483	\$ 44,904
9	\$ 41,768	\$ 42,161	\$ 42,556	\$ 42,948	\$ 44,727	\$ 45,158	\$ 45,590	\$ 46,021
10	\$ 42,784	\$ 43,209	\$ 43,635	\$ 44,060	\$ 45,838	\$ 46,281	\$ 46,726	\$ 47,170
11		\$ 44,257	\$ 44,714	\$ 45,170	\$ 46,948	\$ 47,407	\$ 47,864	\$ 48,321
12		\$ 45,303	\$ 45,793	\$ 46,281	\$ 48,059	\$ 48,530	\$ 49,000	\$ 49,470
13		\$ 46,353	\$ 46,873	\$ 47,394	\$ 49,172	\$ 49,653	\$ 50,136	\$ 50,619
14		\$ 47,399	\$ 47,952	\$ 48,504	\$ 50,282	\$ 50,779	\$ 51,272	\$ 51,769
15		\$ 48,448	\$ 49,030	\$ 49,615	\$ 51,393	\$ 51,901	\$ 52,409	\$ 52,916
16			\$ 50,110	\$ 50,726	\$ 52,504	\$ 53,025	\$ 53,546	\$ 54,066
17			\$ 51,190	\$ 51,837	\$ 53,616	\$ 54,149	\$ 54,683	\$ 55,216
18			\$ 52,270	\$ 52,948	\$ 54,727	\$ 55,272	\$ 55,819	\$ 56,366
19			\$ 53,348	\$ 54,061	\$ 55,839	\$ 56,395	\$ 56,957	\$ 57,515
20			\$ 54,428	\$ 55,171	\$ 56,948	\$ 57,521	\$ 58,091	\$ 58,662

CALUMET PUBLIC SCHOOL DISTRICT 132
REGISTERED NURSE SALARY SCHEDULE 2016-2017

YEARS	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
1	\$ 34,401	\$ 34,727	\$ 35,051	\$ 35,375	\$ 36,839	\$ 37,195	\$ 37,550	\$ 37,906
2	\$ 35,257	\$ 35,591	\$ 35,922	\$ 36,255	\$ 37,756	\$ 38,121	\$ 38,484	\$ 38,849
3	\$ 36,134	\$ 36,476	\$ 36,816	\$ 37,157	\$ 38,695	\$ 39,069	\$ 39,441	\$ 39,815
4	\$ 37,122	\$ 37,474	\$ 37,823	\$ 38,174	\$ 39,754	\$ 40,138	\$ 40,520	\$ 40,905
5	\$ 38,046	\$ 38,406	\$ 38,764	\$ 39,123	\$ 40,743	\$ 41,137	\$ 41,529	\$ 41,922
6	\$ 38,992	\$ 39,361	\$ 39,728	\$ 40,096	\$ 41,756	\$ 42,160	\$ 42,562	\$ 42,965
7	\$ 39,963	\$ 40,341	\$ 40,716	\$ 41,094	\$ 42,794	\$ 43,208	\$ 43,620	\$ 44,033
8	\$ 40,957	\$ 41,344	\$ 41,730	\$ 42,116	\$ 43,859	\$ 44,284	\$ 44,706	\$ 45,129
9	\$ 41,976	\$ 42,373	\$ 42,768	\$ 43,163	\$ 44,950	\$ 45,384	\$ 45,818	\$ 46,251
10	\$ 43,021	\$ 43,426	\$ 43,833	\$ 44,237	\$ 46,068	\$ 46,513	\$ 46,958	\$ 47,401
11		\$ 44,505	\$ 44,945	\$ 45,382	\$ 47,213	\$ 47,670	\$ 48,128	\$ 48,586
12		\$ 45,584	\$ 46,055	\$ 46,525	\$ 48,357	\$ 48,829	\$ 49,300	\$ 49,771
13		\$ 46,662	\$ 47,167	\$ 47,670	\$ 49,501	\$ 49,985	\$ 50,470	\$ 50,954
14		\$ 47,743	\$ 48,279	\$ 48,816	\$ 50,647	\$ 51,142	\$ 51,641	\$ 52,138
15		\$ 48,821	\$ 49,391	\$ 49,959	\$ 51,791	\$ 52,302	\$ 52,810	\$ 53,322
16			\$ 50,501	\$ 51,104	\$ 52,935	\$ 53,458	\$ 53,981	\$ 54,504
17			\$ 51,613	\$ 52,247	\$ 54,079	\$ 54,616	\$ 55,152	\$ 55,688
18			\$ 52,726	\$ 53,392	\$ 55,225	\$ 55,773	\$ 56,323	\$ 56,872
19			\$ 53,838	\$ 54,537	\$ 56,369	\$ 56,930	\$ 57,493	\$ 58,057
20			\$ 54,949	\$ 55,683	\$ 57,514	\$ 58,087	\$ 58,665	\$ 59,240

