

Collective Bargaining Agreement

Between

The Board of Education

Argo Community High School

District No. 217

And

Argo High School Council

of West Suburban Teachers Union, Local 571

American Federation of Teachers, AFL-CIO

July 1, 2023 - June 30, 2028

Contents

- Article I: Recognition and Rights of the Bargaining Unit..... 4
 - 1. Recognition 4
 - 2. Union and District Communications 4
 - 3. Bulletin Boards 5
 - 4. Policy Changes..... 5
 - 5. Conflicts with Board Policy..... 5
 - 6. Non-Discrimination 5
 - 7. Board/Union Meetings..... 5
 - 8. Severability..... 5
 - 9. No Strike – No Lockout..... 6
 - 10. Freedom to Join or Not to Join Organizations 6
 - 11. Dues Deduction 6
 - 12. Information to the Union 6
- Article II: Working Conditions 7
 - 1. Duplicating, Facilities, and Equipment..... 7
 - 2. Teacher Lists..... 7
 - 3. Distribution and Costs of the Agreement 7
 - 4. In-House Substitution..... 7
 - 5. Notification of Absences 9
 - 6. Salary Verification 9
 - 7. Summer School / Extended School Year (ESY 9
 - 8. Student Grading 9
 - 9. Assaults on Teachers and Teacher Indemnification..... 10
 - 10. Union Meetings..... 10
 - 11. Notification of Change of School Days..... 10
 - 12. Academic Freedom 10
 - 13. Changes in Extracurricular Positions..... 11
 - 14. Teacher/Administration Disagreement 12
 - 15. Preparations..... 12
 - 16. Vehicles 12
 - 17. Layoff Procedure 12
 - 18. Absences During the School Day..... 15

19.	Contractual Work Day and Final Exam Schedule	15
20.	Multiple Classroom Assignments	16
21.	School Day	16
22.	School Year	17
23.	Job Sharing	18
24.	Professional Dress	19
25.	Transportation of Students	19
26.	Educational Support Services (ESS) Teachers	20
27.	Discipline	20
Article III: Leaves		22
1.	Sick Leave	22
2.	Personal Business Leave.....	23
3.	Professional Meeting Leave	23
4.	Inclement Weather Leave	23
5.	Family and Medical Leave Policy and Illinois Family Bereavement Act	23
6.	Unpaid Leaves of Absence	24
7.	Sabbatical Leave.....	27
8.	Union Leave.....	28
9.	Jury Leave.....	29
10.	Workers' Compensation.....	29
Article IV: Promotions, New Positions, and Non-Renewal.....		30
1.	Posting for Positions.....	30
2.	Non-Tenured Teacher Non-Renewal	30
Article V: Evaluation and Personnel Records		31
1.	Evaluation.....	31
2.	Personnel Records.....	31
3.	Complaints Against a Teacher	32
Article VI: Grievance Procedures		33
1.	Grievance Procedures	33
Article VII: Board Rights		36
1.	Board Rights	36
Article VIII: Compensation		37
1.	Salary Schedule	37
2.	TRS Contribution	38
3.	Pay Periods.....	38

4. Stipends.....	39
5. Other Economic Compensation	40
6. Insurance	41
8. Retirement Incentive Program.....	45
9. Compensation for Substitute and Part-Time Teachers.....	50
Article IX: Duration	51
Appendices	52
Excess Students	52
Zero Hour	53
Salary Schedule	54
Stipend Levels	58
Stipend Schedules	61
E-Learning.....	65

Article I: Recognition and Rights of the Bargaining Unit

1. Recognition:

- a) The Board recognizes the Union as the exclusive bargaining agent with respect to wages, hours, and other terms and conditions of employment for all full-time and all regularly employed part-time licensed employees (hereinafter referred to as “teachers” or “teacher” which shall include classroom teachers, social workers, psychologists, counselors, certified school nurses, speech and language pathologists, licensed library media specialists, instructional coaches, and coordinators), excluding supervisors, managerial, confidential, daily on-call outside substitute teachers, substitute teachers filling leaves of less than thirteen weeks, and short-term employees, all as defined in the Illinois Educational Labor Relations Act (“IELRA”). Department Chairs/Assistant Division Chairs retain their rights as classroom teachers under this Agreement and as such are included in the bargaining unit. In their supervisory role as Department Chairs/ Assistant Division Chairs, they are not included in the bargaining unit. Within the first five (5) days of each school year, Division Chairs or an Assistant Principal will inform teachers as to when Department Chairs and Assistant Division Chairs are acting in their supervisory roles; such supervisors will provide teachers with the time frames during the contractual school days in which they are available to meet with teachers and to provide administrative support. Part-time teachers shall receive the benefits provided for in this Agreement on a pro-rata basis. If on or after July 1, 1992, the District assigns an administrator to perform classroom duties, including counseling, that person shall be covered by this Agreement when performing such duties and shall be subject to Section 10 of this Article on a pro-rata basis.
- b) A part-time teacher is any teacher who is assigned to teach fewer than five (5) classes per semester – either because a full-time position was reduced at the teacher’s request, or a new employee was hired to teach a partial teaching load. In order to maintain continuity of programming, communication, and professional development, a part-time teacher is required to attend institute days, parent-teacher conferences and open houses with no additional compensation.

