

AGREEMENT

BETWEEN THE



BOARD OF EDUCATION

GRANT COMMUNITY HIGH SCHOOL DISTRICT NO. 124
LAKE COUNTY, ILLINOIS

AND THE



GRANT COUNCIL

LAKE COUNTY FEDERATION OF TEACHERS
LOCAL NO. 504, IFT-AFT/AFL-CIO

FOR THE SCHOOL YEARS

2023 - 2026

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PREAMBLE

A. Parties to the Agreement

This Agreement is by and between the Board of Education of High School District No. 124, Lake County, Illinois, hereinafter referred to as the "Board" and the Grant Council, a Council of the Lake County Federation of Teachers, Local 504, Illinois Federation of Teachers, American Federation of Teachers, American Federation of Labor-Congress of Industrial Organizations, hereinafter referred to as the "Union."

B. Recognition

The Board recognizes the Union as the exclusive bargaining agent for all certified (full and regular part-time) teaching, guidance, dean, and library/media personnel of the School District (which employees are hereinafter referred to as "teachers") with respect to wages, hours, terms and conditions of employment to the extent required by law, or in the absence thereof as covered by this Agreement.

Any part-time teacher regularly teaching fewer than three (3) classes, as defined by normal teacher load elsewhere herein, shall not be considered a regular part-time employee. Any teacher (excluding deans and curriculum facilitators) who has other responsibilities which include making meaningful recommendations for the hiring, transfer, promotion, discipline or dismissal of teachers, which teachers shall include administrative team members who teach fewer than 3/11 FTE as defined by normal teacher load elsewhere herein, shall not be considered part of the bargaining unit.

A short-term (temporary) teacher shall be deemed a "teacher" (i.e., part of the bargaining unit described above) only if employed continuously for one (1) academic semester, not including summer school, or more. A person receiving an employment contract for one (1) semester or more shall be deemed a "teacher" effective his/her first day of service pursuant to such contract. A short-term (temporary) teacher employed continuously to substitute for the same teacher for more than ten (10) consecutive working days, shall not be deemed a member of this bargaining unit covered by this Agreement until the teacher has been continuously employed for one (1) academic semester or more, except that after substituting for the same teacher for ten (10) consecutive days, he/she shall be compensated as though he/she were a regular teacher at Step O B.A. lane.

ARTICLE I

TEACHERS' RIGHTS

A. Notification of Vacancies

The Board shall notify the Union President or designee and all certified staff of all new and promotional vacancies open to certified staff as they occur. Such vacancies shall include, but are not limited to, any and all extra-curricular vacancies (coaching positions, sponsorships, etc.) and any and all extra-duty vacancies (morning cafeteria, morning gym lobby, detentions, etc.). All notices shall be posted on the Union bulletin board located in the teacher work room as well as sent via the District's e-mail system to all presently employed certified staff in both cases at least five (5) weekdays before the application deadline. Postings shall include pay rates. Upon request of the Union, the District will provide a list to the Union President with the names of head coaches and how many, if any, assistant coaching positions are filled by candidates from outside the bargaining unit.

B. Supervisory Conference

1. When a teacher is required to appear before the Board or before any Board Committee concerning any matter, which could directly affect the continuation of that teacher in his/her employment, the teacher shall be given prior written notice of the reason(s) for such meeting or interview and shall be entitled to have a representative present during such meeting. Except in an emergency, such notice shall be given no less than forty-eight (48) clock hours prior to such meeting.
2. A teacher shall have similar notice and right of representation if required to meet with administrator(s) at which time the teacher shall be advised of a recommendation to dismiss, demote, or suspend without pay. Except in an emergency, such notice shall be given no less than twenty-four (24) clock hours prior to such meeting.
3. Any action taken at such meetings shall be promptly communicated to the teacher in writing within two (2) business days.

C. Affiliation

Teachers shall have the right to join or not join the Union. Newly employed bargaining unit members shall be advised in writing that the Union is the recognized bargaining agent for all teachers.

D. Reprisal

The Board shall not discriminate against any teacher with respect to hours, wages, terms or conditions of employment by reason of his/her membership in the Union, participation in any lawful activities of the Union, or institution of any grievance under this Agreement.

E. Seniority

As used in this Agreement or as the same may be affected by any provision of the Illinois School Code, "seniority" shall mean continuous, full-time employment as a teacher by the Board. Employment shall not be deemed interrupted by any leave of absence, provided any unpaid leave of absence of more than one (1) semester duration shall not be included in the computation of years of service. If seniority shall be equal as between teachers, the following tiebreakers shall be utilized:

1. First, the teacher being compensated for the more advanced degree and additional hours pursuant to the Compensation Schedule shall be deemed to have the greater seniority.
2. Second, the teacher with the greater total length of public-school teaching in the United States shall be deemed to have the greater seniority.
3. Finally, a lottery shall be employed.

The Board shall post a seniority list no later than February 1st of each year in the teachers' lounge and furnish the Union President with a copy of such list.

The Union makes no representation with respect to employment service prior to the 1986-87 school term and neither acknowledges nor agrees to the accuracy of any previous seniority list or record of employment service that pre-dates this Section. Neither party waives its right to present its position, documentation, and records with respect to prior employment service at some later date if the need should arise.

ARTICLE II

UNION RIGHTS

A. Dissemination of Information to the Union

The Board shall furnish the Union President or designee the minutes of the Board meeting, the agenda of any upcoming Board meeting, the monthly statement of financial position, a copy of the Board policy manual, a current faculty list with current salaries showing lane and step placement on the salary schedule and total years of District service for each teacher, a list of all new hires for the current year showing their lane and step placement on the salary schedule and their years of experience used for salary schedule placement purposes, the current audit, approved tentative budget, and approved final budget. The Board shall notify the Union President or designee in writing of any changes to Board Policy.

B. Union's Right to Appear Before the Board

The Union President or designee shall be given the opportunity during the early portion of each regular Board of Education meeting to address the Board briefly, provided such remarks shall exclude any reference to grievances or negotiations in process and that the Superintendent be advised of the substance of such remarks at least twenty-four (24) hours in advance of the meeting. If the Union President or designee intends to address the Board on a permissible subject which has arisen within twenty-four (24) hours of a Board meeting, the Union President or designee may briefly address the Board on that subject so long as the superintendent is advised of the substance of such remarks prior to the beginning of the meeting.

C. Union Announcements

The Union shall have the right to briefly address the faculty at the first faculty meeting of the school year without commenting on matters then in controversy.

D. Use of School Facilities and Equipment

1. The Union shall have the right to hold membership meetings outside the normal teacher day on school property, provided such meetings in no way interfere with any aspect of the total instructional program. If such meetings entail additional maintenance, custodial or other expenses, the Union shall pay such costs. Except in emergencies, notification for such use shall be submitted to the Superintendent or designee at least twenty-four (24) hours in advance of the time of intended use. If the meeting shall involve more than fifteen (15) persons where less than ninety percent (90%) of those attending are teachers, this Paragraph shall not apply.
2. The Union shall have the right to use the District's teacher mailboxes for official Union materials (but not including any individual flyers/notices regarding endorsements of political candidates) provided such materials shall be properly identified as official Union publications and a copy thereof concurrently provided to the Superintendent.
3. The Union shall have the right to post official Union announcements and materials (but not including any individual flyers/notices regarding endorsements of political candidates) on a designated bulletin board in the Teacher Work Room.
4. The Union shall have the right to use Board duplicating equipment for Union announcements (exclusive of political endorsements) if such is available and provided the Union shall reimburse the Board for any supplies used and for any damage caused by misuse.

E. Dues Deduction

1. The Board shall deduct from the pay of each teacher membership dues of the Union and its affiliates, provided that at the time of such deduction there is in possession of the Board a current written authorization for dues deduction voluntarily executed by the teacher. Such authorization shall specify the amount of dues to be deducted from the teacher's salary.
2. The amount specified shall be pro-rated and deducted from the monthly paycheck starting in October and ending in May, provided the amount to be deducted shall not vary during this period. Termination of employment for any reason shall constitute revocation of authorization for dues deduction. Any other revocation of authorization for dues deduction shall be made in accordance with the terms set forth in the authorization currently in use.
3. The Union shall indemnify and save harmless the Board and all of its agents and employees from any and all reasonable demands, suits and costs resulting from any reasonable action taken or omitted by the Board or any of its agents or employees for the purpose of complying with the provisions of this Section.

F. School Calendar

The Union President or designee shall be given the opportunity to meet with the Superintendent to review the calendar prepared for the forthcoming school term prior to submission to the Board of Education.

G. Vending Machines

Net profits of vending machines placed in teachers' lounges and/or dining room shall be the property of the Union and shall be used solely for teacher welfare.

H. Released Time for Union Officers

Upon written advance notice to the Superintendent or designee of at least five (5) working days, a leave of absence shall be granted to Union officer(s) for up to two (2) days to attend the Union convention, provided the Union shall promptly reimburse the Board for the cost of any substitute for the teacher(s) granted such leave.

The Union President shall be released from supervisory duty during each school year to engage in activities related to union duties. These duties will include meetings between the Superintendent and/or designee and the Union President held at a minimum of once each month. In the event the Union President is not a classroom teacher, that individual may engage in activities related to union duties not to exceed the equivalent of fifty (50) minutes per day for one semester or twenty-five (25) minutes per day for the school year. The Union President or designee shall be granted released time to attend any grievance or arbitration hearing conducted during the normal teacher workday.

I. COPE Deduction

The Board agrees to honor contribution deduction authorization from its teachers in the following form (or reasonable likeness):

'I hereby authorize the Board of Education to deduct from my salary, during the last pay period in October only, the sum of \$_____ and to forward that amount to the Lake County Federation of Teachers, Committee on Political Education (COPE). This authorization shall continue in effect from year to year unless revoked by me in writing prior to October 1 of any

school year, or upon termination of my employment. This authorization is voluntarily made on the specific understanding that the signing of this authorization and the making of payment to the COPE are not conditions of membership in the Union or of employment with the District.

J. Teacher Workday

The Board and Union mutually agree to review the daily schedule and teacher workday on an annual basis. The Board and Union must ratify any changes prior to becoming effective.

ARTICLE III

WORKING CONDITIONS

A. School Year/School Term

The calendar adopted by the Board of Education shall not include more than one hundred eighty-five (185) teacher employment days of which five (5) days shall be designated strictly for potential utilization as emergency days as permitted under law. Emergency days not utilized by the end of the school term shall become non-employment days for teachers.

Two (2) teacher attendance days per year shall be declared non-pupil attendance days. Two (2) additional Staff Development Days may be scheduled by the Board of Education. Said days shall be non-student attendance days. Each teacher shall be compensated three hundred thirteen dollars and nineteen cents (\$313.19) dollars for attendance at two (2) of the four (4) said days as two (2) of the non-student attendance days are included in the one-hundred eighty-five (185) teacher employment days.

B. Assignments/Teaching Supplies

Teachers shall be notified in writing of their assignments for the following school year as to grade level, number of sections and/or subject area as soon as practicable but not later than May 1. A copy of the notification to teachers shall also be provided to the Union President not later than May 1. A teacher's assignment may be changed subsequent to such notification. However, if a teacher's assignment is to be changed, the teacher shall be informed as soon as practicable of the change and the reason(s) for the change and may discuss such change with the appropriate administrator. Teacher orders for classroom supplies for the following year shall be turned into the teacher's immediate supervisor no later than May 15 each year. Teachers shall have a reasonable expectation to receive such supplies at the beginning of each school term. All department staff will be informed of their budget by May 1, so that teachers will have enough time to order by May 15.

C. Normal Teacher Load

The normal teacher load shall average five and one-half (5 ½) period-long assignments per school term. Typically, this shall consist of five (5) assignments one semester and six (6) assignments the other semester. In addition, the normal teacher load shall consist of one (1) 25-minute academic resource duty all year long.

Any Advanced Placement (AP) class with a lab component shall be one and one-half (1.5) period- long assignments in length.

Each teacher may be requested by the administration to attend meetings during a planning period up to ten (10) times per school term without pay to attend meetings. Should teacher attendance in the meeting be twenty (20) minutes or less, the meeting shall count as one-half of a meeting. Should a teacher be requested by administration to attend meetings during more than ten (10) planning periods in a school term, he/she shall received internal substitute pay per Article VIII. F. of the Agreement. Every effort shall be made to request attendance at IEP and 504 meetings by teachers who serve as a member of a student's IEP team who is, or may be, responsible for implementing a portion of the IEP, so that the teacher can participate in discussions about how best to instruct the child.

During any one school term, each full-time special education teacher may receive two (2) paperwork days, with the option to request a third day if necessary, which may be taken in whole or half-day increments. Teachers shall request these days at least two (2) weeks in advance. If the date(s) requested by the teacher place an undue burden on the District, the

District will notify the teacher, and the teacher may request an alternate date(s). No more than two (2) special education teachers shall observe their paperwork day on the same date. The District will attempt to minimize disruptions during the paperwork days. Special education teachers shall be responsible for not scheduling their paperwork days on days that team meetings, evaluation meetings, etc. have already been scheduled. Teachers will be allowed to select their location within the building to complete this work. Each special education study support class shall conform as closely as possible to all corresponding special education teacher's caseload. Exceptions will be kept to a minimum. Students will not be prohibited from accessing the library during their study support time; however, study support teachers may not write a pass for a student unless they have the student in an academic class.

D. Preparation

The Board acknowledges the desirability in terms of maximizing educational opportunities of limiting the number of separate classroom preparations that a teacher must regularly make. The parties also acknowledge that this principle must be considered in the context of the number and type of staff that are available, the interest of students in obtaining a varied educational experience, scheduling difficulties, financial constraints, and the like. The Board acknowledges that under normal conditions and where economically and administratively feasible, it is educationally desirable to limit the number of class preparations by teachers. In the event circumstances require class preparation in excess of three (3) preparations for a teacher, the Union president and teacher shall receive a written explanation. The District will attempt to assign the supervision of new teachers during second semester. The District will attempt to assign the supervision of Special Education teachers during first semester.