**CALUMET PUBLIC SCHOOL DISTRICT 132
REGISTERED NURSE SALARY SCHEDULE 2017-2018**

YEARS	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
1	\$ 34,573	\$ 34,900	\$ 35,226	\$ 35,552	\$ 37,023	\$ 37,381	\$ 37,737	\$ 38,095
2	\$ 35,433	\$ 35,769	\$ 36,102	\$ 36,437	\$ 37,944	\$ 38,311	\$ 38,676	\$ 39,043
3	\$ 36,314	\$ 36,658	\$ 37,000	\$ 37,343	\$ 38,888	\$ 39,264	\$ 39,638	\$ 40,014
4	\$ 37,218	\$ 37,570	\$ 37,921	\$ 38,272	\$ 39,856	\$ 40,241	\$ 40,624	\$ 41,010
5	\$ 38,236	\$ 38,598	\$ 38,958	\$ 39,319	\$ 40,946	\$ 41,342	\$ 41,736	\$ 42,132
6	\$ 39,187	\$ 39,558	\$ 39,927	\$ 40,296	\$ 41,965	\$ 42,371	\$ 42,775	\$ 43,180
7	\$ 40,162	\$ 40,542	\$ 40,920	\$ 41,299	\$ 43,009	\$ 43,425	\$ 43,839	\$ 44,254
8	\$ 41,162	\$ 41,551	\$ 41,938	\$ 42,327	\$ 44,078	\$ 44,505	\$ 44,929	\$ 45,354
9	\$ 42,186	\$ 42,584	\$ 42,981	\$ 43,380	\$ 45,175	\$ 45,613	\$ 46,047	\$ 46,482
10	\$ 43,235	\$ 43,644	\$ 44,051	\$ 44,458	\$ 46,298	\$ 46,745	\$ 47,192	\$ 47,639
11		\$ 44,729	\$ 45,148	\$ 45,564	\$ 47,450	\$ 47,908	\$ 48,367	\$ 48,823
12		\$ 45,840	\$ 46,293	\$ 46,743	\$ 48,629	\$ 49,100	\$ 49,572	\$ 50,043
13		\$ 46,952	\$ 47,437	\$ 47,921	\$ 49,807	\$ 50,294	\$ 50,779	\$ 51,264
14		\$ 48,062	\$ 48,582	\$ 49,100	\$ 50,986	\$ 51,485	\$ 51,984	\$ 52,482
15		\$ 49,175	\$ 49,727	\$ 50,280	\$ 52,166	\$ 52,676	\$ 53,190	\$ 53,702
16			\$ 50,872	\$ 51,458	\$ 53,344	\$ 53,871	\$ 54,395	\$ 54,922
17			\$ 52,016	\$ 52,637	\$ 54,523	\$ 55,062	\$ 55,601	\$ 56,139
18			\$ 53,162	\$ 53,815	\$ 55,701	\$ 56,254	\$ 56,807	\$ 57,359
19			\$ 54,308	\$ 54,994	\$ 56,881	\$ 57,447	\$ 58,013	\$ 58,578
20			\$ 55,453	\$ 56,173	\$ 58,060	\$ 58,638	\$ 59,218	\$ 59,799