2. Union and District Communications:

- a) The Union shall have a place on the agenda of regularly scheduled Board meetings, provided it gives notice to the Superintendent before the agenda is made up for

such meetings. The Board shall provide the Union President with a copy of the materials supplied to Board members with the agenda of regular or special meetings except for confidential materials or other materials protected from disclosure by law. Agenda and current minutes of Board meetings shall be e-mailed to the Union President as soon as they are available.

- b) The Union shall have a place at the end of faculty meetings and institutes for brief announcements, provided the Union President provides a twenty-four (24) hour advance minimum notice.

3. **Bulletin Boards:**

- a) The Union shall have the right to post notices of its activities and matters of concern on bulletin boards provided for that purpose in the teachers' lounges, provided that such posted material is not inflammatory to the Board or the Administration. No person except a Union officer shall add or remove material from the Union bulletin boards. A Union officer shall initial all materials placed on the bulletin boards.

4. **Policy Changes:**

- a) No changes in teacher salaries, wages, or working conditions not covered by this Agreement, shall be made without prior written notice to the Union President and full negotiations with the Union.

5. **Conflicts with Board Policy:**

- a) In the event that any of the provisions of this Agreement conflict with any policy previously adopted by the Board, the provisions of this Agreement shall prevail.

6. **Non-Discrimination:**

- a) In the application of the terms and conditions of this Agreement, the Board and the Union agree not to discriminate against any teacher on the basis of race, religion, sex, national origin, age, disability, military or veteran status, marital or civil union status, sexual orientation, gender identity, other legally protected characteristics or conduct, or membership in the Union or any professional association.

7. **Board/Union Meetings:**

- a) Representatives of the Board and/or Administration shall meet from time to time with representatives of the Union to discuss matters of mutual concern.

8. **Severability:**

- a) Should any Article, Section, or clause of this Agreement be declared illegal or invalid by a court or governmental authority of competent jurisdiction, said Article, Section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violated the law, but the remaining Articles, Sections, and clauses shall remain in full force and effect for the duration of this Agreement if not affected by the deleted Article, Section, or clause. Any deleted Article, Section, or clause shall automatically be renegotiated, upon written notice to the other party, to bring said language within compliance.

9. **No Strike – No Lockout:**

- a) During the term of this Agreement, neither the Union nor any of the employees covered by this Agreement will participate in any strike, sympathy strike, or picketing which interrupts the operations of the District.
- b) The Board agrees that it will not lock out the Union during the term of this Agreement.

10. **Freedom to Join or Not to Join Organizations:**

- a) The Board and Union agree that the benefits and terms of this Agreement apply equally to all teachers without regard to their membership or lack of membership in any employee organization.
- b) Any teacher has the right to present grievances, submit suggestions to, and discuss professional problems with the Board or the administrative staff either as individuals or as a group.

11. **Dues Deduction:**

- a) Upon receipt of a written authorization from a teacher, pursuant to and in compliance with the provisions of 115 ILCS 5/11, the Board agrees to deduct the regular monthly union dues of such teacher from their pay and remit such deduction within ten (10) days to the official designated by the Union in writing to receive such deductions. Dues deduction will be ongoing unless written withdrawal authorization is received in accordance with the Local 571 Membership Form.

12. **Information to the Union:**

- a) Consistent with the IELRA and the decisions of the Illinois Educational Labor Relations Board (“IELRB”), the Board and the Union agree to make available upon reasonable request information, statistics, or records relevant to negotiations or necessary for the proper enforcement of the terms of this Agreement.

II.

Article II: Working Conditions

1. Duplicating, Facilities, and Equipment:

- a) The Union will have the reasonable use, without cost, of duplicating equipment, mailboxes, and telephones for the conduct of its business, provided there is no interference with or disruption of the educational program. The Union will select teachers who are competent in the operation of said equipment.
- b) The Board shall provide a computer with printer and internet access and a file cabinet for the use of the Union. The cost of printer paper and toner cartridges shall be borne by the Union.
- c) The Board shall provide clean and comfortable workspaces for teachers' use only. Workspace shall be provided for as many teachers as possible during their preparation period. A telephone shall be provided in each department office.
- d) Safe and healthful conditions shall be maintained throughout the school.

2. Teacher Lists:

- a) The annual list of all bargaining unit teachers' names, job titles, worksite location, home address, work telephone numbers, identification number if available, and any home and personal cellular telephone numbers on file with the District, date of hire, work e-mail address, and any personal e-mail address on file with the District will be provided to the Union President within ten (10) calendar days from the beginning of every school term and every thirty (30) calendar days thereafter. The same shall apply for any new bargaining unit employee within ten (10) calendar days of hire.

3. Distribution and Costs of the Agreement:

- a) The Union shall be responsible providing each teacher with a copy of this Agreement at the Union's expense. The Board will publish an electronic copy of this Agreement on its website under the Human Resources page.