E. Classroom Interruption

Every effort shall be made to hold classroom interruptions to a minimum.

F. Student Discipline

The parties acknowledge that the teacher retains the prime responsibility for maintenance of discipline in the classroom and on school grounds. It is also recognized that a teacher has the right to temporarily remove a student from a classroom if the student's behavior is so disruptive as to be a threat to the safety of any person or if it precludes the continuation of the educational process. Such removal shall be in accordance with established procedures which shall provide that the teacher may discuss with the Dean the future educational placement of such student at a time which is mutually convenient for the Dean and teacher.

The Union shall be entitled to representation on the Discipline Committee. Prior to the start of the school term, the Union President or designee shall appoint a Union representative(s) to serve on the committee for the coming school term. The Union representative(s) shall have equal status with other representatives on the committee.

The Board and Administration shall utilize local law enforcement officers or other security personnel to assist during the school day whenever reasonably and economically feasible.

G. Lounges and Dining Room

The Board shall provide a teachers' dining room.

H. Summer School

If a summer school shall be conducted by the Board, teachers shall be notified of anticipated teaching opportunities therein by May 1 or as soon thereafter as practicable. Where qualifications are equal, a reasonable effort shall be made to select teachers for such

opportunities in lieu of non-teachers.

I. Student Grades

It shall be the responsibility of the teacher to submit the teacher's students' grades to the administration by the end of the third school day after the close of the first and third quarters, and the second school day following the end of the first semester.

At the end of the second semester, it shall be the responsibility of the teacher to submit the teacher's senior student's grades to the administration by the end of the second school day of underclassmen final exams assuming that senior student final exams occur prior to the onset of underclassmen final exams.

At the end of the second semester, underclassmen student grades shall be due before leaving campus on the last day of the school year. If first semester exams are postponed, student grades shall be due at the conclusion of the third, fourth or fifth day following the end of the first semester depending on the number of semester exam days that are postponed.

Such grades shall be recorded on the students' records unless a protest of the grade is made and, after appropriate administrative proceedings, the Board of Education decides another grade is appropriate. If a grade is challenged, the teachers shall provide the Board of Education adequate information in support of the contested grade.

Teachers who fail to submit student grades to the registrar by the timelines defined above; may be subject to a written reprimand by the Superintendent. Teachers who, as a result of emergency, fail to submit grades in accordance with the above guidelines shall not be subject to written reprimand by the Superintendent.

The records day at the end of each semester will be eliminated and one student attendance day will be added prior to exams each semester.

J. Teacher Workday

The normal teacher workday, including parent conference days, shall not exceed seven (7) clock hours and forty (40) minutes including lunch, provided this shall not be construed as obviating teacher participation in extra-curricular activities, occasional faculty meetings, graduation ceremonies, programs for parent visitation, or any other functions vital to the educational program or functioning of the District. The normal bell schedule shall be as set forth in Appendix D. However, the bell schedule shall not preclude one (1) or more teachers from accepting; with prior written agreement, a seven (7) hour forty (40) minute workday outside the normal bell Schedule D. Teachers shall be on campus and available for student/parent consultation ten (10) minutes prior to the start of the first class period of the day. Exceptions to the normal teacher workday are set forth as follows: 1.) Teachers will be released at 1:35 on the day of Back to School Night 2.) Teachers may leave on the last school day of the year after their check-out sheets are completed.

K. Health and Safety

Teachers shall not be required to work under conditions that impair their safety. Teachers shall not be required to search for bombs. They shall advise administration or a dean of any atypical circumstances which might be pertinent. Nothing in this paragraph shall be construed as excusing teachers from the responsibility of reasonably assuring the safety and welfare of students. The Board shall make a good faith effort to install and maintain in proper working order a communication system with devices in each classroom/instructional area, for the purpose of contacting the main office. Teachers shall not be required to administer prescription medication to students. Teachers shall not be required to provide ongoing health intervention such as suctioning, catheterizing and tube feeding. The Board shall seek to

maintain appropriate temperature levels in instructional areas.

L. Use of Equipment

Teachers shall have direct (hands on) access to school telephones, printers, computers, duplicating equipment (plain paper copiers, except those in the central administrative office) and classroom teaching technology for school business purposes when they are not otherwise in use, provided no equipment shall be removed from school premises without express authority of the Superintendent or designee.

M. Departmental Meetings and Staff Development Meetings

A reasonable effort shall be made to schedule staff, departmental, and other teacher and teacher-administrator meetings into the regular teacher workday. The majority of staff meetings will be designated for teachers to meet at department or division levels to focus on curriculum, teaching strategies and assessment.

N. Teacher Assignments and Class Scheduling

A reasonable effort shall be made to assign teachers to their major field of study. Prior to scheduling teachers into specific class sections for the next school term, the Division Head shall seek to solicit teacher input regarding those assignments and consider that input when making final assignments.

O. TEAM

The District and Union shall meet annually to discuss the expectations and responsibilities of TEAM. This shall include an annual review of the TEAM handbook, which sets forth the expectations and responsibilities of TEAM. The TEAM handbook will abide by working conditions set forth in the collective bargaining agreement.

P. Math/English Labs

The District and Union jointly acknowledge that additional support would be desirable for the Math and English labs. To the extent possible, the Administration will explore ways to provide additional support, including the possible addition of certified and/or non-certified staff and student/peer support.

Q. Professional Courtesy and Respect

The Board and teachers acknowledge that teachers and administrators should be treated with appropriate professional courtesy and respect by each other. Sensitive discussions shall not be held in the presence of students.

R. Librarian

The librarian shall work two hundred (200) days, ten (10) of which shall be prior to the first teacher employment day of the school term and five (5) days after the last teacher employment day of the school term. The librarian's workday shall be from 7:30 am to 3:30 pm. The librarian shall be compensated, based on his/her placement on the salary schedule, for fifty (50) additional minutes daily and fifteen (15) additional workdays annually.

S. Building Access

The building (including hallways and rooms except personal offices) will be available to

teachers Monday through Friday from 5:30 a.m. to 11:00 p.m., when school is in session and Saturdays and Sundays from 6:00 a.m. to 11:00 p.m. to attend to their professional responsibilities.

T. Special Education Summer Work

Special Education teachers may work one (1) paperwork day in the summer, at their personal per diem rate of pay, to cross-check student schedules and IEPs, ensure that students begin each school year with the correct schedule, and to have check-lists ready for the regular education teachers at the commencement of the school year. Special Education teachers may request to work one (1) additional day, if needed, at their personal per diem rate of pay.

The District will attempt to have caseload lists available for case managers by July 15th of each year.

U. Pupil Personnel Services (PPS) Summer Work

Guidance Counselors shall work six (6) days during the summer at their personal per diem rate of pay. Guidance Counselors may be requested by the administration to work additional days during the summer. Counselors shall be compensated at their personal per diem rate of pay for days worked.

Social Workers and Psychologists shall work one (1) day during the summer at their personal per diem rate of pay.

V. Lesson Plans

Teachers recognize the importance of careful planning and preparation.

In the school year the Danielson teacher evaluation instrument is implemented, tenured teachers typically will no longer be required to submit lesson plans. This shall not apply to those teachers who are on a Professional Development Plan or Remediation.

W. Procedure for Leaving the Premises

As part of the school safety plan, any teacher leaving the premises during a non-lunch period is required to notify the main office.

ARTICLE IV

EVALUATION AND FILES

A. Evaluation (Formal)

1. Prior to the completion of any formal evaluation, the teacher shall be apprised of the instrument which is to be utilized as part of such evaluation. The applicable instrument shall be placed in the teachers' handbook. The teacher shall also be apprised of any criteria which is atypical with respect to the evaluation of teachers. Any evaluator undertaking an evaluation of a teacher must successfully complete a pre-qualification program provided or approved by the State Board of Education in accordance with Section 24A-3 of the School Code.
2. Each formal evaluation shall include a classroom observation of reasonable length. The evaluator shall notify the teacher at least twenty-four (24) hours before the formal evaluation and shall make his/her presence known upon entering the classroom or teaching area. In the absence of a twenty-four (24) hour notice, such formal evaluation shall automatically be considered atypical; and the teacher shall automatically be granted, upon written request, a second evaluation.

If the teacher feels that his/her performance is atypical during the observation, the teacher may request a second observation. Such written request, which shall include a description of the atypical factors, shall be granted. Except with respect to making the evaluator's presence known upon entering the classroom or teaching area, this Subsection shall not be applicable to any observation which is part of a remedial plan adopted following the passage of a notice of remedial warning with respect to the teacher affected thereby.

3. Within fifteen (15) teacher employment days following the formal observation(s), the evaluator shall meet with the teacher to review the conclusions of the evaluator. At such time the evaluator shall present his/her evaluation in writing. A copy of such evaluation shall be given to the teacher. Both the evaluator and the teacher shall date and sign all copies of the written evaluation. The signature of the teacher shall not necessarily indicate agreement with the written evaluation but rather shall indicate that the conference and discussion have been held and that the teacher is in receipt of the copy of the written evaluation. The parties acknowledge that an effective written evaluation would include a listing of the teacher's strengths and areas of concern, with supporting reasons for the comments made, and that where feasible it would also include recommendations to seek to assist the teacher to overcome any deficiencies noted therein.
4. If the teacher feels his/her written evaluation is incomplete, inaccurate, or unjust, the teacher may put his/her objections in writing. Both the teacher and evaluator shall date and sign all copies of the written objection, but the signature of the evaluator shall not necessarily indicate agreement with the objection but rather shall indicate that the evaluator is in receipt of a copy of the written objection. A copy of the written objection shall be attached to the original evaluation and shall likewise be made a part of the teacher's personnel file, provided such comments shall be filed within fifteen (15) teacher employment days of the date following the conference with the evaluator.
5. No observation, which shall be part of a formal evaluation process, shall be conducted without the knowledge of the teacher.
6. A formal teacher observation shall be preceded by a conference between the evaluator and the teacher to review the pertinent factors anticipated to be involved in the evaluation process unless it is mutually agreed upon by the teacher and the evaluator to forego such conference.

7. Teachers in contractual continued service (tenured) shall be formally evaluated at least one (1) time in the course of every three (3) school years.

B. Evaluation Performance Categories

Grant Community High School District No. 124 recognizes the four categories of performance as noted in the Illinois School Code: excellent, proficient, needs improvement, and unsatisfactory.

C. Non-Tenured Teachers

1. The parties acknowledge that it is appropriate for a non-tenured teacher to work with his/her mentor.
2. The Administration shall make an effort to assign first year non-tenured teachers five and one-half (5 ½) period-long assignments per semester.
3. Non-tenured teachers shall be formally observed a minimum of three (3) times during the school year. At least two (2) such formal observations must occur during the first semester and at least one (1) such formal observation must occur during the second semester. Non-tenured teachers shall be observed by two (2) separate evaluators. The summative evaluation shall be provided no later than the deadline under School Code (105 ILCS 5/24-11) for non-renewal notification to a non-tenured teacher. Failure to provide the summative evaluation shall not be a basis to challenge the validity of the non-renewal notification. The evaluator or other appropriate administrator shall advise the non-tenured teacher at the teacher's receipt of the summative evaluation of the probability for continued employment.

D. Consulting Teachers

1. Eligibility

A teacher shall be eligible to work as a consulting teacher provided the teacher meets the following criteria:

- a. Has at least five (5) years of teaching experience;
- b. Has reasonable familiarity with the assignment of the teacher to whom he/she may serve as a consultant; and
- c. Has received an "Excellent" on his/her most recent evaluation.

2. Selection Procedure

The Board shall furnish the Union with a roster of all teachers qualified as consulting teachers and shall update such roster from time to time as names are added or deleted. The roster shall include the discipline and/or qualified teaching area of each teacher. When a consulting teacher is needed and written notice of such is delivered to the Union, the Union shall submit to the Administration a roster of at least five (5) qualified teachers or all such qualified teachers if that number is less than five (5), from which the Administration shall select the consulting teacher. Should the Union fail to submit a roster within seven (7) school days of receipt of request for such roster, and then the Administration may select any consulting teacher, provided however that the selected consulting teacher is not a newly eligible teacher that was unknown to the Union. Any teacher may decline to serve as a consulting teacher. Should all eligible consulting teachers decline to serve, the Board shall ask the state to furnish a consulting teacher. To the extent possible, consulting teachers shall be selected on a rotating basis.

3. Compensation

Consulting teachers shall be compensated as mutually agreed by such consulting teacher, the Union, and the Board.

4. Participation in Dismissal Hearings

The consulting teacher shall not be required by either party to participate in any dismissal hearing.

5. Outside Consulting Teachers

Nothing in this Agreement shall apply to a consulting teacher who is not a member of the bargaining unit.

E. Remediation Procedures

1. Any tenured teacher who receives an overall evaluation composite rating of Unsatisfactory, and the reasons for such rating are deemed remediable, shall be placed upon "remediation status." Within thirty (30) days of being placed upon remediation status, a remediation plan shall be developed for implementation to correct the remediable deficiencies cited. Participants in the plan shall include the teacher, a qualified evaluator, the Superintendent, and the consulting teacher.

The written remediation plan shall be dated and signed by all the participants, with one (1) copy sent to the Union President and one (1) copy provided to the teacher. In the event the participants are unable to reach consensus on a remediation plan, the Superintendent or designee shall be permitted to complete and implement the plan. In such case, any other participant may put his/her objections in writing; and a copy of such objections shall be attached to the plan for informational purposes only.