**CALUMET PUBLIC SCHOOL DISTRICT 132
TEACHER SALARY SCHEDULE 2014-2015**

YEARS	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
1	\$ 34,059	\$ 34,382	\$ 34,703	\$ 35,024	\$ 36,473	\$ 36,826	\$ 37,177	\$ 37,530
2	\$ 34,991	\$ 35,323	\$ 35,652	\$ 35,983	\$ 37,471	\$ 37,834	\$ 38,194	\$ 38,557
3	\$ 35,862	\$ 36,202	\$ 36,539	\$ 36,877	\$ 38,404	\$ 38,776	\$ 39,145	\$ 39,516
4	\$ 36,754	\$ 37,102	\$ 37,448	\$ 37,795	\$ 39,359	\$ 39,740	\$ 40,119	\$ 40,499
5	\$ 37,669	\$ 38,025	\$ 38,379	\$ 38,735	\$ 40,338	\$ 40,728	\$ 41,116	\$ 41,505
6	\$ 38,606	\$ 38,971	\$ 39,334	\$ 39,699	\$ 41,341	\$ 41,742	\$ 42,139	\$ 42,538
7	\$ 39,566	\$ 39,940	\$ 40,313	\$ 40,686	\$ 42,370	\$ 42,779	\$ 43,187	\$ 43,596
8	\$ 40,551	\$ 40,933	\$ 41,317	\$ 41,698	\$ 43,424	\$ 43,843	\$ 44,262	\$ 44,680
9	\$ 41,537	\$ 41,950	\$ 42,365	\$ 42,776	\$ 44,503	\$ 44,933	\$ 45,365	\$ 45,797
10	\$ 42,525	\$ 42,967	\$ 43,411	\$ 43,854	\$ 45,581	\$ 46,026	\$ 46,470	\$ 46,914
11		\$ 43,983	\$ 44,459	\$ 44,933	\$ 46,660	\$ 47,116	\$ 47,572	\$ 48,029
12		\$ 45,003	\$ 45,507	\$ 46,013	\$ 47,740	\$ 48,206	\$ 48,676	\$ 49,145
13		\$ 46,019	\$ 46,555	\$ 47,091	\$ 48,818	\$ 49,300	\$ 49,779	\$ 50,261
14		\$ 47,037	\$ 47,602	\$ 48,170	\$ 49,897	\$ 50,389	\$ 50,883	\$ 51,375
15		\$ 48,053	\$ 48,650	\$ 49,248	\$ 50,975	\$ 51,480	\$ 51,986	\$ 52,491
16			\$ 49,699	\$ 50,327	\$ 52,055	\$ 52,572	\$ 53,090	\$ 53,607
17			\$ 50,747	\$ 51,406	\$ 53,133	\$ 53,662	\$ 54,193	\$ 54,725
18			\$ 51,794	\$ 52,486	\$ 54,212	\$ 54,752	\$ 55,298	\$ 55,840
19			\$ 52,842	\$ 53,564	\$ 55,289	\$ 55,846	\$ 56,399	\$ 56,954
20			\$ 54,013	\$ 54,767	\$ 56,522	\$ 57,079	\$ 57,632	\$ 58,187

Longevity: Teachers with 20+ years of experience in the School District shall receive an increase of 3.25% over the prior year salary.

BA Steps 11-20 and BA+10 Steps 16-20 shall receive an increase of .5% over the prior year salary.