4. In-House Substitution:

- a) The Board of Education and the Union agree that quality instruction is enhanced when substitutes are experienced and familiar with our students and curriculum. Teachers shall not be required to assume the responsibilities of absent teachers except in emergencies. Administrative choices shall be rotated, as equitably as

possible, among the available certified staff. No teacher shall be required to substitute where the substitution would result in more than five (5) consecutive classes; nor shall a teacher be required to substitute during their lunch period. In addition, no teacher who agrees to serve as an in-house substitute teacher shall be paid less, on a per-period basis, than an outside substitute teacher.

- b) In implementing this Section, the Administration will adhere to the following procedure for any teacher **absence of one school day or less**:
1. request a teacher on plan period in the absent teacher's department or the Assistant Division Chair/Department Chair to voluntarily accept the class;
 2. request teachers on plan period in any department;
 3. request counselors to assume the class;
 4. attempt to obtain an available outside substitute;
 5. request the Assistant Division Chair/Department Chair of the absent teacher if it is their plan period;
 6. request an available administrator to assume the class;
 7. require a teacher/administrator, by rotations and if on plan period or otherwise available.
- c) In implementing this Section, the Administration will adhere to the following procedure for any teacher **absence in excess of one school day**:
1. attempt to obtain an available outside substitute;
 2. request a teacher on plan period in the absent teacher's department or the Assistant Division Chair/Department Chair to voluntarily accept the class;
 3. request teachers on plan period in any department;
 4. request counselors to assume the class;
 5. request the Assistant Division Chair/Department Chair of the absent teacher if it is their plan period;
 6. request an available administrator to assume the class;
 7. require a teacher/administrator, by rotations and if on plan period or otherwise available.
- d) In all circumstances, where a substitute teacher is required, the Administration shall have the discretion to choose amongst all available options if the established process does not meet the needs of the students or interferes with the operations of the District. The Union and Board agree that if only one (1) teacher is absent from a

co-taught class for a period of two (2) days or less, the Board does not need to provide a substitute for the absent teacher. If there are extenuating circumstances and the remaining teacher requests a substitute, the Board will, at its discretion, make a determination of whether a substitute teacher will be provided.

- e) In the case that a full-time teacher accepts a long-term substitute position for a teacher out on a medical or personal leave of two (2) weeks or more, the full-time teacher shall be paid per diem rate of Overload Assignment pay as defined in the Other Economic Compensation section (Article VIII, Subsection 5.c) of the Collective Bargaining Agreement.

5. [Notification of Absences:](#)

- a) Provided that a suitable recording device or other similar mechanism is installed, teachers will call the recording device or notify the secretary designated to coordinate substitutes via email by 6:30 a.m. on the day of absence except in cases of emergency. Whenever possible, teachers shall notify the school on the day prior to such an absence. If the Board implements staff attendance software, teachers will utilize the system to record their absences

6. [Salary Verification:](#)

- a) Teacher salary verification forms shall be distributed by the District's Business Office via iVisions by August 15; teachers will return the electronic verification form to the Business Office by September 1 of each school year. Any teacher who fails to verify their salary using the electronic form may not receive their annual salary adjustments on their paychecks until they have submitted their salary verification form.

7. [Summer School / Extended School Year \(ESY\):](#)

- a) Available teacher employment opportunities in the Summer School Program shall be posted as soon as possible.
- b) Teachers desiring Summer School employment shall submit their applications on forms supplied by the Administration within two weeks of distribution of the forms by the District. Current employees shall be given preference for Summer School employment.

8. [Student Grading:](#)

- a) Student grades as reported by a teacher shall not be changed without prior consultation with the teacher. Every effort shall be made to arrive at a mutually

satisfactory agreement, but no grade shall be changed without the teacher's consent unless there is an obvious clerical error or a violation of school grading policy or procedures.

- b) Teachers are responsible for regularly notifying students and parents of student progress through PowerSchool or another online grade system and for determining students' grades in the course(s) for which the teacher is responsible.

9. [Assaults on Teachers and Teacher Indemnification:](#)

- a) Teachers shall report immediately in writing to the principal all cases of verbal threat or physical assault and/or battery suffered by them in connection with their employment.
- b) The report shall be forwarded to the Board, or its designee, which shall comply with requests from the teacher for information in its possession relating to the incident or persons involved; the Board or its designee shall also act in appropriate ways as among the teacher, police and the courts.
- c) The Board agrees to indemnify and protect teachers against all claims and suits, including legal defense thereof, when damages are sought for acts that are committed by the teacher within the scope of their employment or under the direction of the Administration or Board.

10. [Union Meetings:](#)

- a) The Union will be permitted to hold a member meeting on a day that school is dismissed early once per semester through the submission of a facility request form.
- b) Additionally, and in accordance with 115 ILCS 5/3, the Union shall have access to facilities to conduct other meetings and Union-related business.
- c) Each school year, the Administration will assign a private office space to be used exclusively by the Union and to store Union documents, equipment, and supplies.

11. [Notification of Change of School Days:](#)

- a) Faculty members shall be notified of school days that are postponed or canceled by the best means available and as soon as possible.

12. [Academic Freedom:](#)

- a) Academic freedom shall be guaranteed to all employees, and no arbitrary limitations shall be placed upon study; investigation; presentation; and interpretation of facts and ideas concerning man, society, the physical and biological worlds; and other

branches of learning, consistent with the subject matter under study and within the teacher's area of professional competence.