2. Any teacher on remediation status shall be formally evaluated and rated at the midpoint and conclusion of the ninety (90) school day remediation period immediately following receipt of an Unsatisfactory rating. These evaluations shall not be conducted by the evaluator who initially issued the Unsatisfactory rating, nor shall it be conducted by an evaluator who reports to the evaluator who initially issued the Unsatisfactory rating. While the consulting teacher shall participate in the drafting and implementation of the remediation plan and shall provide advice and counsel to the teacher rated Unsatisfactory on how to improve teaching skills and to successfully complete the remediation plan, the sole responsibility for the formal evaluations shall rest with the evaluator. If the teacher on remediation status is subsequently evaluated with an overall rating of Proficient or better, the teacher shall be reinstated to a schedule of biennial evaluation. If the teacher on remediation status is still evaluated with an overall rating of Unsatisfactory at the end of the ninety (90) school day remediation plan, the Board shall automatically institute dismissal procedures against the teacher in accordance with the School Code.

F. Needs Improvement

1. Any teacher who receives an overall evaluation rating of Needs Improvement shall be placed on a Professional Development Plan directed to the area(s) in need of improvement.
2. A template as a starting point for the Professional Development Plan will be recommended by the PERA Focus Group.

G. Personnel File

1. The Board shall maintain an official personnel file for each teacher. The location of such file

shall be made known to all teachers. A copy of all evaluative material affecting a teacher shall be placed in the teacher's personnel file, and the originator of such material shall be identified. The teacher may respond to such material in writing and such response shall also be made part of the personnel file, provided such comments shall be filed within fifteen (15) teacher employment days of the date when such was first made known to the teacher.

2. Each teacher shall have the right, upon request, to review the contents of his/her own personnel file. A representative of the Union may, at the teacher's request, accompany the teacher in this review. Such review shall be during normal office business hours (but not including the time when teachers have other instructional responsibilities) and in the presence of a designated employee of the Board. If at the time of the requested inspection personnel are not readily available to conduct such review with the teacher, the teacher may request that an appointment be made for such review as soon thereafter as shall be feasible.
3. No one shall remove any material from a personnel file without the expressed written consent of both the Board and the teacher, but a teacher shall have the right to copy any material in the file, or to have such copies mechanically made by District office personnel at the usual and customary cost.
4. Confidential material, such as recommendations by colleges or universities, or evaluations or recommendations of a teacher by a previous employer, shall not be deemed to be a part of the teacher personnel file described in this Section.
5. The material in the teacher's personnel file shall not be made known to persons other than administrators or members of the Board of Education, or counsel for the Board of Education, or as required by law, except with the written consent of the teacher.

H. Monitoring

The Board shall not record any Union meeting. The Board shall not record any teachers' meeting, conference or classroom proceeding without the knowledge of the teacher.

I. SB 7 Joint Committee

The parties agree to maintain a SB 7 joint committee with equal representation from the administration and teachers, as appointed by the Superintendent and Union President, to address the matters described in Section 24-12(c) of the School Code. The first meeting of the committee will occur by February 1st each year.

Within ten (10) days of distribution of the sequence of honorable dismissal list, any joint committee member may request a list showing the most recent and prior performance evaluation rating for each teacher identified only by length of service. If, after review of this list, a member of the joint committee has a good faith belief that a disproportionate number of teachers with greater length of continuing service have received a recent performance evaluation rating lower than the prior rating, the member may request that the joint committee review the list to assess whether such a trend may exist. Following the joint committee's review, but by no later than the end of the applicable school term, the joint committee or any member or members of the joint committee may submit a report of the review to the Board and Union and call for a second evaluator to conduct evaluations of the affected teachers.

ARTICLE V

TEACHER RECERTIFICATION

The Board recognizes that certified staff members have a responsibility to maintain their professional certification. As a courtesy, the administration will inform staff of the expiration date of their certificate.

ARTICLE VI

LEAVES

A. Sick Leave

Each teacher shall be entitled to a total of thirteen (13) days sick leave per school year without loss of pay. Teachers who have accumulated ten (10) years of service and ninety (90) sick leave days shall receive fourteen (14) sick leave days per year. Teachers who have accumulated twenty (20) years of service and one hundred-eighty (180) sick leave days shall receive fifteen (15) sick leave days per year. Such leave shall accumulate to a total of four hundred twenty (420) days. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family (as defined in the School Code) or household. No teacher shall suffer a deduction in accumulated sick leave days as a result of non-attendance at the additional Board scheduled Staff Development Day described in Article III A of this Agreement.

B. Bereavement Leave

If the teacher shall be absent as a result of the death of his/her spouse, parent, grandparent, brother, sister, child, or stepchild, the first three (3) days per occurrence shall not be deducted from accumulated sick leave. If such absence shall be due to the death of his/her parent-in-law, brother-in-law, sister-in-law, aunt, uncle, grandparent-in-law, grandchild, ex-spouse or legal guardian, the first two (2) days of such absence per occurrence shall not be deducted from accumulated sick leave.

In the case of a Grant Community High School current student death whose funeral and/or visitation service(s) are scheduled only during a teacher workday, the deceased student's current teachers, coaches, and guidance counselor plus either the social worker or psychologist shall be provided an opportunity to attend the funeral or visitation service(s) without a pay deduction.

C. Personal Business Leave

The Board shall grant two (2) days of leave which can be used for personal business. Personal business leave may be used only for matters which cannot be handled during non-school days or hours. Except in the case of emergencies, a written statement indicating an intention to utilize personal business leave shall be submitted at least two (2) school days prior to the date of proposed absence to the Superintendent or designee and shall include a statement stating that the personal business cannot be done at a different time. Such leave shall be deemed to be approved if not disapproved within two (2) school days of its having been filed. An emergency application shall also set forth the nature of such an emergency. The first three (3) and last three (3) teacher employment days of the school term and the day immediately preceding or following a legal holiday, vacation or school recess shall not be available for personal business leave, except in the case of an emergency or for observance of a recognized religious holiday of the teacher's faith or when a teacher has been granted a personal leave prior to such period but inclement weather prevents the teacher's return to the District. Any teacher who does not use the two (2) days of personal business leave shall be awarded additional accumulated sick leave of an equivalent amount.

D. Paid Parental Leave

On a one-time basis for the term of employment, teachers eligible for FMLA shall be granted ten (10) days of paid parental leave. This paid leave may only be applied to one parent if both are employed by the District. Paid parental leave shall be included within the eight (8) weeks of allowed leave time and may be combined with accumulated sick time.

E. Unpaid Leave (Non-Disability/Pregnancy/Adoption/Etc.)

Nothing in this Section shall be construed as requiring any teacher to apply for an unpaid leave of absence. A non-tenured teacher or a tenured teacher not desiring an unpaid leave of absence may utilize accumulated sick leave during any period for temporary disability. If such teacher shall have exhausted accumulated sick leave, the teacher shall be granted an unpaid leave during the temporary disability. Such teacher shall return to employment immediately following the termination of such temporary disability. Teachers taking parental leave for birth or adoption may utilize up to eight (8) weeks of accumulated sick leave for the purposes of the parental leave.

Unpaid leave of absence shall apply to health and family situations which do not necessarily constitute a disability such as might result from pregnancy, adoption, and child-rearing. Unpaid leave of absence shall apply equally to both male and female teachers. Nothing herein shall preclude a teacher from taking an unpaid leave of absence where he or she may otherwise be entitled to take a temporary disability leave. As used hereafter, "teacher" means a tenured teacher, except in Sub-Section 7, which is applicable only to non-tenured teachers, and in Sub-Sections 8, 9, and 10 which are applicable to all teachers. "School term" is defined as that portion of the school year when school is in session.

A teacher shall receive an unpaid leave of absence upon request subject to the conditions hereinafter set forth. Such leave may be used during and after any period of temporary disability or following the use of sick leave during any period of temporary disability. The leave is subject to the following conditions:

1. The teacher shall make written request to the Superintendent or designee for unpaid leave of absence at least three (3) months prior to the onset of the requested leave, but not less than one month prior to the end of the school term, if at all possible.
2. In cases of pregnancy, the teacher shall provide a written statement from an obstetrician or physician indicating the expected date of delivery.
3. The Superintendent or designee and the teacher shall agree on the dates of commencement and termination of the leave, taking into consideration maintenance of continuity of instruction (e.g., grading periods), the needs of the teacher, and other pertinent medical-related and time factors. The unpaid leave of absence shall not exceed the balance of the school term in which it commences and one (1) additional school term. Any unpaid leave of absence, which commences during the summer recess, shall be deemed to begin at the start of the ensuing school term. Every effort shall be made to have the unpaid leave of absence terminate immediately prior to the start of a new school term.
4. Sick leave shall not be applicable during any unpaid leave of absence. Any accumulated sick leave available at the commencement of the unpaid leave of absence shall be available to the teacher upon return to employment. Insurance benefits normally provided by the Board shall not be applicable during any unpaid leave of absence except as provided in Sub-Section 5, below. Where the unpaid leave of absence commences or terminates during the course of a school term, available Board paid insurance benefits for that portion of the school term worked by the teacher shall be computed pro-rata. (Example: A teacher who works one (1) semester shall receive six (6) months of Board paid insurance benefits.)
5. With the consent of the carrier, the teacher may maintain insurance benefits while on unpaid leave of absence by making timely payment of all premiums, which may be due to the District's Business Office or elsewhere pursuant to its direction.
6. Any teacher desiring unpaid leave of absence as a result of becoming an adoptive parent shall notify the Superintendent or designee, in writing, upon the initiation of such adoption proceedings. Unpaid leave of absence shall be granted upon satisfactory written notification to the Superintendent or designee of the date the child is expected to be received. It shall be the responsibility of the applying teacher to keep the Superintendent or designee informed on the status of the proceeding and, as soon as known, the expected date of the delivery of the child.

This Sub-Section shall not apply if the adopted child is attending school (except kindergarten) at the time the child is received.

7. An unpaid leave of absence may be granted to a non-tenured teacher by action of the Board, subject to all the conditions applicable to a tenured teacher and provided the term of such leave shall not be considered in computing full-time employment under Section 24-11 of The School Code for purposes of the continuous employment necessary to attain contractual continued service status. The granting of an unpaid leave of absence to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board. Additional conditions or restrictions may be established for any such leave, provided nothing herein shall be construed as requiring any non-tenured teacher to apply for such leave or to accept the conditions established therefore.
8. As a condition precedent to the granting of an unpaid leave of absence of four (4) calendar months or more, the teacher shall sign a promissory note agreeing to return to employment at the termination of the unpaid leave of absence for a minimum period of one (1) year. Any teacher who fails to comply with the promissory note shall be subject to the liquidated damage provision contained in the promissory note.
9. The Board shall indemnify and hold harmless the Union, its affiliates, members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability, including, but not limited to, damages, attorney's fees, and costs that shall arise out of or by reason of action taken by the Board or a teacher as a result of the requirements of the promissory note or an executed promissory note. In the event of a dispute arising out of the requirement of the promissory note or an executed promissory note, a party may proceed to expedited arbitration which shall result in a binding and final decision.
10. A teacher who has been granted an unpaid leave of absence as defined under Article VI.D.3. shall not become eligible for a subsequent unpaid leave of absence unless and until such teacher has returned to full-time service for at least one (1) year, provided that the Board may grant such a subsequent leave in its sole and absolute discretion. The granting or withholding of such a subsequent leave shall be without precedential effect.
11. The teacher shall notify the Superintendent in writing of his/her intentions to return for the following year no later than February 1st prior to the conclusion of the school year.
12. In no case shall unpaid leave be requested for the purpose of seeking employment outside the district.

PROMISSORY NOTE

In consideration of the Board of Education of Grant Community High School District No. 124 ("Board"), Lake County, Illinois, granting the undersigned an unpaid non-disability leave of absence of four (4) calendar months or more for the period beginning _____ and ending _____ and in consideration of the Board holding open a position for the undersigned for that period, I, _____, a teacher at the District hereby promise to return to the employ of the board for one (1) year upon the completion of my unpaid non-disability leave of absence. In the event I do not return to the employ of the District or do not return for the stated length of time, as promised above, I shall pay to the Board as liquidated damages the sum of \$500, unless failure to return or not returning for the stated period of time is due to death, permanent disability, spousal relocation which renders commuting to the District unreasonable, or health of infant requires parental attendance on a continuing basis. Payment shall be made to the Board upon demand.

Date: _____ Signed: _____

F. Sabbatical Leave

If the Board shall grant sabbatical leave, such shall be in accordance with The School Code and such other regulations, as the Board shall prescribe.

G. Jury Duty Leave

The Board shall pay the regular salary to teachers called to serve as jurists. The teachers so summoned shall reimburse the Board in the amount of any per diem compensation (excluding reimbursed expenses for travel) received for such service. Teachers so summoned shall make every effort to meet their classes when their services are not required by the court.

H. Exchange Teachers' Leave

The Board shall grant any tenured teacher a leave of absence without pay or other cost to the Board for a period of one (1) complete year to teach in a foreign country under the provisions of the Exchange Teacher Program (P.L. 584, 79th Congress and P.L. 402, 80th Congress, as amended).

I. Political Leave

The Board shall grant leave of absence without pay to a tenured teacher to serve in an elected national, state or county office, provided the Board shall not be obligated to re-employ such teacher until the start of the school term next following the expiration of such term of office.

J. Leave of Absence Without Pay

1. The Board shall grant a leave of absence of up to two (2) years without pay in the event of a prolonged illness of a teacher on contractual continued service or the illness of the teacher's spouse, parent, brother, sister, or child.
2. The Board may grant a leave of absence without pay to a teacher on contractual continued service for a period up to one (1) school year for any meritorious purpose. The Board may extend such leave of absence for one (1) additional school year upon the written request of the teacher made at least ninety (90) days prior to the end of the first school year. Such leave or any extension thereof shall be at the sole discretion of the Board and the granting, extending or withholding of leave shall be non-precedential as regards any other application.