CALUMET PUBLIC SCHOOL DISTRICT 132
TEACHER SALARY SCHEDULE 2015-2016

YEARS	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
1	\$ 34,230	\$ 34,554	\$ 34,876	\$ 35,199	\$ 36,656	\$ 37,010	\$ 37,363	\$ 37,717
2	\$ 35,081	\$ 35,414	\$ 35,744	\$ 36,075	\$ 37,568	\$ 37,931	\$ 38,292	\$ 38,656
3	\$ 36,041	\$ 36,383	\$ 36,722	\$ 37,062	\$ 38,596	\$ 38,969	\$ 39,340	\$ 39,713
4	\$ 36,938	\$ 37,288	\$ 37,635	\$ 37,983	\$ 39,556	\$ 39,939	\$ 40,320	\$ 40,701
5	\$ 37,857	\$ 38,215	\$ 38,571	\$ 38,929	\$ 40,540	\$ 40,932	\$ 41,322	\$ 41,714
6	\$ 38,799	\$ 39,166	\$ 39,530	\$ 39,897	\$ 41,548	\$ 41,950	\$ 42,350	\$ 42,751
7	\$ 39,764	\$ 40,140	\$ 40,514	\$ 40,890	\$ 42,582	\$ 42,994	\$ 43,404	\$ 43,814
8	\$ 40,753	\$ 41,138	\$ 41,522	\$ 41,906	\$ 43,641	\$ 44,062	\$ 44,483	\$ 44,904
9	\$ 41,768	\$ 42,161	\$ 42,556	\$ 42,948	\$ 44,727	\$ 45,158	\$ 45,590	\$ 46,021
10	\$ 42,784	\$ 43,209	\$ 43,635	\$ 44,060	\$ 45,838	\$ 46,281	\$ 46,726	\$ 47,170
11		\$ 44,257	\$ 44,714	\$ 45,170	\$ 46,948	\$ 47,407	\$ 47,864	\$ 48,321
12		\$ 45,303	\$ 45,793	\$ 46,281	\$ 48,059	\$ 48,530	\$ 49,000	\$ 49,470
13		\$ 46,353	\$ 46,873	\$ 47,394	\$ 49,172	\$ 49,653	\$ 50,136	\$ 50,619
14		\$ 47,399	\$ 47,952	\$ 48,504	\$ 50,282	\$ 50,779	\$ 51,272	\$ 51,769
15		\$ 48,448	\$ 49,030	\$ 49,615	\$ 51,393	\$ 51,901	\$ 52,409	\$ 52,916
16			\$ 50,110	\$ 50,726	\$ 52,504	\$ 53,025	\$ 53,546	\$ 54,066
17			\$ 51,190	\$ 51,837	\$ 53,616	\$ 54,149	\$ 54,683	\$ 55,216
18			\$ 52,270	\$ 52,948	\$ 54,727	\$ 55,272	\$ 55,819	\$ 56,366
19			\$ 53,348	\$ 54,061	\$ 55,839	\$ 56,395	\$ 56,957	\$ 57,515
20			\$ 54,428	\$ 55,171	\$ 56,948	\$ 57,521	\$ 58,091	\$ 58,662

Longevity: Teachers with 20+ years of experience in the School District shall receive an increase of 3% over the prior year salary.

BA Steps 11-20 and BA+10 Steps 16-20 shall receive an increase of .5% over the prior year salary.