13. Changes in Extracurricular Positions:

- a) Individual teachers who have positions which provide compensation in addition to the rates provided in the basic salary schedule shall retain such positions from year to year unless otherwise notified in writing at the conclusion of the annual evaluation, with reasons given, at least forty-five (45) days prior to the end of the school year, except those positions performed during the Spring will have a notification date of June 15. Teachers so relieved who disagree with such reasons shall have the right to invoke the grievance procedure up to, but not beyond, the Board level. Grievances alleging procedural breaches of this Section shall be arbitrable.
 1. The annual evaluation of teachers serving in an extracurricular position shall be conducted by the supervisor described in the position's job description, at the conclusion of the extracurricular period for the activity or season. The final evaluation shall include a statement regarding whether the teacher is recommended to return to the same position in the following school year. The evaluation tool for extracurricular positions shall be mutually developed between the Board and the Union.
 2. A teacher who fails to return a contract for an extracurricular position for the next school year within two weeks of receiving the contract shall forfeit such position.
 3. A teacher who is absent for more than 15% of the scheduled practices, competitions, and events for an extracurricular position will receive a pro-rated stipend based on the total number of scheduled practices, competitions, and events required for the extracurricular position during the IHSA defined season for IHSA sports and activities or the school year.
 4. New teachers may be required to participate in extracurricular activities for no more than five (5) years.
 5. Extracurricular work will first be posted for application by members of the bargaining unit for ten (10) calendar days before being made available to non-bargaining unit personnel. The Administration reserves the right during the posting process, however, to appoint individuals to extracurricular positions

when immediate vacancies occur, and it is necessary to facilitate the continuation of such extracurricular activity without interruption to the regular schedule.

14. **Teacher/Administration Disagreement:**

- a) During a teacher/administration disagreement, the teacher shall have the right to the presence of a consenting third party staff member who is an elected official of the Argo High School Council. The administrator shall have the right to the presence of an administrator of their choice.

15. **Preparations:**

- a) Every reasonable effort shall be made to assign a teacher no more than three (3) preparations.
- b) Teachers shall not be required to teach more than three (3) consecutive periods in order to have lunch during periods 3, 4, 5, or 6 unless the teacher agrees to an alternative lunch schedule.

16. **Vehicles:**

- a) Every reasonable effort shall be made by the Board to protect registered faculty vehicles which are parked on school property.

17. **Layoff Procedure:**

- a) If the Board determines to reduce the number of teachers employed, the following procedure shall apply:
 - 1. Procedure:
 - a. Layoff and recall of teachers that occur during the term of this Agreement will be in compliance with Section 24-12 of the Illinois School Code (105 ILCS 5/24-12) and the provisions of this section.
 - b. A Joint Committee for Layoffs and Recalls ("Joint Committee"), as defined within Article 24 of the Illinois School Code, shall meet before December 1, 2012, and at least annually thereafter during the term of this Agreement. The Joint Committee shall be composed of a maximum of ten (10) members, with half of the membership representing the Board, and half representing the Union. The appointments shall be made by October 1 of each school year, with the appointees serving from October 1 through the following September 30. The Joint Committee shall be charged with addressing

the matters set forth in 105 ILCS 5/24-12(c), paragraphs (1) through (5), as hereafter amended. Any agreements reached by the Joint Committee must be approved by the affirmative vote of at least six (6) members.

- c. By no later than March 1 of each school term, the Superintendent shall consult with the Union President to develop a list establishing the sequence of honorable dismissals (SoHD) in any layoff in accordance with the positions and groupings required by Section 24-12(b) of the Illinois School Code. The Superintendent shall complete the list and provide the Union President with a copy no later than seventy-five (75) calendar days before the end of the school term. Thereafter, the Superintendent shall promptly inform the Union President of any changes in the list made between the time of consultation with the Union President and any layoff action taken by the Board, but in any event by no later than forty-five (45) calendar days before the end of the school term.
- d. In addition to the sequence of honorable dismissals list, the Board will provide the Union with a list of teachers employed by the District ranked by seniority alone ("seniority list") within the same time frame as specified above.
- e. If the Board deems it necessary to layoff teachers, teachers to be honorably dismissed shall be chosen from among those teachers in the same position in accordance with their statutory grouping, with those in the lower groupings being removed before those in higher groupings. Within Group 1 (teachers who have not attained tenure and have not received a performance evaluation prior to forty-five [45] calendar days before the end of the school term), teachers may be honorably dismissed in any order determined by the Board. Within Group 2 (teachers with a Needs Improvement or Unsatisfactory summative performance evaluation rating on either of their last two [2] summative ratings), teachers with a lower average rating on their last two [2] summative ratings (or their last rating if only one is available) shall be honorably dismissed before teachers with a higher

average rating. For purposes of calculating an average rating within Group 2: Excellent = 4; Proficient/Satisfactory = 3; Needs Improvement = 2; and Unsatisfactory = 1. Among teachers with the same average rating in Group 2 and teachers in Groups 3 and 4, less senior teachers shall be removed before more senior teachers.