K. Partial Leave Day

1. Leaves of absence shall be computed in units of half-days and absences of more than 230 minutes shall be computed as two (2) half-days.

| | |
|-----------------------------|-----------------------------------|
| 0-230 minutes missed = 0.50 | 231-460 minutes missed = Full day |
|-----------------------------|-----------------------------------|

Except that up to two (2) days of leave time per year for sick leave shall be computed on a quarter-day basis. The following chart will be used for the quarter-day of sick leave absence:

| | |
|-------------------------------|-----------------------------------|
| 0-115 minutes missed = 0.25 | 231-345 minutes missed = 0.75 |
| 116-230 minutes missed = 0.50 | 346-460 minutes missed = Full Day |

This Paragraph shall not be applicable to any teacher employed less than full-time.

2. Regular part-time teachers who have four (4) or more teaching assignments shall be credited with one-half (½) day absence whenever an authorized absence covers two (2) or fewer teaching assignments.
3. Authorized absences for one (1) period or less, where a substitute must be hired, must be authorized by the respective area head or designee, and will be limited to one (1) absence per

semester and shall not be computed as leave time. Absences involving school business shall not count under this section.

L. Teaching Experience and Leaves

Any teacher who during any school term completes one (1) semester of teaching or ninety-three (93) workdays, whichever shall be the lesser, shall have such school term computed as a year of teaching experience in the District.

M. Insurance While On Unpaid Leave

Teachers on unpaid leave of absence may, at their own option, and with the approval of the insurance carrier and the timely payment of the appropriate premium, continue to be covered under the group insurance carrier.

N. Military Leave

Teachers who are members of the Reserve in the United States Armed Services or members of the National Guard of the United States, shall be entitled to fourteen (14) days for other short-term paid military duties. During these absences, the teacher shall have his or her total base military pay supplemented up to the amount he/she was earning on the salary schedule. For the purpose of administering this provision, the teacher shall be required to provide substantiation of total base military pay by providing copies of the "monthly leave and earnings statement" or comparable certified information to the Board.

All other military leave shall be in accordance with State Statute.

O. Sick Leave Bank

1. The Board and the Union agree to establish a voluntary Sick Leave Bank. All certified, full-time, bargaining unit members, who have completed at least one (1) full year of service are eligible to participate. Any certified, full-time bargaining unit member who chooses to participate by donating one (1) sick leave day is eligible to apply to use the Sick Leave Bank. Certified employees who do not donate to the bank during the enrollment timeframe are not eligible to apply to use the bank.
2. The intent of the Sick Leave Bank is to provide extended sick leave to those participants who incur an unexpected/emergent illness or disability which necessitates prolonged continuous absence from work. The Bank shall be used only for the personal illness of the participant or the participant's spouse or child and not for illness, disability, or death of any other person. Use of the sick leave bank for the participant's spouse or child is limited to tenured teachers and the required documentation in subparagraph 4 applies.
3. Each full-time, certified employee who elects to participate will contribute one (1) sick leave day. This contribution must be made before September 15 of the school year in which the certified employee elects to first become a member of the bank and is made by submitting an authorization form to the District office.
4. No yearly contribution will be required until such time that the days in the Sick Leave Bank fall below thirty (30). At that time, each participating certified employee will be required to contribute one (1) additional day to remain eligible for use of the bank. Any certified employee who leaves the bank or the bargaining unit for any reason, shall lose all days deposited.
5. A full-time, certified employee who has contributed shall be able to utilize days from the bank after all his/her own accrued sick and personal leave days have been depleted and the employee has presented satisfactory documentation from his/her doctor verifying the unexpected/emergent and prolonged nature of the illness/disability, which makes it impossible for the employee to perform his/her assigned duties; provided that the Board retains the right

to have the employee, spouse, or child examined by a doctor selected by the Board at the Board's expense if there is any question raised by the doctor's statement submitted by the employee.

6. The maximum number of Sick Leave Bank days allowed for any single unexpected/emergent or prolonged illness shall be sixty (60) days. A participant will not be eligible to use the Bank again until the participant has returned to work for at least the equivalent of one school year (185 days). In no event shall a participant be allowed more than sixty (60) Sick Leave Bank days in any one school year or one hundred twenty (120) Sick Leave Bank days in any five (5) year consecutive year period.
7. The Sick Leave Bank will be administered by a Sick Leave Bank Review Committee, which will be comprised of two Administrators as appointed by the Superintendent and two, certified employees as appointed by the Union President. Full-time, certified employees who wish to request to access days from the Sick Leave Bank must make written application to the Sick Leave Bank Review Committee, who will review the application and provide the certified employee with a determination, or request for Board-paid independent medical examination, within five (5) working days of receipt of the application.

ARTICLE VII

GRIEVANCE PROCEDURE

A. Purpose

The primary purpose of this procedure is to secure at the lowest possible level an equitable solution to the problems of the parties. Nothing contained herein shall be construed as limiting the right of any teacher with a grievance to discuss the matter informally with any appropriate member of the Board or Administration.

B. Definition

1. A grievance is a claim by the Union and/or a teacher or group of teachers that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement.
2. As used in this Article, "days" shall mean teacher employment days, except during the summer recess when it shall mean days on which the District business Office shall be open.

C. Procedure

The parties hereto acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved supervisor to resolve problems through free and informal communications. When requested by the teacher, a Union representative may accompany the teacher to assist in the informal resolution of the grievance. If, however, such informal processes fail to satisfy the teacher, a grievance may be processed as follows:

1. Step One. The teacher or the Union may present the grievance in writing to the Superintendent within forty-five (45) days from the date of the occurrence giving rise to the grievance. A meeting to discuss the grievance shall be held within ten (10) days of the filing of the grievance. The Superintendent shall provide a written answer of the grievance to the aggrieved teacher and the Union no later than ten (10) days following the meeting, including reasons for the decisions.
2. Step Two. If the Union is not satisfied with the disposition of the grievance at Step One or the time limits expire without the issuance of the Superintendent's written reply, the Union may submit the grievance to binding arbitration. The arbitrator shall be selected by the parties or from a panel or panels to be secured from Federal Mediation Conciliation Service. If a demand for arbitration is not filed within thirty (30) days of the date for the Step One answer, then the grievance shall be deemed withdrawn.
 - a. The arbitrator shall have no power to alter or enlarge the terms of this Agreement.
 - b. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator shall be divided equally between the parties.
 - c. If either party requests a transcript of the proceedings, that party shall bear the full costs of that transcript. If both parties order a transcript, the cost shall be divided equally between the parties.

At any time, subsequent to the filing of the initial grievance and prior to the submission of the grievance to binding arbitration, either the Union or the Board (but not any individual grievant) may unilaterally request that time lines be frozen, provided the maximum amount of time such may be frozen by any one party in the processing of any single grievance shall be thirty (30) calendar days.

D. Withdrawal

A grievance may be withdrawn at any time without precedential effect, but, if withdrawn, shall be treated as though never having been filed.

ARTICLE VIII

SALARIES AND FRINGES

A. Payroll Procedure

1. Each teacher shall:
 - a. Receive salary in twenty-four (24) periods with payday being on the fifteenth day of the month, and on the last working day of the month beginning in August. If the fifteenth day of the month is a non-attendance day, payday shall be on the last working day prior to the fifteenth.
 - b. Part-time teachers (less than 1.0 FTE) shall have the option to receive salary in nineteen (19) period with payday being on the fifteenth day of the month, and on the last working day of the month beginning in August and ending in May. If the fifteenth day of the month is a non-attendance day, payday shall be on the last working day prior to the fifteenth.
 - c. Starting with the 2019-20 school year, teachers shall enroll in direct deposit. Teachers shall receive pay vouchers on each scheduled pay date. Enrollment forms must be received in the Business Office within the first thirty (30) days of the school term.
2. Teachers who resign during the school year shall be paid for the period of actual employment. The amount due the teacher shall be paid not more than thirty (30) calendar days after termination of employment.
3. Teachers who teach an extra class shall be paid the extra salary at the next regularly scheduled payroll immediately following the end of the semester in which the class is taught.
4. Coaches shall be paid in two (2) payments on the following pay periods: Fall coaches shall be paid on September 30th and November 15th. Winter coaches shall be paid on December 15th and February 28th. Spring coaches shall be paid on April 15th and May 31st. Event workers shall be paid on November 15th, February 28th, and May 31st. Coaching and event worker payroll dates follow the same guidelines as a regular payroll—if the pay day falls on a non-attendance day, coaching pay days shall be the last working day prior to the designated pay day.
5. Teachers with extra-curricular assignments of a continuing nature shall receive payment on December 15th and May 31st. Continuing extra-curricular assignment payroll dates follow the same guidelines as regular payroll—if the pay day falls on a non-attendance day, continuing extra-curricular pay days shall be the last working day prior to the designated pay day. Other extra-curricular assignments shall be paid within forty-five (45) calendar days following completion of the assignment.
6. Teachers with extra Driver Education classes shall be paid upon the submission of all necessary forms and information.
7. Pay for internal substitution shall occur on the payroll corresponding to the pay period during which internal substitution took place.
8. Summer school teachers shall be paid on the next regularly scheduled payroll date after the conclusion of each summer school session. Each installment shall be delivered to the teacher following submission of grades and all other necessary information. If permitted by law, Social Security (F.I.C.A.) deductions shall be taken in two quarters.
9. Upon the written authorization of the teacher, salary deductions shall be made from the salary of the teacher to the extent possible and after all deductions required by law have been made for:

- a. Union dues as otherwise provided herein.
 - b. A tax-sheltered annuity of the teacher's choice, provided that a valid service provider agreement is in effect. Such designation must be in an amount not less than twenty-five dollars (\$25).
 - c. U.S. Savings Bonds.
 - d. Others, as approved by the Superintendent or designee. The Board may prescribe reasonable rules for such deductions.
10. Teachers employed less than full-time, or whose employment terminates by mutual agreement of the teacher and the Board, or whose employment terminates by order of the Board, shall receive pro-rata compensation and benefits based upon the actual period of employment. All benefits shall be based on a calendar year beginning September 1, notwithstanding the actual opening day of school. Any teacher whose benefits must be computed pro-rata shall have such done by dividing the actual number of workdays, starting September 1, by one hundred eighty-five (185) and multiplying this number by the annual benefit involved. In the case of insurance premiums, the final result shall be rounded to the nearest month. In the case of leave time, the final result shall be rounded to the nearest day.
11. The Board reserves the right to hire new teachers and place them on the compensation schedule. However, in placing new teachers on the compensation schedule, no new teacher shall be placed at a step that exceeds that of a current teacher with like or greater teaching experience. Immediately after hiring a teacher, the Board shall furnish the Union President or designee with the teacher's degree level, prior teaching experience and placement on the salary schedule.

This section shall not be applicable where circumstances clearly demonstrate that the limitation described above may reasonably serve as an impediment to the ability of the Board to employ appropriately trained teachers to meet the needs of the School District. Such need may arise from a very limited pool of candidates for the teaching position and/or from disadvantageous sequences of events which cause the hiring process to be initiated at a time when there is a limited opportunity to screen for candidates (e.g., during the school term or shortly prior to its commencement). If the Superintendent believes the foregoing conditions apply, he shall promptly notify the Union President in writing with a full exposition of the applicable and qualifying reasons therefore. Upon request of the Union President, the Superintendent shall promptly meet to discuss the matter, at which the Union President may be accompanied by other Union officers. This exception shall not apply where the hiring objective is solely to employ a candidate who also has skills which have application to extra-curricular positions, or who is multi-certified (unless such multiple certifications are clearly necessary for the operation of the District). This exception shall not be used more than two (2) times during the life of the Agreement. No new hire placed on the salary schedule under this exception shall be placed higher than two (2) steps above the normal placement in absence of this exception. A new hire placed above the normal placement level shall be informed by the Superintendent at the time of placement of such, and further informed that such placement is subject to the grievance procedure. The foregoing shall be construed as a grievable standard.

B. Cafeteria/Flexible Benefits Plan

- 1. The Board shall provide health insurance coverage for teachers. Proposed changes to insurance coverage shall be discussed with the Insurance Committee and approved upon written agreement of the Superintendent or designee and the Union President. Any of such coverage may be amended upon the giving of reasonable notice to all teachers.

Teachers are not required to take District provided medical insurance. The Board shall pay 100% of the single dental premium for each teacher. By no later than July 15 of each fiscal year, the Board shall notify teachers of the upcoming school year's insurance rates for single

and single plus categories.

The Board shall pay flex monies to each teacher in an amount equal to five thousand five hundred seventy-three dollars and sixty-three cents (\$5,573.63) toward the cost of Board provided or privately obtained health insurance coverage. The Board shall pay sixty percent (60%) of the difference between the cost of the single health premium and the cost of the single plus/family premiums for teachers who select such coverage.

The Board shall bear the responsibility of covering any additional premium costs above the yearly allotted flex monies for Board provided single medical coverage.

The Board shall provide a vision coverage option. The Board shall pay for single coverage vision insurance for each teacher. Should the teacher elect single plus one (1) or family coverage, the teacher shall be responsible to pay the difference between the cost of the elected coverage and the cost of the single coverage.

The Board shall provide each teacher with a twenty-five-thousand-dollar (\$25,000) district-purchased life insurance policy. Teachers may choose to purchase additional coverage at their own expense.