**CALUMET PUBLIC SCHOOL DISTRICT 132
TEACHER SALARY SCHEDULE 2016-2017**

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
1	\$ 34,401	\$ 34,727	\$ 35,051	\$ 35,375	\$ 36,839	\$ 37,195	\$ 37,550	\$ 37,906
2	\$ 35,257	\$ 35,591	\$ 35,922	\$ 36,255	\$ 37,756	\$ 38,121	\$ 38,484	\$ 38,849
3	\$ 36,134	\$ 36,476	\$ 36,816	\$ 37,157	\$ 38,695	\$ 39,069	\$ 39,441	\$ 39,815
4	\$ 37,122	\$ 37,474	\$ 37,823	\$ 38,174	\$ 39,754	\$ 40,138	\$ 40,520	\$ 40,905
5	\$ 38,046	\$ 38,406	\$ 38,764	\$ 39,123	\$ 40,743	\$ 41,137	\$ 41,529	\$ 41,922
6	\$ 38,992	\$ 39,361	\$ 39,728	\$ 40,096	\$ 41,756	\$ 42,160	\$ 42,562	\$ 42,965
7	\$ 39,963	\$ 40,341	\$ 40,716	\$ 41,094	\$ 42,794	\$ 43,208	\$ 43,620	\$ 44,033
8	\$ 40,957	\$ 41,344	\$ 41,730	\$ 42,116	\$ 43,859	\$ 44,284	\$ 44,706	\$ 45,129
9	\$ 41,976	\$ 42,373	\$ 42,768	\$ 43,163	\$ 44,950	\$ 45,384	\$ 45,818	\$ 46,251
10	\$ 43,021	\$ 43,426	\$ 43,833	\$ 44,237	\$ 46,068	\$ 46,513	\$ 46,958	\$ 47,401
11		\$ 44,505	\$ 44,945	\$ 45,382	\$ 47,213	\$ 47,670	\$ 48,128	\$ 48,586
12		\$ 45,584	\$ 46,055	\$ 46,525	\$ 48,357	\$ 48,829	\$ 49,300	\$ 49,771
13		\$ 46,662	\$ 47,167	\$ 47,670	\$ 49,501	\$ 49,985	\$ 50,470	\$ 50,954
14		\$ 47,743	\$ 48,279	\$ 48,816	\$ 50,647	\$ 51,142	\$ 51,641	\$ 52,138
15		\$ 48,821	\$ 49,391	\$ 49,959	\$ 51,791	\$ 52,302	\$ 52,810	\$ 53,322
16			\$ 50,501	\$ 51,104	\$ 52,935	\$ 53,458	\$ 53,981	\$ 54,504
17			\$ 51,613	\$ 52,247	\$ 54,079	\$ 54,616	\$ 55,152	\$ 55,688
18			\$ 52,726	\$ 53,392	\$ 55,225	\$ 55,773	\$ 56,323	\$ 56,872
19			\$ 53,838	\$ 54,537	\$ 56,369	\$ 56,930	\$ 57,493	\$ 58,057
20			\$ 54,949	\$ 55,683	\$ 57,514	\$ 58,087	\$ 58,665	\$ 59,240

Longevity: Teachers with 20+ years of experience in the School District shall receive an increase of 3% over the prior year salary.

BA Steps 11-20 and BA+10 Steps 16-20 shall receive an increase of .5% over the prior year salary.