- f. Teachers honorably dismissed as a result of layoff and entitled to recall pursuant to Section 24-12 of the Illinois School Code shall be notified of recall by regular mail and certified or overnight mail showing proof of delivery to the teacher's last known address with a copy to the Union President. It is the teacher's responsibility to inform the District of their correct mailing address. A recalled teacher shall have fifteen (15) calendar days to inform the District that they accept the position. Teachers who do not accept a position shall be stricken from the recall list.

2. Seniority Calculation: For the purposes of calculating full-time continuous service in the District, the following will be applied:

- a. Teachers will receive full credit for each full year of full-time service.
- b. Teachers working all year on a part-time assignment will receive credit for each such year on a full-time equivalency (F.T.E.) basis.
- c. Teachers working for less than a full year will receive credit for each such partial year on an F.T.E. basis with the contractually agreed upon number of school days accepted as the number of work days in a full school year.
- d. Seniority Credit will not be awarded to a teacher during any time they were on an unpaid leave of absence. If a teacher was on an unpaid leave of absence, for a part of a year, a F.T.E. calculation will be made for the portion of year the teacher was employed.
- e. Seniority Credit will be extended on a F.T.E. basis to teachers while on any leave for which they receive pay from the District.
- f. Seniority Credit will begin accruing on the first day of service. An interruption in service for any reason other than for a board-approved leave of absence will terminate seniority. If a teacher in such a case is later re-employed, seniority will begin accruing on a first-year basis.

Teachers on layoff will retain their Seniority Credit during the statutory layoff period.

- g. Conflicts between or among teachers with identical seniority shall be resolved first on the basis of the date the teacher signed the contract, second, on the first day of employment, and finally, by the date the Board approved employment.

18. Absences During the School Day:

- a) Prior to leaving the building during non-teaching periods (excluding lunch), a teacher shall notify the principal's office and notify that office upon return.

19. Contractual Work Day and Final Exam Schedule:

- a) Teachers are recommended to be in the building at least ten (10) minutes prior to the start of the teacher's working day. Teachers are required to remain in the building until at least five (5) minutes after the first dismissal bell ending the school day and are encouraged to remain longer.
- b) The below pertains only to the four (4) final exam days [two (2) each semester] that contain make-up exam periods.
 - 1. Teachers shall make themselves available to give the make-up exams, which are scheduled by students reported absent, during the student's scheduled make-up period. If a student asks to make up an exam and there are still make-up period(s) available, the teacher must either give the exam during the make-up period or work with a colleague to do so. If an individual teacher has school-related supervisory responsibilities during all or part of the make-up period (coaching, sponsoring, etc.), the teacher is allowed to work within their respective department to have a colleague "fill in" to supervise and proctor the make-up exam. Teachers who have no make-up exams scheduled shall be allowed to leave campus after the final dismissal bell at 11:25 AM.
- c) The District and the Union shall form a committee that will meet to determine and agree upon a new bell schedule and associated contract language to accommodate for an eight-block or alternate schedule for the 2024-2025 school year and beyond. Such agreement shall be finalized by December 1, 2023 and shall require approval by simple majority vote of the Union and approval of the Board of Education to be implemented. If no agreement is reached by this date, the committee will continue to meet until there is agreement. The Union President and Superintendent will each

designate up to ten (10) participants for this committee. District and Union members of the committee may mutually agree to extend the timelines in the provision through a memorandum of understanding. Seven meetings will occur during the contractual workday. If, after seven meetings, there is no agreement, the Superintendent and Union President will meet to discuss future meetings.

20. **Multiple Classroom Assignments:**

- a) Each classroom shall have a desk space for storage and needed filing.
- b) Each teacher who is scheduled in more than one (1) classroom shall be provided with keys to existing storage units for each classroom. Where existing storage units are not available, the Board shall provide units.

21. **School Day:**

- a) The teachers' workday will not be lengthened without full negotiations and agreement with the Union.
- b) 2023-2024
 - 1. Course team meeting time shall be provided to all teachers, even those who teach an individual course where there are no team members, at the following times:
 - a. Late start for students shall be at 9:30 a.m. on Wednesdays, allowing Course team meeting time from 8:00 a.m. to 9:30 a.m
 - b. Four (4) of the regular school attendance days each school year shall be designated by the Board as School Improvement Days, with student attendance from 10:00 a.m. to 2:55 p.m. and Course team meeting time from 8:00 a.m. to 10:00 a.m
 - c. See Bell Schedules Below

Regular Bell Schedule - Monday, Tuesday, Thursday, Friday: 55 Minute Classes, 27 Minute Lunch		
	Time	Lunch/Splits
Period 1	8:00 - 8:55	
Period 2	9:00 - 9:55	
Period 3	10:00 - 10:55	A. 10:00 - 10:27 B. 10:28 - 10:55
Period 4	11:00 - 11:55	A. 11:00 - 11:27 B. 11:28 - 11:55
Period 5	12:00 - 12:55	A. 12:00 - 12:27 B. 12:28 - 12:55
Period 6	1:00 - 1:55	A. 1:00 - 1:27 B. 1:28 - 1:55
Period 7	2:00 - 2:55	
Late Arrival Bell Schedule - Wednesday: 42 Minute Classes, 21/20 Minute Lunch		
	Time	Lunch/Splits
PLC Time	8:00 - 9:25	
Period 1	9:30 - 10:12	