2. If at any time during the term of this Agreement an insufficient number of teachers elect to participate in this policy of insurance as to endanger or preclude the continuation of the group, such participation shall be mandatory for such number of teachers as shall be required to maintain the group policy. Teachers shall be selected for such mandatory participation on a basis inverse to their seniority (continuous employment by the Board). If employees other than teachers participate in this policy of insurance, this Paragraph shall be applied proportionately to all employee groups (administrators, non-certificated staff and teachers).
3. The Board shall maintain and provide administration of a Cafeteria/Flexible Benefits Plan (hereinafter "plan"), which meets the requirements of Section 125 of the Internal Revenue Code. If at any time such Section 125 or its underlying regulations shall be amended, the parties shall promptly meet to agree upon an amendment of such plan. The plan shall be developed in consultation with the Union and shall provide an opportunity, pursuant to relevant internal Revenue Service Guidelines and Regulations, for teachers to deduct:
 - a. Insurance Premiums (Individual Health, Individual Dental, Dependent Health, Dependent Dental, Term Life up to \$50,000 maximum, Disability Income)
 - b. Non-Reimbursed Medical/Dental Costs (subject to Section 213(d) of the Internal Revenue Code)
 - c. Child/Dependent Care Costs up to \$5,000 maximum per year (subject to Section 129(e)(1) of the internal Revenue Code)

and other items as may be hereafter agreed between the Board and the Union from their overall compensation, as defined in Section O, and to be subsequently reimbursed therefore upon the timely filing of evidence of payment of such insurance or other costs.

4. Each teacher shall declare, pursuant to the direction of the Business Office or Plan Administrator, their anticipated annual cost of benefits under the plan for the twelve (12) month period September through August, provided such anticipated cost does not exceed ten thousand dollars (\$10,000). Such declaration shall be irrevocable for the twelve (12) month period September through August except as may be necessitated by a change in status. If Individual or Dependent Health Insurance is selected by the teacher, the Board shall pay those amounts directly to the carrier as they become due on behalf of the teacher. Teachers shall be reimbursed their other declared cost on a monthly basis, provided the teacher has filed evidence of payment.
5. Should the total annual evidence of payment submitted by the teacher for each category

selected under Paragraph 3 above, exceed the declared anticipated cost, the teacher shall receive as reimbursement the declared anticipated cost. Should the total annual evidence of payment submitted by the teacher for each category selected under Paragraph 3 above, prove less than the declared anticipated cost, the teacher shall receive as reimbursement only the amount as specified through evidence of payment.

6. Part-time teachers shall be eligible for full deferral of their actual additional costs pursuant to the flexible benefit plan.

C. Personal Injury and Liability Insurance

Whenever a teacher is absent from school as a result of personal injury arising out of and in the course of his/her employment and while the teacher was acting pursuant to Board policy and administrative direction and this injury results in eligibility for Worker's Compensation, he/she shall have the option of 1) receiving such Worker's Compensation without salary and without deduction of accumulated sick leave, or 2) with salary and deduction of sick leave, provided the Worker's Compensation payments are endorsed to the Board.

D. Tuition Reimbursement

Full-time teachers who take approved graduate courses at an accredited institution of high learning shall be reimbursed up to a maximum of two thousand seven hundred sixty dollars (\$2,760) per year in 2023-2024, two thousand eight hundred fifteen dollars (\$2,815) per year in 2024-2025 and two thousand eight hundred seventy-one dollars (\$2,871) per year in 2025-2026.

As used herein, tuition shall not include non-residency fees, activity fees, laboratory fees, books, housing, meals, transportation or the like. Courses must be successfully completed in the year in which reimbursement is sought. For courses which conclude in June, teachers shall notify the Business Office no later than June 30 of their request for reimbursement. It is acceptable to turn in the evidence of completion/grades subsequent to the request for reimbursement, between June 30 and July 31, for courses that end in June. For those courses submitted for reimbursement by June 30, reimbursement shall count towards the previous year's reimbursement maximum. For courses which conclude in June and teachers do not notify the Business Office by June 30, but do so by July 31, they may be reimbursed with evidence of completion/grades with the reimbursement counting towards the next year's reimbursement maximum. Reimbursement shall be made within forty-five (45) calendar days of submission of evidence of successful completion of approved coursework to the Board. Reimbursement shall not be made for correspondence courses nor for any course completed after March 15 unless the teacher has returned to full-time employment in the District in the succeeding school term.

An approved course is one which the Superintendent or designee has pre-approved in writing.

There is no limitation on the number of courses teachers may take annually as a part of an approved graduate program leading to the attainment of a graduate degree. A confirming letter into an approved graduate program from the institution must be on file in the Business Office prior to course approval.

Approval shall be granted for a maximum of five (5) graduate courses (which otherwise complies with this Section) per year in a teacher's current field, i.e., directly related to the courses being taught by the teacher in the regular program of the District – English, Mathematics, Science, Social Science, Special Education, etc. Courses in the section may be in person or online (synchronous or asynchronous).

Approval shall be granted for a maximum of three (3) graduate courses (which otherwise complies with this Section) per year of courses related to curriculum, instruction, assessment, instructional technology, or other courses aligned with District initiatives, or are on the "list of approved courses" jointly developed each semester by the Superintendent and Union President, or their designee.

Reimbursement for all coursework shall be paid only after presentation of a paid receipt and evidence that a grade of C or better or satisfactory work was performed.

Teachers shall be entitled to access tuition reimbursement monies for taking tests required for additional certifications.

In the event the District requires a teacher to take coursework or acquire a license/certificate, the cost of such coursework, licensure or certification shall be paid in full by the District and not considered tuition reimbursement.

E. Complimentary Tickets

All teachers shall receive complimentary admission to all school sponsored events conducted in the District and complimentary admission for their immediate family at all athletic events sponsored by and held in the District, provided this Section shall not be applicable to tournaments.

F. Internal Substitute Pay

Any teacher who assumes responsibility for another teacher's class shall be paid at the rate of forty-six dollars and fifteen cents (\$46.15) for the 2023-2024 school year, forty-seven dollars and twenty-five cents (\$47.25) for the 2024-2025 school year, forty-eight dollars and thirty-five cents (\$48.35) for the 2025-2026 school year. Any teacher covering the class or other assignment of one (1) or more other teachers in addition to covering his/her own assignment ("double duty subbing") shall be paid at the same rate as a teacher who substitutes during his/her preparation period. All internal substitutes shall earn one (1) period of pay per assignment covered.

G. Overload Assignment Pay

If a teacher shall be given an academic class for the duration of a semester in excess of the normal teacher load, the teacher shall receive an additional stipend of fifteen (15) percent of their daily rate of pay for the number of days teaching the additional academic class. In no case should this amount be less than a daily, pro-rated amount of five thousand four hundred fifty dollars (\$5,450) per semester.

Before implementing any overload assignment, such shall be discussed with the teacher. The Board acknowledges that it is desirable to limit the number of involuntary overload assignments to those which are reasonably necessary to meet the District's obligations to students which cannot be financially and/or otherwise effectually accomplished through the addition of regular full-time or part-time staff.

H. Professional Meetings

1. Teachers shall have a reasonable expectation to attend at least two (2) appropriate professional meeting(s), such as a seminar, convention, or workshop. Psychologists, Social Workers and Counselors may request to attend one additional appropriate professional meeting(s), such as a seminar, convention, or workshop. The Board shall annually establish a \$21,218 budget for such attendance (including registration, meals, travel). Requests shall be fulfilled on a first come, first served basis. Teachers shall make every effort to file their applications with their area administrator at least twenty-one (21) calendar days prior to the professional meeting. A committee consisting of the Union president or designee, one (1) additional Union member, and two (2) persons appointed by the Superintendent of designee shall evaluate and grant applications to attend professional meetings. Applications shall indicate the relevance of the professional meeting to the applicant's teaching assignment, anticipated expenses, and proposed method and timeline of disseminating information to appropriate staff members. Out-of-state meetings within a two hundred and fifty (250) mile radius shall be counted as in-state for approval purposes. The Board shall, where feasible, pre-pay expenses (especially registration fees and meals which are part of the program of the professional meeting) and shall

reimburse the teacher for other expenses, as prescribed in subsections a-d below, upon presentation of appropriate receipts or other documentation. Attendance on any day shall not be approved if six (6) teachers have been previously granted permission to attend a professional meeting, athletic clinic or workshop on such date, except as the Superintendent or designee shall specifically authorize.

- a. The cost of housing, if necessary, at the lowest reasonable rates up to one hundred and fifty dollars (\$150) per person per day for a maximum of two (2) nights, provided that the anticipated cost is presented with the original application for attendance, such cost is approved, and the appropriate receipt is presented for reimbursement;
 - b. Meals at a rate of sixty-five dollars and forty-nine cents (\$65.49) per day for three (3) meals, if the teacher is required to stay overnight at the location of the professional meeting and provided that the teacher submits the appropriate receipts for reimbursement.
 - c. Necessary actual expenses when a vehicle is provided by the Board or, when the Board does not provide a vehicle, at the mileage rate in effect at the onset of the school year authorized by the Internal Revenue Service for deductions without evidentiary justification, up to a two hundred thirty-two-dollar (\$232) maximum;
 - d. Other necessary expenses (such as the required registration fees, tolls, and parking) as approved by the Administration.
2. If the teacher does not stay overnight at the location of the professional meeting or if the teacher should purchase fewer than three (3) meals, then reimbursement for meals shall be eighteen percent (18%) of the daily rate for breakfast, thirty-two percent (32%) of the daily rate for lunch, and fifty percent (50%) of the daily rate for dinner, provided the teacher submits the appropriate receipt(s) for reimbursement. In the case of all professional meetings approved by the Administration which include as part of the program(s) (a) pre-determined meal(s) at (a) pre-determined price(s), the Board shall pay the full cost of such meal(s) notwithstanding the rates as set forth above.

I. Coaches

1. If the Board shall employ one (1) or more persons to coach a sport, at least one (1) of such persons shall be designated as the head coach.
2. The Head Coach in each sport or his/her designee, and three (3) assistants shall have a reasonable expectation to attend one (1) clinic or workshop annually and be reimbursed expenses therefore prescribed by Section I above. In the event a coach serves in more than one (1) sport, the coach shall be allowed to attend one (1) additional athletic clinic or workshop. Head Coaches or a designated assistant coach in that sport shall have the right to attend the final post- season state tournament in the sport which they have coached and be reimbursed their expenses therefore as prescribed by Section I, above. One designated assistant coach shall have the right to attend the final post-season state tournament in each sport and be reimbursed his/her expenses therefore as prescribed by Section I, above. Other assistant coaches shall have the right to attend one (1) final post-season state tournament in one (1) of the sports in which they have coached and the Board shall pay the cost of the substitute teacher. If the District team for a sport is in the state tournament, all of the coaches for that sport shall have the right to attend the state tournament and be reimbursed their expenses therefore as described by Section I.

Attendance on any day shall not be approved if four (4) teachers have been previously granted permission to attend a professional meeting, athletic clinic or workshop on such date, except as the Superintendent or designee shall specifically authorize. The limit of four (4) shall not apply to coaches attending professional meetings or clinics on student non-attendance days, weekends and or school holidays.

3. Coaches shall be compensated pursuant to Appendix B of this Agreement.
4. Upon execution of this Agreement, a standing committee shall be formed to meet on a regular basis to discuss how many coaches are assigned to each sport. Standing members of the committee shall consist of the Superintendent or designee, the Union President or designee, the Principal, the Union Vice President, the Athletic Director, and the Assistant Athletic Director. In addition, as particular sports are being discussed, two (2) representatives from the affected sport(s) shall serve as members of the committee on a temporary basis. The committee shall be charged with making recommendations to the Board regarding number of coaches needed for each sport, and the committee will strive to ensure that adequate staffing is maintained.

J. Extra-Curricular Activities

Administration will hire bargaining unit members first but will reserve the right to hire the most qualified individual for the position. Teachers who are authorized by the Board to perform extra-curricular activities shall be compensated pursuant to Appendix B of this Agreement.

If the District team for an extracurricular activity is in the state tournament, all of the sponsors for that activity shall have the right to attend the state tournament and be reimbursed their expenses therefore as described by Section I.

Upon execution of this Agreement, a standing committee shall be formed to meet on a regular basis to discuss how many sponsors are assigned to each activity. Standing members of the committee shall consist of the Superintendent or designee, the Union President or designee, the Principal, the Union Vice President, and the Director of Student Activities. In addition, as particular activities are being discussed, one (1) representative from the affected activity shall serve as a member of the committee on a temporary basis. The committee shall be charged with making recommendations to the Board regarding number of sponsors needed for each activity, and the committee will strive to ensure that adequate staffing is maintained.

K. Retirement Benefits

1. Retirement Benefits Based on Years of Service and Non-ERO Retirement

Eligible teachers applying for this benefit must submit a written request to the Superintendent and his/her ITRS Personal Statement of Benefits on or before the February 1 of the school year in which the teacher expects to receive his/her first salary retirement benefit but not earlier than the preceding October 1st of that same school year. Teachers submitting a written request under this section shall not be eligible for horizontal movement on the salary schedule subsequent to submitting such request.

Such retirement benefits shall not be payable in any respect if the Board is or shall be obligated to make any payments pursuant to the Early Retirement Option (ERO) of the Illinois Pension Code or any other retirement or pension benefit which may be hereinafter established or created.

No more than three (3) teachers shall be eligible to retire under this benefit in any single year. Immediately following the deadline date each year, teachers making application shall be notified as to their acceptance for the benefit. Should more than three (3) teachers apply in a single year, the three (3) teachers with the greatest District seniority shall be selected.

A teacher who gives notice of retirement prior to having completed thirty-five (35) years of creditable service with ITRS at the time of such notice shall, concurrent with such notice, execute a promissory note payable to the Board for the amount of retirement benefits to be paid hereunder by the Board, provided nothing herein shall preclude the teacher and the Board from adjusting the original proffered date of retirement to a later date which would qualify the teacher to full retirement benefits without discount and without giving rise to any required Board

payment to ITRS as a consequence of such retirement. In the absence of a contrary agreement between the teacher and the Board, such later date shall occur at the end of an academic semester or at such time as the Board shall secure what it deems to be a qualified replacement.