CALUMET PUBLIC SCHOOL DISTRICT 132
TEACHER SALARY SCHEDULE 2017-2018

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
1	\$ 34,573	\$ 34,900	\$ 35,226	\$ 35,552	\$ 37,023	\$ 37,381	\$ 37,737	\$ 38,095
2	\$ 35,433	\$ 35,769	\$ 36,102	\$ 36,437	\$ 37,944	\$ 38,311	\$ 38,676	\$ 39,043
3	\$ 36,314	\$ 36,658	\$ 37,000	\$ 37,343	\$ 38,888	\$ 39,264	\$ 39,638	\$ 40,014
4	\$ 37,218	\$ 37,570	\$ 37,921	\$ 38,272	\$ 39,856	\$ 40,241	\$ 40,624	\$ 41,010
5	\$ 38,236	\$ 38,598	\$ 38,958	\$ 39,319	\$ 40,946	\$ 41,342	\$ 41,736	\$ 42,132
6	\$ 39,187	\$ 39,558	\$ 39,927	\$ 40,296	\$ 41,965	\$ 42,371	\$ 42,775	\$ 43,180
7	\$ 40,162	\$ 40,542	\$ 40,920	\$ 41,299	\$ 43,009	\$ 43,425	\$ 43,839	\$ 44,254
8	\$ 41,162	\$ 41,551	\$ 41,938	\$ 42,327	\$ 44,078	\$ 44,505	\$ 44,929	\$ 45,354
9	\$ 42,186	\$ 42,584	\$ 42,981	\$ 43,380	\$ 45,175	\$ 45,613	\$ 46,047	\$ 46,482
10	\$ 43,235	\$ 43,644	\$ 44,051	\$ 44,458	\$ 46,298	\$ 46,745	\$ 47,192	\$ 47,639
11		\$ 44,729	\$ 45,148	\$ 45,564	\$ 47,450	\$ 47,908	\$ 48,367	\$ 48,823
12		\$ 45,840	\$ 46,293	\$ 46,743	\$ 48,629	\$ 49,100	\$ 49,572	\$ 50,043
13		\$ 46,952	\$ 47,437	\$ 47,921	\$ 49,807	\$ 50,294	\$ 50,779	\$ 51,264
14		\$ 48,062	\$ 48,582	\$ 49,100	\$ 50,986	\$ 51,485	\$ 51,984	\$ 52,482
15		\$ 49,175	\$ 49,727	\$ 50,280	\$ 52,166	\$ 52,676	\$ 53,190	\$ 53,702
16			\$ 50,872	\$ 51,458	\$ 53,344	\$ 53,871	\$ 54,395	\$ 54,922
17			\$ 52,016	\$ 52,637	\$ 54,523	\$ 55,062	\$ 55,601	\$ 56,139
18			\$ 53,162	\$ 53,815	\$ 55,701	\$ 56,254	\$ 56,807	\$ 57,359
19			\$ 54,308	\$ 54,994	\$ 56,881	\$ 57,447	\$ 58,013	\$ 58,578
20			\$ 55,453	\$ 56,173	\$ 58,060	\$ 58,638	\$ 59,218	\$ 59,799

Longevity: Teachers with 20+ years of experience in the School District shall receive an increase of 3% over the prior year salary.

BA Steps 11-20 and BA+10 Steps 16-20 shall receive an increase of .5% over the prior year salary.

CALUMET PUBLIC SCHOOL DISTRICT 132

TEACHER'S AIDE

% Increase	0.0325	0.0325	0.03	0.03	0.03	0.03	0.03	0.03	0.03
Years	2014-2015	2014-2015	2015-2016	2015-2016	2016-2017	2016-2017	2017-2018	2017-2018	2017-2018
QUALIFICATIONS	60	BA	60	BA	60	BA	60	BA	BA
1	18,271	20,302	18,363	20,403	18,455	20,505	18,547	20,608	
2	18,771	20,857	18,819	20,911	18,914	21,015	19,008	21,120	
3	19,238	21,376	19,334	21,483	19,384	21,538	19,481	21,646	
4	19,717	21,908	19,815	22,017	19,914	22,127	19,966	22,184	
5	20,065	22,267	20,308	22,565	20,410	22,678	20,512	22,791	
6	20,413	22,626	20,667	22,935	20,918	23,242	21,022	23,358	
7	20,762	22,985	21,026	23,305	21,287	23,623	21,545	23,939	
8	21,110	23,345	21,385	23,675	21,657	24,004	21,926	24,332	
9	21,458	23,704	21,743	24,045	22,026	24,385	22,306	24,724	
10	21,807	24,063	22,102	24,415	22,396	24,766	22,687	25,117	
11	22,155	24,423	22,461	24,785	22,765	25,148	23,068	25,509	
12	22,503	24,782	22,820	25,155	23,135	25,529	23,448	25,902	
13	22,852	25,141	23,179	25,525	23,504	25,910	23,829	26,295	
14	23,200	25,500	23,537	25,895	23,874	26,291	24,210	26,687	
15	23,548	25,860	23,896	26,265	24,243	26,672	24,590	27,080	
16	23,897	26,219	24,255	26,636	24,613	27,053	24,971	27,472	
17	24,245	26,578	24,614	27,006	24,983	27,435	25,351	27,865	
18	24,593	26,938	24,972	27,376	25,352	27,816	25,732	28,258	
19	24,942	27,297	25,331	27,746	25,722	28,197	26,113	28,650	
20	25,290	27,656	25,690	28,116	26,091	28,578	26,493	29,043	