Period 2	10:17 - 10:59	
Period 3	11:04 - 11:46	A. 11:04 - 11:25 B. 11:26 - 11:46
Period 4	11:51 - 12:33	A. 11:51 - 12:12 B. 12:13 - 12:33
Period 5	12:38 - 1:20	A. 12:38 - 12:59 B. 1:00 - 1:20
Period 6	1:25 - 2:07	A. 1:25 - 1:46 B. 1:47 – 2:07
Period 7	2:12 - 2:55	

- d. Per Article II Section 19.d, “The District and the Union shall form a committee that will meet to determine and agree upon a new bell schedule and associated contract language to accommodate for an eight-block or alternate schedule for the 2024-2025 school year and beyond.”`
- c) The Union agrees that the Administration may schedule up to four (4) 40-minute faculty or District Equity Leadership Team-led meetings during each school year, during the Course meeting time. The Administration reserves the right to call emergency faculty meetings when exigent circumstances require.
- d) The Union agrees that Division Chairs may schedule up to four (4) 40-minute division or department meetings each school year during Course Team time.
- e) Multi-tiered system of support services (MTSS) or future similar interventions shall be provided to students by teachers who voluntarily sign up for such duties. MTSS services or future similar intervention services shall be provided to students opposite the students’ designated lunch period or before/after school through Math and Science Resource, other Resources, or After Hours. Teachers will be compensated for such duties with Excess Time Pay.
- f) E-Learning Days shall follow the plan outlined in the Appendix per January, 2022 MOA and updated by mutual agreement between the Union and the Board of Education as needed.
- g) Zero hour classes may be offered per LOA from 2017 outlined in the Appendix and updated by mutual agreement between the Union and the Board of Education as needed.

22. [School Year:](#)

- a) The contractual work year for teachers shall be no more than one hundred eighty-one (181) days in length of which no more than one hundred seventy-six (176) days shall be student attendance days.

- b) A calendar committee with equal Union representation appointed by the Union President and Administration representation appointed by the Superintendent shall convene annually during the month of September to confirm the calendar for the following school year; the Administration shall consult with feeder districts as necessary regarding the calendar and share a summary of such consultation with the calendar committee.

23. Job Sharing:

- a) The parties agree that job sharing proposals shall be governed by the following procedure:
 - 1. **Definition:** Job sharing is defined as a voluntary program providing two (2) tenured teachers the opportunity to share one full-time equivalent teaching position.
 - 2. **Application Procedure:** Teachers who wish to job share shall submit an application and proposed plan for a job sharing leave to the Superintendent by February 1 of the school year prior to return. The responsibilities of an assignment by the participants may be divided according to a plan designed by the participants, with the concurrence of the Principal. The job sharing plan shall include, but not be limited to, division of teaching responsibilities, schedule of work hours and/or days, substitution procedures, attendance at staff meetings, institute days, in-service days, District meetings, open houses, parents conferences, field trips, and other teaching responsibilities. The Board of Education, at its discretion, may approve the job share application upon the recommendation of the Superintendent.
 - 3. **Salary:** Salaries for participants in job sharing positions shall be pro-rated to the time worked. Contributions to the Teachers' Retirement System shall be pro-rated according to the time worked.
 - 4. **Length of Leave:** The length of a job sharing leave shall be for one (1) school year and may be extended by the Board if another request to renew is made by the participants in accordance with Paragraph 23.a.2. Participants in job sharing positions shall be considered on an unpaid leave of absence for that portion of the school work hours and/or days that they are not working. In the event one participant cannot complete a job sharing plan due to illness or other emergency, the remaining participant shall have the option of

completing the plan as a full-time teacher. If the participant declines and a part-time substitute cannot be retained, the Board retains the right to terminate the plan and hire a full-time substitute. The participants shall be placed on an unpaid leave of absence for the remainder of the school year.

5. **Attendance at Required Meetings**: The participants are required to attend institute days, in-service days, parent-teacher conferences and open houses.
6. **Seniority**: Teachers participating in the job sharing program as set forth in this section shall accrue seniority in proportion to the time worked. The parties agree that a tenured teacher's participation in an approved job sharing program will not affect the teacher's tenure status.
7. **Leave Benefits Availability**: Participants in job sharing positions will receive a pro-rated amount of leave benefits.
8. **Return from Leave**: Participants in a job sharing program shall submit written notice of their intent to return to full-time employment by February 1. Upon return to full-time employment, the teacher(s) shall be returned to their former position, if such position exists, or to a comparable position for which they are qualified.

24. Professional Dress:

- a) All teachers are expected to dress in a professional manner. It is the intent of the Board that faculty present themselves to the school community in a manner which enhances their professional position and models appropriate attire for success to students. Clothing should be neat, clean, in good repair and shall be appropriate for on-the-job appearances and responsibilities at all times.