PROMISSORY NOTE

I, _____, assert and promise as follows:

On the date of my retirement as a full-time teacher at Grant Community High School District No. 124, I will have attained at least age sixty (60) or have attained at least thirty-five (35) years of service credit with the Illinois Teachers' Retirement System (ITRS), OR I will have attained whatever requirements may be necessary under Illinois Pension Code to eliminate any employer paid retirement penalty on my behalf. In the event that unforeseen circumstances prevent me from attaining the above, I agree to remain a full-time teacher at Grant Community High School District No. 124 until such time as I do and to otherwise comply with the applicable provision of the Collective Bargaining Agreement in force between the Board of Education of Grant Community High School District No. 124 and the Grant Council of the Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO.

If for any reason I should default on the above requirements, then for value received, I promise to pay to the order of the Board of Education of Grant Community High School District No. 124, the total sum of One Dollar (\$1.00), plus all amounts (including withholding and other taxes) added to my overall compensation by the Board of Education of Grant Community High School District No. 124 as a consequence of my having elected retirement pursuant to Section L.1 of Article VIII of the Collective Bargaining Agreement in effect between said Board of Education and the Grant Council of the Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO. Such payment shall be made no later than my final day of service with Grant Community High School District No. 124.

I agree that should I default in the above referenced payment; I hereby waive any notice of default and service of process and confess to a judgment that may be entered against me in a court of competent jurisdiction. I further agree that in the event of a default of this agreement, I will pay all costs and fees (including attorney's fees) incurred by the Board of Education of Grant Community High School District No. 124 in collecting the balance due.

Signed: _____ Date: _____

WITNESSES: _____ Date: _____

2. Retirement Benefit with Twenty Years of Full-Time Employment

In order to be eligible for this benefit, teachers at the date of retirement must:

- i) have completed at least twenty (20) years of full-time employment with the District, AND
- ii) have attained at least age 60 or have attained at least thirty-five (35) years of service credit the with Illinois Teachers' Retirement System (ITRS), OR
- iii) have attained whatever requirements may be necessary under Illinois Pension Code to eliminate any employer paid retirement penalty on behalf of the teacher.

For up to the last four (4) years of the eligible teacher's employment, the teacher shall receive a six percent (6%) increase in overall compensation above the overall compensation of the preceding year. Overall compensation is defined as salary as listed on the salary schedule plus flex monies (collectively referred to as "basic compensation"), including any vertical salary step increase or longevity payment, but excluding extra-curricular salaries and stipends.

Example: Teacher retiring in June of 2026. Notice between 10/1/22 and 2/1/23
Overall compensation in 2021/22 = \$54,945

2022/23 \$58,242 (6% increase over 21/22) + Extra-curricular & Stipends

2023/24 \$61,737 (6% increase over 22/23) + Extra-curricular & Stipends
2024/25 \$65,441 (6% increase over 23/24) + Extra-curricular & Stipends
2025/26 \$69,367 (6% increase over 24/25) + Extra-curricular & Stipends

- a. Teachers aged fifty-five (55) years or older, with a minimum of ten (10) years full-time employment in the District immediately preceding their retirement who retire under the provisions of the Illinois Teacher's Retirement System (ITRS) and who are not covered by another employer's insurance program, may enroll in a qualified Health Maintenance Organization (HMO) or in the hospital-surgical-major medical insurance group plan provided by the ITRS. Upon receipt of proof of payment, the Board shall promptly reimburse the retiree for the premium for the individual coverage under such plan, provided such premium reimbursement shall not exceed the then current cost of the single premium in the group plan provided by ITRS, not to exceed one hundred dollars (\$100) per month. This sub-section shall cease to be operative upon the death of the retiree or after a period equal to the length of the teacher's consecutive full-time service to the District or after fifteen (15) years, whichever shall first occur.
- b. Teachers who terminate their service with the Board and retire from teaching may, at their option, continue in the group health/major medical and/or dental insurance plans provided by the Board in accordance with COBRA and any other applicable statute.
- c. Nothing contained herein shall limit the right of the Board to offer additional retirement incentives to individual teachers. The Union shall consider any such additional incentives offered by the Board as non-precedential with respect individual teachers and future contractual agreements between the Board and the Union. Nothing in this Agreement shall preclude an agreement between a teacher and the Board to adjust the teacher's salary during the final five (5) years of employment in the District, provided that at the time of such agreement the Union is so notified.

3. Post-Retirement Accumulated Sick Day Benefit

Upon retirement, an employee who has accumulated more than one hundred and seventy (170) sick days, may receive up to twenty-five (25) of the accumulated days over and above the one hundred and seventy (170) days as a cash payment at the rate of one hundred and fifty dollars (\$150) per day. An employee who has accumulated more than three hundred and forty (340) days, may receive up to fifty (50) of the accumulated days over and above the three hundred and forty (340) days as a cash payment at the rate of one hundred and fifty dollars (\$150) per day. This payment is not considered creditable earnings and will be paid post retirement within the guidelines of post-retirement payments per the Teachers' Retirement System of the State of Illinois.

L. Horizontal Compensation Movement

Placement on compensation column is contingent upon the filing with the Business Office of official transcript(s). Horizontal movement shall be made effective at the onset of the school term or at the mid-point of the school term, provided notice of qualification shall be filed in advance of the school term/second semester and the transcript filed within thirty (30) calendar days after the onset of the school term/semester.

M. Compensation

Teachers shall receive salary as shown in Appendices A (1) – A (40) and flex monies as defined in Article VIII. B. The complete total shall be called overall compensation.

Regular part-time teachers shall receive pro-rata overall compensation.

The above shall constitute each teacher's overall compensation for purposes of the Cafeteria/Flexible Benefits Plan.

Each teacher's total compensation, shall equal the teacher's overall compensation plus any other compensation due the teacher herein.

N. Longevity

Each teacher who was at the end of his/her respective salary schedule column during the previous school year, and who remains in the same lane and who shall receive no vertical increment during the current school year, shall receive an increase in salary equal to three and a half percent (3.5%) in each year of the Agreement above the salary paid to that teacher for the previous school year.

Each teacher who was at the end of his/her respective compensation column during the previous school year, and who moves to a higher lane horizontally but shall not receive a vertical increment during the current school year, shall receive an increase in salary equal to three and one-quarter percent (3.25%) in each year of the Agreement above the salary paid to that teacher for the previous school year, plus one thousand nine hundred twenty-three dollars and eight cents (\$1,923.08).

This longevity stipend shall be payable to the teacher in their regular paycheck over eighteen (18) or twenty-four (24) periods.

O. Restriction on BA and BA+15 Lanes of Salary Schedule

Access below Step 13 on the BA salary lane, as numbered on the 1994-95 salary schedule, and Step 14 on the BA+15 salary lane, as numbered on the 1994-95 salary schedule, shall be available only to teachers on tenure at the start of the 1994-95 school term. There shall be no access for non-tenured teachers or new hires in subsequent years.

P. Homebound Tutoring Pay

Any teacher who performs homebound tutoring services shall be paid at the rate of sixty-one dollars and sixty-three cents (\$61.63) per hour in the 2023-2024 school year, sixty-two dollars and eighty-six cents (\$62.86) per hour in the 2024-2025 school year, and sixty-four dollars and twelve cents (\$64.12) in the 2025-2026 school year.

Q. Mentors

Teachers who serve as mentors shall be compensated at a rate of five hundred eighty-two dollars and forty-two cents (\$582.42) per mentee, two hundred and ninety-two dollars and thirty-one cents (\$292.31) for each additional mentee and shall be compensated at the summer school rate of pay to attend summer mentoring training.

R. National Board Certification

Full-time teachers who successfully attain and provide evidence of National Board Certification, Licensed Clinical Social Worker, and Nationally Certified School Psychologist, shall receive a one-time bonus of one-thousand ninety-eight dollars (\$1,098).

S. Crisis Intervention Pay

Counselors, Social Workers, and Psychologists who are requested by administration to work more than thirty (30) minutes beyond the school day to complete a risk assessment, perform crisis intervention, or travel to other sites to assist in emergency situations, shall receive crisis intervention pay at the internal substitution rate as delineated in Article VIII, Section F.

Deans who are requested by administration to work more than thirty (30) minutes beyond the extended time already included in their day as overload pay to complete a risk assessment, perform crisis intervention, or travel to other sites to assist in emergency situations, shall receive crisis intervention pay at the internal substitution rate as delineated in Article VIII, Section F.

T. Summer School Pay

Prior to the start of summer school, the district shall communicate to summer school teachers the hourly rate of pay, the number of hours to be worked per day, and the number of days to be worked. Summer School pay shall be considered creditable earnings with respect to the Illinois Teachers Retirement System. The hourly rate of pay each summer shall be fifty-nine dollars and sixty-four cents (\$59.64) for 2023-2024, sixty dollars and eighty-two cents (\$60.82) for 2024-2025 and sixty-two dollars and four cents (\$62.04) for 2025-2026. If it is determined by the administration and the Summer School Director that extra preparation is required prior to the start of summer school, the Summer School Director shall be compensated for the preparation time at the hourly rate of pay for summer school. Additional hours worked beyond the daily summer school hours must be pre-approved by the building Principal and shall be paid at the hourly rate of pay for summer school.

U. Retirement System Payments

The Board shall deduct from each teacher's salary the member share of the required Illinois Teachers' Retirement System (ITRS) contribution and remit to ITRS on behalf of each teacher.

ARTICLE IX

DURATION AND RELATED CLAUSES

A. Duration of Contract

This Agreement shall be effective on August 10, 2023, and shall continue in effect through the day preceding the onset of the 2026-2027 school term.

B. Date to Start Negotiations

The parties agree to enter into negotiations for a Successor Agreement not later than January 15th of the year in which this Agreement expires.

C. Negotiations Procedures

During negotiations, the parties shall offer proposals and counterproposals and exchange relevant points of view. Either party may utilize the services of consultants or representatives in negotiations.

D. Time for Negotiations

The time for negotiations shall be established by mutual agreement between the parties.

E. Technical Clauses

1. Separability

Should any Article, Section or Clause of this Agreement be declared illegal by a court of competent jurisdiction, said Article, Section or Clause shall be deleted from this Agreement. The remaining Articles, Sections or Clauses shall remain in full force and effect for the duration of this Agreement if not affected by the deleted Article, Section or Clause.

2. Complete Understanding

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 a written amendment executed according to the provisions of this Agreement.

3. Waiver of Additional Bargaining

The parties 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 or by specific agreement of the parties, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, for the life of this Agreement, the parties each voluntarily and unqualifiedly waive any right which might otherwise exist under law, practice or custom to negotiate over any matter during the term of this Agreement and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

4. Board Policy

This contract and its provisions shall be deemed the policy of the Board and supersedes any Board policy that is presently to the contrary. Except as hereinabove otherwise provided, the Board reserves the right to amend its policies other than as contained in this Agreement from time to time as deemed necessary.

F. Management Rights

It is expressly understood and agreed that all functions, rights, powers or authority of the administration of the School District and of the Board of education which are not specifically limited by the express language of this Agreement are retained by the Board, provided such right shall not be exercised as to violate any of the specific provisions of this Agreement.

G. No-Strike Clause

The Union agrees not to strike during the life of this Agreement.

H. Typing and Printing of This Agreement

The Union shall assume all responsibility and cost related to the typing of this Agreement for execution by the parties. Upon execution of this Agreement, the Union shall assume all responsibility for the printing of sufficient copies of this Agreement for the parties. The Board shall reimburse the Union for one-half ($\frac{1}{2}$) the cost of such printing.

IN WITNESS WHEREOF:

This Agreement is signed this _____ day of _____, 2023.

President, Board of Education
Grant School District No. 124,
Lake County, Illinois

President, Grant Council, a
Council of the Lake County
Federation of Teachers, Local
504, IFT-AFT/AFL-CIO

Dated: _____

Dated: _____

APPENDIX A
Salary Schedules

| 2023-2024 Salary Schedule | | | | | | | |
|---------------------------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| Lane | BA | BA + 15 | MA | MA + 15 | MA + 30 | MA + 45 | PHD |
| Step | | | | | | | |
| 0 | \$47,434 | \$48,049 | \$49,640 | \$51,298 | \$53,027 | \$54,832 | \$56,695 |
| 1 | \$48,119 | \$49,710 | \$51,370 | \$53,095 | \$54,897 | \$56,775 | \$58,705 |
| 2 | \$49,710 | \$51,368 | \$53,096 | \$54,897 | \$56,775 | \$58,734 | \$60,741 |
| 3 | \$51,368 | \$53,095 | \$54,898 | \$56,775 | \$58,734 | \$60,776 | \$62,872 |
| 4 | \$53,095 | \$54,897 | \$56,776 | \$58,734 | \$60,776 | \$62,899 | \$65,085 |
| 5 | \$54,897 | \$56,775 | \$58,736 | \$60,776 | \$62,899 | \$65,120 | \$67,396 |
| 6 | \$56,775 | \$58,734 | \$60,777 | \$62,899 | \$65,120 | \$67,431 | \$69,810 |
| 7 | \$58,734 | \$60,776 | \$62,903 | \$65,120 | \$67,431 | \$69,842 | \$72,320 |
| 8 | \$60,776 | \$62,899 | \$65,122 | \$67,431 | \$69,842 | \$72,275 | \$74,861 |
| 9 | \$62,899 | \$65,120 | \$67,433 | \$69,842 | \$72,354 | \$74,972 | \$77,585 |
| 10 | \$65,120 | \$67,431 | \$69,844 | \$72,354 | \$74,972 | \$77,705 | \$80,517 |
| 11 | \$67,431 | \$69,842 | \$72,356 | \$74,972 | \$77,705 | \$80,552 | \$83,486 |
| 12 | \$69,842 | \$72,354 | \$74,978 | \$77,705 | \$80,552 | \$83,519 | \$86,581 |
| 13 | \$72,354 | \$74,972 | \$77,710 | \$80,552 | \$83,519 | \$86,614 | \$89,807 |
| 14 | \$74,972 | \$77,705 | \$80,555 | \$83,519 | \$86,614 | \$89,839 | \$93,169 |
| 15 | \$77,705 | \$80,552 | \$83,524 | \$86,614 | \$89,839 | \$93,201 | \$96,673 |
| 16 | | \$83,519 | \$86,618 | \$89,839 | \$93,201 | \$96,708 | \$100,328 |
| 17 | | | \$89,847 | \$93,201 | \$96,708 | \$100,361 | \$104,138 |
| 18 | | | \$92,765 | \$96,231 | \$99,851 | \$103,623 | \$107,523 |
| 19 | | | \$95,780 | \$99,358 | \$103,096 | \$106,991 | \$111,016 |
| 20 | | | \$98,893 | \$102,588 | \$106,446 | \$110,469 | \$114,626 |
| 21 | | | \$102,108 | \$105,921 | \$109,906 | \$114,059 | \$118,352 |

| 2024-2025 Salary Schedule | | | | | | | |
|---------------------------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| Lane | BA | BA + 15 | MA | MA + 15 | MA + 30 | MA + 45 | PHD |
| Step | | | | | | | |
| 0 | \$48,119 | \$48,744 | \$50,357 | \$52,039 | \$53,793 | \$55,624 | \$57,515 |
| 1 | \$48,815 | \$50,429 | \$52,112 | \$53,862 | \$55,691 | \$57,595 | \$59,554 |
| 2 | \$50,429 | \$52,110 | \$53,863 | \$55,691 | \$57,595 | \$59,583 | \$61,619 |
| 3 | \$52,110 | \$53,862 | \$55,692 | \$57,595 | \$59,583 | \$61,654 | \$63,781 |
| 4 | \$53,862 | \$55,691 | \$57,596 | \$59,583 | \$61,654 | \$63,808 | \$66,026 |
| 5 | \$55,691 | \$57,595 | \$59,584 | \$61,654 | \$63,808 | \$66,061 | \$68,370 |
| 6 | \$57,595 | \$59,583 | \$61,655 | \$63,808 | \$66,061 | \$68,405 | \$70,819 |
| 7 | \$59,583 | \$61,654 | \$63,812 | \$66,061 | \$68,405 | \$70,851 | \$73,365 |
| 8 | \$61,654 | \$63,808 | \$66,063 | \$68,405 | \$70,851 | \$73,319 | \$75,943 |
| 9 | \$63,808 | \$66,061 | \$68,407 | \$70,851 | \$73,399 | \$76,056 | \$78,706 |
| 10 | \$66,061 | \$68,405 | \$70,854 | \$73,399 | \$76,056 | \$78,827 | \$81,681 |
| 11 | \$68,405 | \$70,851 | \$73,401 | \$76,056 | \$78,827 | \$81,716 | \$84,692 |
| 12 | \$70,851 | \$73,399 | \$76,061 | \$78,827 | \$81,716 | \$84,726 | \$87,832 |
| 13 | \$73,399 | \$76,056 | \$78,833 | \$81,716 | \$84,726 | \$87,866 | \$91,104 |
| 14 | \$76,056 | \$78,827 | \$81,719 | \$84,726 | \$87,866 | \$91,137 | \$94,515 |
| 15 | \$78,827 | \$81,716 | \$84,731 | \$87,866 | \$91,137 | \$94,548 | \$98,070 |
| 16 | | \$84,726 | \$87,870 | \$91,137 | \$94,548 | \$98,106 | \$101,778 |
| 17 | | | \$91,145 | \$94,548 | \$98,106 | \$101,812 | \$105,643 |
| 18 | | | \$94,106 | \$97,622 | \$101,294 | \$105,121 | \$109,076 |
| 19 | | | \$97,164 | \$100,794 | \$104,586 | \$108,537 | \$112,621 |
| 20 | | | \$100,322 | \$104,070 | \$107,984 | \$112,065 | \$116,282 |
| 21 | | | \$103,584 | \$107,451 | \$111,494 | \$115,707 | \$120,062 |

| 2025-2026 Salary Schedule | | | | | | | |
|---------------------------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| Lane | BA | BA + 15 | MA | MA + 15 | MA + 30 | MA + 45 | PHD |
| Step | | | | | | | |
| 0 | \$48,815 | \$49,448 | \$51,085 | \$52,791 | \$54,570 | \$56,428 | \$58,346 |
| 1 | \$49,520 | \$51,157 | \$52,866 | \$54,640 | \$56,495 | \$58,427 | \$60,414 |
| 2 | \$51,157 | \$52,863 | \$54,641 | \$56,495 | \$58,427 | \$60,444 | \$62,509 |
| 3 | \$52,863 | \$54,640 | \$56,496 | \$58,427 | \$60,444 | \$62,545 | \$64,703 |
| 4 | \$54,640 | \$56,495 | \$58,428 | \$60,444 | \$62,545 | \$64,730 | \$66,980 |
| 5 | \$56,495 | \$58,427 | \$60,445 | \$62,545 | \$64,730 | \$67,015 | \$69,358 |
| 6 | \$58,427 | \$60,444 | \$62,546 | \$64,730 | \$67,015 | \$69,394 | \$71,842 |
| 7 | \$60,444 | \$62,545 | \$64,734 | \$67,015 | \$69,394 | \$71,875 | \$74,425 |
| 8 | \$62,545 | \$64,730 | \$67,018 | \$69,394 | \$71,875 | \$74,378 | \$77,040 |
| 9 | \$64,730 | \$67,015 | \$69,396 | \$71,875 | \$74,460 | \$77,155 | \$79,844 |
| 10 | \$67,015 | \$69,394 | \$71,877 | \$74,460 | \$77,155 | \$79,967 | \$82,861 |
| 11 | \$69,394 | \$71,875 | \$74,462 | \$77,155 | \$79,967 | \$82,897 | \$85,916 |
| 12 | \$71,875 | \$74,460 | \$77,160 | \$79,967 | \$82,897 | \$85,950 | \$89,101 |
| 13 | \$74,460 | \$77,155 | \$79,972 | \$82,897 | \$85,950 | \$89,135 | \$92,421 |
| 14 | \$77,155 | \$79,967 | \$82,900 | \$85,950 | \$89,135 | \$92,454 | \$95,881 |
| 15 | \$79,967 | \$82,897 | \$85,955 | \$89,135 | \$92,454 | \$95,914 | \$99,487 |
| 16 | | \$85,950 | \$89,140 | \$92,454 | \$95,914 | \$99,523 | \$103,248 |
| 17 | | | \$92,462 | \$95,914 | \$99,523 | \$103,283 | \$107,170 |
| 18 | | | \$95,466 | \$99,032 | \$102,757 | \$106,640 | \$110,653 |
| 19 | | | \$98,568 | \$102,250 | \$106,097 | \$110,105 | \$114,248 |
| 20 | | | \$101,772 | \$105,574 | \$109,544 | \$113,685 | \$117,963 |
| 21 | | | \$105,081 | \$109,004 | \$113,105 | \$117,379 | \$121,797 |

APPENDIX B

COACHES AND EXTRA-CURRICULAR SALARY SCHEDULE

| <u>Year</u> | <u>Base Stipend</u> |
|-------------|---------------------|
| 2023-2024 | \$11,980 |
| 2024-2025 | \$12,339 |
| 2025-2026 | \$12,709 |

FALL SPORTS

| <u>FALL SPORTS</u> | | | | |
|--------------------------------|------|----------------|----------------|----------------|
| <u>Cheerleading</u> | | <u>2023-24</u> | <u>2024-25</u> | <u>2025-26</u> |
| Head Coach | 60% | \$7,188 | \$7,403 | \$7,626 |
| Asst Coaches more than 5 years | 48% | \$5,750 | \$5,923 | \$6,100 |
| Asst Coaches 5 years or less | 42% | \$5,031 | \$5,182 | \$5,338 |
| <u>Cross Country</u> | | | | |
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |
| <u>Dance</u> | | | | |
| Head Coach | 55% | \$6,589 | \$6,787 | \$6,990 |
| Asst Coaches more than 5 years | 44% | \$5,271 | \$5,429 | \$5,592 |
| Asst Coaches 5 years or less | 39% | \$4,672 | \$4,812 | \$4,957 |
| <u>Football</u> | | | | |
| Head Coach | 100% | \$11,980 | \$12,339 | \$12,709 |
| Asst Coaches more than 5 years | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches 5 years or less | 70% | \$8,386 | \$8,637 | \$8,897 |
| <u>Golf - Boys</u> | | | | |
| Head Coach | 75% | \$8,985 | \$9,254 | \$9,532 |
| Asst Coaches more than 5 years | 60% | \$7,188 | \$7,403 | \$7,626 |
| Asst Coaches 5 years or less | 53% | \$6,349 | \$6,540 | \$6,736 |
| <u>Golf - Girls</u> | | | | |
| Head Coach | 75% | \$8,985 | \$9,254 | \$9,532 |
| Asst Coaches more than 5 years | 60% | \$7,188 | \$7,403 | \$7,626 |
| Asst Coaches 5 years or less | 53% | \$6,349 | \$6,540 | \$6,736 |
| <u>Soccer - Boys</u> | | | | |
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |
| <u>Tennis - Girls</u> | | | | |

| | | | | |
|--------------------------------|-----|---------|---------|----------|
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |
| Volleyball - Girls | | | | |
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |

WINTER SPORTS

| Basketball - Boys | | 2023-24 | 2024-25 | 2025-26 |
|--------------------------------|------|----------------|----------------|----------------|
| Head Coach | 100% | \$11,980 | \$12,339 | \$12,709 |
| Asst Coaches more than 5 years | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches 5 years or less | 70% | \$8,386 | \$8,637 | \$8,897 |
| Basketball - Girls | | | | |
| Head Coach | 100% | \$11,980 | \$12,339 | \$12,709 |
| Asst Coaches more than 5 years | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches 5 years or less | 70% | \$8,386 | \$8,637 | \$8,897 |
| Bowling - Boys | | | | |
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |
| Bowling - Girls | | | | |
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |
| Cheerleading | | | | |
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |
| Dance | | | | |
| Head Coach | 75% | \$8,985 | \$9,254 | \$9,532 |
| Asst Coaches more than 5 years | 60% | \$7,188 | \$7,403 | \$7,626 |
| Asst Coaches 5 years or less | 53% | \$6,349 | \$6,540 | \$6,736 |
| Wrestling | | | | |
| Head Coach | 100% | \$11,980 | \$12,339 | \$12,709 |
| Asst Coaches more than 5 years | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches 5 years or less | 70% | \$8,386 | \$8,637 | \$8,897 |

SPRING SPORTS

| <u>Baseball</u> | | <u>2023-24</u> | <u>2024-25</u> | <u>2025-26</u> |
|-------------------------------------|------|----------------|----------------|----------------|
| Head Coach | 100% | \$11,980 | \$12,339 | \$12,709 |
| Asst Coaches more than 5 years | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches 5 years or less | 70% | \$8,386 | \$8,637 | \$8,897 |
| <u>Badminton</u> | | | | |
| Head Coach | 65% | \$7,786.82 | \$8,020.42 | \$8,261.03 |
| Asst Coaches more than 5 years | 52% | \$6,229.45 | \$6,416.34 | \$6,608.83 |
| Asst Coaches 5 years or less | 46% | \$5,510.67 | \$5,675.99 | \$5,846.27 |
| <u>Bass Fishing</u> | | | | |
| Head Coach | 12% | \$1,437.57 | \$1,480.69 | \$1,525.11 |
| Asst Coach | 8% | \$958.38 | \$987.13 | \$1,016.74 |
| <u>Lacrosse – Boys</u> | | | | |
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |
| <u>Soccer – Girls</u> | | | | |
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |
| <u>Softball</u> | | | | |
| Head Coach | 100% | \$11,980 | \$12,339 | \$12,709 |
| Asst Coaches more than 5 years | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches 5 years or less | 70% | \$8,386 | \$8,637 | \$8,897 |
| <u>Track – Boys Outdoor Season</u> | | | | |
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |
| <u>Track – Boys Indoor Season</u> | | | | |
| Head Coach | 20% | \$2,396 | \$2,468 | \$2,542 |
| Asst Coaches more than 5 years | 16% | \$1,917 | \$1,974 | \$2,033 |
| Asst Coaches 5 years or less | 14% | \$1,677 | \$1,727 | \$1,779 |
| <u>Track – Girls Outdoor Season</u> | | | | |
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |
| <u>Track – Girls Indoor Season</u> | | | | |
| Head Coach | 20% | \$2,396 | \$2,468 | \$2,542 |
| Asst Coaches more than 5 years | 16% | \$1,917 | \$1,974 | \$2,033 |
| Asst Coaches 5 years or less | 14% | \$1,677 | \$1,727 | \$1,779 |

| Tennis – Boys | | | | |
|--------------------------------|-----|---------|---------|----------|
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |
| Volleyball – Boys | | | | |
| Head Coach | 80% | \$9,584 | \$9,871 | \$10,167 |
| Asst Coaches more than 5 years | 64% | \$7,667 | \$7,897 | \$8,134 |
| Asst Coaches 5 years or less | 56% | \$6,709 | \$6,910 | \$7,117 |

| Event Workers and Miscellaneous Sports Related Positions | | | | |
|---|-----|-----------------------|-----------------------|-----------------------|
| | | <u>2023-24</u> | <u>2024-25</u> | <u>2025-26</u> |
| Basketball Scorer (V-S/H-A/Tourn) | 44% | \$5,271 | \$5,429 | \$5,592 |
| Basketball Timers - Boys (V-S/H only) | 17% | \$2,037 | \$2,098 | \$2,161 |
| Basketball Timers - Girls (V-S/H only) | 17% | \$2,037 | \$2,098 | \$2,161 |
| Football Timer (V-S/H only) | 8% | \$958 | \$987 | \$1,017 |