25. Transportation of Students:

- a) The transportation of students before, during, or after the teachers' workday will be on a volunteer basis only. All teachers will be appropriately insured by the District while utilizing the District vehicles for the purposes of transporting students before, during, or after the school day. Teachers shall be required to present to the District proof of a valid driver's license and agree to notify the District of a loss or suspension of said license. Teachers will not drive any District vehicle if their license has been revoked or suspended until such license is cleared and/or properly reinstated. The District shall provide appropriate training for driving District vehicles, when necessary.

26. Educational Support Services (ESS) Teachers:

- a) ESS teachers shall request approval of the date(s), time(s), and duration of legal documentation preparatory hours from the Assistant Principal for Student Services, not to exceed four (4) school days per school year. ESS teachers will notify appropriate personnel of the date(s), time(s), and duration of the approved day(s) to be taken for the purpose of handling legal documents in adherence with legal guidelines set forth by Board policy and under state and federal regulations. It is also understood that the Assistant Principal for Student Services may deny a requested date. If the date is denied, both parties shall meet within five (5) school days to determine an alternate date. The District shall provide sufficient coverage of ESS teachers' instructional classes during the approved date(s) and time(s).

27. Discipline:

- a) Any discipline served upon a teacher shall be progressive in nature and for just cause.
- b) The use of progressive discipline is intended to be corrective, not punitive. When such is the case, discipline shall be appropriate under all the facts and to the circumstances of each particular incident based upon various factors, including but not limited to: a) the seriousness of the offense or misconduct; b) the number of times the offense or misconduct has occurred; c) the employee's work history; and d) the totality of the circumstances. Toward that end, the following disciplinary process and forms of discipline shall be used for teachers. Generally, discipline shall be progressive in nature according to the following steps:
 1. Step 1: Verbal Warning (followed by an email to summarize the verbal warning)
 2. Step 2: First Written Warning
 3. Step 3: Second Written Warning and Possible Professional Development or Improvement Plan Provided
 4. Step 4: Notice of Remedy Letter and Possible Unpaid Suspension (up to five (5) days)
 5. Step 5: Recommendation to the Board for Dismissal
- c) The above steps may be bypassed in cases of egregious misconduct.

- d) At each step, a teacher and the Union President shall be provided notice of the allegations raised and an opportunity to respond before a final determination regarding corrective action is made.

Article III: Leaves

1. Sick Leave:

- a) Days Granted
 - 1. Non-tenured teachers shall, without deduction in pay, be entitled to sixteen (16) sick leave days each year.
 - 2. Tenured teachers shall, without deduction in pay, be entitled to twenty-one (21) sick leave days each year.
- b) Sick leave shall be granted for personal illness, serious illness or death in the immediate family or household. Immediate family shall be understood to include the teacher's parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, stepparents, and stepchildren. Sick leave shall also be granted for death or serious illness in the extended family. Extended family shall be understood to include aunts, uncles, cousins, nieces, and nephews. A doctor's note may be required when a teacher is out three (3) or more consecutive workdays.
- c) In addition, a teacher shall be granted paid bereavement leave for a period up to three (3) days in case of death in the immediate family and up to one (1) day for extended family. Such leave shall be in addition to the teacher's sick leave days.
 - 1. Up to three (3) paid bereavement leave days may be substituted for unpaid leave provided for under the Illinois Family Bereavement Leave Act (as outlined below).
- d) The annual allotment of sick leave days will be granted at the start of each school year.
- e) No more than a total of 450 unused sick leave days from the prior year shall be carried over to the following school year.
- f) Teachers shall be notified of the number of accumulated sick leave days available on each regular paycheck. All benefits, including sick leave, will also be available via iVisions software and web access.
- g) A serious illness leave bank shall be established. Each eligible teacher shall be allowed to contribute up to two (2) days per year per eligible teacher who has depleted their accumulated sick leave. The Union shall be responsible for

administering the bank and will do so in coordination with the payroll department. The Union shall require a written notice of contribution from each member so electing and, when possible, a written withdrawal of notice from a teacher desiring days from the bank. The notices shall also be submitted to the Superintendent or their designee upon request.

2. **Personal Business Leave:**

- a) Teachers shall have available out of accumulated sick leave four (4) personal business leave days annually with pay pursuant to the following terms and conditions:
 1. Teachers shall notify the District of a personal business leave day using the iVisions employee portal or another District-provided application by 8:00 a.m. on the day before the teacher will be absent.
 2. Personal business leave may not be taken during the first or last week of school, nor immediately before or after a holiday or vacation, except in the event of extenuating circumstances.
 3. Teachers may not take more than two consecutive personal days except in the event of extenuating circumstances.
 4. Unused personal business leave days do not accumulate; however, unused days will carry over from year to year for use by the teacher as sick days.

3. **Professional Meeting Leave:**

- a) Subject to the approval of the principal and the Division Chair, and without deduction in pay or reduction of other leave days, teachers shall be entitled to leave each year for attendance at professional meetings and conferences. Travel, meals, and lodging shall be paid by the District with the approval of the Superintendent.

4. **Inclement Weather Leave:**

- a) In the event of extreme weather conditions, where school remains open, a teacher who makes every effort to report to work but cannot do so will be given the opportunity of using an available personal day. In such instances, the teacher must notify the school of their absence as soon as possible.