| Performing Arts, Play and Musical | | | | |
|--|-----|-----------------------|-----------------------|-----------------------|
| | | <u>2023-24</u> | <u>2024-25</u> | <u>2025-26</u> |
| Assistant Marching Band Director | 20% | \$2,396 | \$2,468 | \$2,542 |
| Band Director* | 80% | \$9,584 | \$9,871 | \$10,167 |
| Choir Director (chorus, chamber, anthem & quartets) | 50% | \$5,990 | \$6,170 | \$6,355 |
| Fall Flags Coach | 20% | \$2,396 | \$2,468 | \$2,542 |
| Fall Play Costume Director | 10% | \$1,198 | \$1,234 | \$1,271 |
| Fall Play Director | 50% | \$5,990 | \$6,170 | \$6,355 |
| Fall Play Set Director | 25% | \$2,995 | \$3,085 | \$3,177 |
| Jazz Band Director | 50% | \$5,990 | \$6,170 | \$6,355 |
| Musical Chorus Director | 25% | \$2,995 | \$3,085 | \$3,177 |
| Musical Costume Director | 15% | \$1,797 | \$1,851 | \$1,906 |
| Musical Director | 75% | \$8,985 | \$9,254 | \$9,532 |
| Musical Orchestra Director | 25% | \$2,995 | \$3,085 | \$3,177 |
| Musical Set Director | 40% | \$4,792 | \$4,936 | \$5,084 |
| Pep Band Director | 11% | \$1,318 | \$1,357 | \$1,398 |
| Variety Show | 5% | \$599 | \$617 | \$635 |
| Winter Guard Coach | 20% | \$2,396 | \$2,468 | \$2,542 |
| * Band Director consists of after school performances for Marching Band and Concert Band | | | | |

| Service Organizations and Class Sponsors | | | | |
|---|--|-----------------------|-----------------------|-----------------------|
| | | <u>2023-24</u> | <u>2024-25</u> | <u>2025-26</u> |

| | | | | |
|----------------------------|-----|---------|---------|---------|
| Freshman Class Sponsor | 20% | \$2,396 | \$2,468 | \$2,542 |
| Junior Class Sponsor | 43% | \$5,151 | \$5,306 | \$5,465 |
| National Art Honor Society | 20% | \$2,396 | \$2,468 | \$2,542 |
| National Honor Society | 45% | \$5,391 | \$5,553 | \$5,719 |
| Senior Class Sponsor | 35% | \$4,193 | \$4,319 | \$4,448 |
| Sophomore Class Sponsor | 20% | \$2,396 | \$2,468 | \$2,542 |
| Student Council | 50% | \$5,990 | \$6,170 | \$6,355 |

Competitive Academic Activities

| | | <u>2023-24</u> | <u>2024-25</u> | <u>2025-26</u> |
|----------------------------------|-----|-----------------------|-----------------------|-----------------------|
| Academic Team Head Coach | 30% | \$3,594 | \$3,702 | \$3,813 |
| Academic Team Assistant Coach | 15% | \$1,797 | \$1,851 | \$1,906 |
| Chess Team | 30% | \$3,594 | \$3,702 | \$3,813 |
| Debate Team | 30% | \$3,594 | \$3,702 | \$3,813 |
| FBLA | 30% | \$3,594 | \$3,702 | \$3,813 |
| FCCLA | 30% | \$3,594 | \$3,702 | \$3,813 |
| Math Team | 30% | \$3,594 | \$3,702 | \$3,813 |
| Special Olympics | 30% | \$3,594 | \$3,702 | \$3,813 |
| Special Olympics Assistant Coach | 15% | \$1,797 | \$1,851 | \$1,906 |
| Speech Team | 40% | \$4,792 | \$4,936 | \$5,084 |
| Speech Team Assistant Coach | 20% | \$2,396 | \$2,468 | \$2,542 |

Newspaper and Yearbook

| | | <u>2023-24</u> | <u>2024-25</u> | <u>2025-26</u> |
|-------------|-----|-----------------------|-----------------------|-----------------------|
| Newspaper** | 35% | \$4,193 | \$4,319 | \$4,448 |
| Yearbook** | 30% | \$3,594 | \$3,702 | \$3,813 |
| | 43% | \$5,151 | \$5,306 | \$5,465 |

*** Meets during school day. Should any or all of these positions begin meeting as an after school activity as opposed to a normal class assignment, the compensation shall increase to 43%.*

Clubs

| | | <u>2023-24</u> | <u>2024-25</u> | <u>2025-26</u> |
|----------|----|-----------------------|-----------------------|-----------------------|
| Art Club | 5% | \$599 | \$617 | \$635 |

| | | | | |
|--|----|-------|-------|-------|
| American Sign Language Club | 5% | \$599 | \$617 | \$635 |
| Anime Club | 5% | \$599 | \$617 | \$635 |
| Best Buddies | 5% | \$599 | \$617 | \$635 |
| Black Student Union | 5% | \$599 | \$617 | \$635 |
| Computer Science Club | 5% | \$599 | \$617 | \$635 |
| Disc Golf Club | 5% | \$599 | \$617 | \$635 |
| Environmental Club | 5% | \$599 | \$617 | \$635 |
| E-Sports | 5% | \$599 | \$617 | \$635 |
| Fellowship of Christian Athletes | 5% | \$599 | \$617 | \$635 |
| Film Club | 5% | \$599 | \$617 | \$635 |
| French Club | 5% | \$599 | \$617 | \$635 |
| Future Medical Professionals | 5% | \$599 | \$617 | \$635 |
| Gamers Club | 5% | \$599 | \$617 | \$635 |
| Gay/Straight Alliance (GSA) | 5% | \$599 | \$617 | \$635 |
| Guitar Club | 5% | \$599 | \$617 | \$635 |
| LatinX Club | 5% | \$599 | \$617 | \$635 |
| Science Club | 5% | \$599 | \$617 | \$635 |
| Snow Dog Club | 5% | \$599 | \$617 | \$635 |
| Snow Dog Asst (For Supervision Purposes) | 3% | \$299 | \$308 | \$318 |
| Spanish Club | 5% | \$599 | \$617 | \$635 |
| Table Tennis Club | 5% | \$599 | \$617 | \$635 |
| Woodworking Club | 5% | \$599 | \$617 | \$635 |

Misc. Hourly Pay

| | | |
|---|---------|----------|
| Academic Team Reader, Speech Judge, Math Competition Proctor, Debate Judge, Snow Dog Chaperones, Pep Assembly MCs | \$21.00 | per hour |
|---|---------|----------|

Beginning with the 2023-2024 year, for purposes of placing on the Appendix B assistant coaches salary grid, an employee's paid years of coaching in the District will be computed as total years coaching in the District, not total years coaching in that sport.

The Union President shall be given a copy of each extra-curricular contract together with a job description for each activity each year.

Per event activities (ticket takers, timers, scorers, officials, door guards, crowd control, etc.) shall be paid per event and/or evening:

| | | |
|----------------|----------------|----------------|
| <u>2023-24</u> | <u>2024-25</u> | <u>2025-26</u> |
| \$118.38 | \$120.76 | \$123.16 |

All day events (those which exceed five (5) hours) shall be paid at one and one-half (1 ½) times these per event and/or evening rates. All day tournaments or regional plays that exceed eight (8) hours, shall be paid at two (2) times these per event and/or evening rates.

There are certain functions during the school year where chaperones are necessary (i.e. prom, dances). Recognizing the time commitment chaperoning Prom entails, Prom shall be paid at two (2) times the chaperone rate. Chaperones approved by Administration for those functions shall be paid per event and/or evening:

| | | |
|----------------|----------------|----------------|
| <u>2023-24</u> | <u>2024-25</u> | <u>2025-26</u> |
| \$109.92 | \$112.12 | \$114.36 |

Clubs compensated on the "Coaches and Extra-curricular Salary Schedule" shall meet Board established guidelines for minimum student participation and minimum number of student meetings/events. These guidelines shall be jointly established by the Board of Education and the Union no later than November 1, 2006.

Any Board approved new extracurricular activity (excluding all interscholastic athletics) shall be compensated at a minimum rate of 5% of the annual rate.

Head athletic coaches, the band director, and head sponsors for competitive academic activities, who work approved summer camps will be compensated at the following per day rates based upon the number of completed camp contact days with a maximum of 25 camp contact days:

| | | |
|----------------|----------------|----------------|
| <u>2023-24</u> | <u>2024-25</u> | <u>2025-26</u> |
| \$71.43 | \$72.86 | \$74.32 |

Assistant athletic coaches and assistant sponsors for competitive academic activities, who work approved summer camps will be compensated at the following per day rates based upon the number of completed camp contact days with a maximum of 25 camp contact days:

| | | |
|----------------|----------------|----------------|
| <u>2023-24</u> | <u>2024-25</u> | <u>2025-26</u> |
| \$53.57 | \$54.65 | \$55.74 |

Summer camp approval is granted for athletics from the Athletic Director and Principal, and for the band and competitive academic activities by the Assistant Principal of Student Operations and Principal. Stipends for summer camp will be paid on the August 15th payroll.

APPENDIX C

EXTRA DRIVER EDUCATION SALARY SCHEDULE

The hourly rate of pay for extra Driver Education (classroom and behind the wheel) shall be:

\$56.04

APPENDIX D

Bell Schedule

| Period | Beg | End |
|---------------|------------|------------|
| 1 | 7:40 | 8:30 |
| 2 | 8:35 | 9:25 |
| 3 | 9:30 | 9:55 |
| 4 | 10:00 | 10:50 |
| 5 | 10:55 | 11:20 |
| 6 | 11:25 | 11:50 |
| 7 | 11:55 | 12:20 |
| 8 | 12:25 | 12:50 |
| 9 | 12:55 | 1:20 |
| 10 | 1:25 | 2:15 |
| 11 | 2:20 | 3:10 |

Classes in progress during a 5, 6, 7, 8, or 9 class may at the teacher's option use the passing period as a class break.

APPENDIX E

Miscellaneous Stipend Schedule

The Board of Education has identified a current need for the following stipend positions:

| Duty | Amount | | |
|--|--------------|-----------|-----------|
| | 2023-24 | 2024-25 | 2025-26 |
| When requested by administration to attend the following special events, certified staff will be compensated at the coordinating rates: AP Night, Financial Aid Night, Honors Night, 8th Grade Enrollment Night, 8th Grade Activities and Athletics Fair, College Night, Freshmen Orientation, Parent University, and NLCC Art Festival. | \$ 107.60 | \$ 109.76 | \$ 111.95 |
| Alternative School (per hour) | \$ 50.32 | \$ 51.32 | \$ 52.35 |
| AM Supervision - Commons (per year) | \$ 2,373 | \$ 2,420 | \$ 2,469 |
| AM Supervision - Lobby (per year) | \$ 2,373 | \$ 2,420 | \$ 2,469 |
| English Lab AM (per day) | \$ 27.28 | \$ 27.83 | \$ 28.38 |
| English Lab PM (per day) | \$ 37.22 | \$ 37.96 | \$ 38.72 |
| Grad Point PM (per day) | \$ 46.47 | \$ 47.40 | \$ 48.35 |
| Math Lab AM (per day) | \$ 26.75 | \$ 27.28 | \$ 27.83 |
| Math Lab PM (per day) | \$ 37.22 | \$ 37.96 | \$ 38.72 |
| Detention (per semester) | \$ 5,587 | \$ 5,726 | \$ 5,869 |
| Deans (per semester) | Overload Pay | | |
| Web Master (per year) | \$ 7,415 | 7,563 | 7,714 |
| Teacher Leader (per semester) | \$ 1,155 | 1,178 | 1,201 |
| Assistant Director of Athletics and Activities (per year) | \$ 12,527 | 12,778 | 13,034 |
| Event Coordinator (per day) | \$ 135 | 137 | 140 |
| PBIS Acknowledging (per year) 1 hour per week beyond work day | \$ 1,319 | 1,345 | 1,372 |
| PBIS Coach (per year) 1 hour per week beyond work day | \$ 1,319 | 1,345 | 1,372 |
| PBIS Communication Coordinator (per year) 1 hour per week beyond work day | \$ 1,319 | 1,345 | 1,372 |
| PBIS Data Coordinator (per year) 1 hour per week beyond work day | \$ 1,319 | 1,345 | 1,372 |
| PBIS Teaching Coordinator (per year) 1 hour per week beyond work day | \$ 1,319 | 1,345 | 1,372 |

LETTER OF UNDERSTANDING

CLASS SIZE

During negotiations leading to their collective bargaining agreement, the parties engaged in good faith discussions regarding the issue of class size. The parties jointly recognize that a high-quality education is achieved through the combined efforts of all of the several school staffs (including teachers), students, parents, and community members. The parties further jointly acknowledge that class size is one of the determining factors in delivering quality educational services and acknowledge the desirability of maintaining classes at sound educational levels.

The Board also noted that current financial restraints (including the tax cap, economic pressures on taxpayers, and the way education is funded in Illinois), sometimes dictate that class sizes cannot be the ideal. Nevertheless, the philosophy of the Board of Education remains to strive to enhance the quality of education in all ways, including class size.

A summary of class sizes shall be prepared by the Administration within two (2) weeks after the onset of each academic semester and thereupon shared with the Union President or designee, who may thereafter request a meeting with the Superintendent to review this data.

This Letter of Understanding is not incorporated into the parties' collective bargaining agreement and is not subject to the grievance procedure thereof.

For the Board: _____ Date: _____

For the Union: _____ Date: _____