5. **Family and Medical Leave Policy and Illinois Family Bereavement Act:**

- a) Board policy shall comply with the Family and Medical Leave Act (FMLA) of 1993 or as amended. Any teacher qualifying for FMLA leave as a result of the birth and first year care of a child, or for the adoption, placement for adoption, or acceptance of a

child in need of foster care (including absences from work that are necessary for the adoption or foster care to proceed and expiring at the end of the 12-month period beginning on the placement date) may use available sick and/or personal business leave days concurrently while on FMLA leave for a period of up to 60 workdays. Spouses and partners employed by the District are each afforded the same benefit per individual.

- b) Qualifying teachers, under FMLA, who suffer a death in their family, as defined by the Illinois Family Bereavement Leave Act (FBLA), may take up to 10 working days of unpaid leave for planning and attending a funeral or similar service, as well as to grieve. Family members covered by FBLA include the teacher's child, stepchild, spouse, domestic partner, sibling, parent, parents-in-law, grandchild, grandparent, or stepparent. All unpaid FBLA days will count toward a teacher's sixty (60) working days of FMLA leave.
- c) In addition to the death of a family member, unpaid bereavement leave may be granted to a covered teacher due to (i) miscarriage; (ii) an unsuccessful round of intrauterine insemination (IUI), or any assisted reproductive technology procedure like in vitro fertilization (IVF); (iii) a failed adoption match or an adoption that is not finalized because it is contested by another party; (iv) a failed surrogacy agreement; (v) a diagnosis that negatively impacts pregnancy or fertility; or (vi) a stillbirth.
- d) The unpaid FBLA leave must be completed within 60 days after the date the teacher receives notice of the death or other event listed above.
- e) The District may require reasonable documentation to verify the necessity of the leave such as a form from the doctor or medical professional who gave the treatment; documentation from the adoption agency showing a failed match or contested adoption; or, documentation from the surrogacy agency showing a failed surrogacy agreement.

6. Unpaid Leaves of Absence:

- a) An unpaid leave of absence for an extended period of time shall be granted by the Board for any of the following reasons or purposes:
 - 1. Illness in the immediate family (immediate family as defined in Section 1 of this Article);
 - 2. Anticipated childbirth or adoption of a minor child;

3. Professional study resulting from the receipt of a fellowship, internship, or scholarship;
4. Election or appointment to government office;
5. For such other reasons which upon request by the teacher and in the judgment of the Superintendent may be recommended to the Board for its approval.

b) Application Procedures

1. Any teacher desiring a leave of absence without pay must submit to the Superintendent an application in writing at least seventy-five (75) calendar days before the desired date of the commencement of the leave;
2. In emergency cases, the Superintendent may waive the seventy-five (75) calendar days, if in their judgment, the teacher submits in writing an explanation with proper verification and/or documentation indicating the events, occasions or occurrences beyond the control of the teacher who requested that the seventy-five (75) day period be waived;
3. Prior to the approval of any leave request pursuant to this Section, the Superintendent and/or the Board may require that the teacher submit proper documentation, such as statement of a physician, admission in an institution of higher learning or approval by the proper agency of adoption.

c) Length of Leave

1. No leave shall exceed the remainder of the school year in which the leave commenced plus one (1) additional school year, unless an extension thereof is requested by the teacher in writing, with a statement of the reasons for said extension, to the Superintendent and approved by the Board;
2. Any request for an extension must be submitted to the Superintendent no later than March 1 of the school year during which the teacher is on leave.
3. In no event shall any teacher be granted an unpaid leave of absence in excess of two (2) school years beyond the school year in which the leave commences.

d) Return Notification

1. Notification of intention to return to the employ of the District from an unpaid leave of absence shall be made in writing by certified mail, return receipt requested, to the Superintendent or their designee by March 1 of the school

year preceding the expected return; failure to timely notify the Superintendent in writing shall be deemed a resignation.

e) Salary after Return from Leave

1. Teachers returning from an unpaid leave of absence shall be paid the same salary as they were paid at the onset of the leave and will receive any increases in pay that are set forth in the collective bargaining agreement between the Union and the Board of Education.

f) Conditions

1. The cost of life, dental and medical benefits shall be borne by the teacher during the period of the leave;
2. Upon the expiration of the leave and upon presentation of evidence satisfactory to the Board manifesting compliance with the conditions of the leave, the teacher shall be returned to the same or another position for which the teacher is qualified;
3. Failure to comply with the provisions of this Section shall be deemed a resignation;
4. In the event circumstances or events beyond the control of the teacher (e.g., miscarriage, termination of a fellowship, unanticipated economic hardship, etc.) occur during the term of the leave, upon at least thirty (30) days written notice to the Superintendent or their designee of their desire to return to the District, the teacher shall be placed in a vacant position for which the teacher is qualified or in the position held by the teacher prior to the leave. Such a teacher may return to such a full-time position only at the beginning of a semester unless the position held by that teacher is available earlier; provided that if the teacher, who otherwise complies with the requirements of this paragraph, desires to return prior to the beginning of a semester the teacher will be used, if they so requests, as a substitute teacher, at the pay rate then in effect for substitutes, with first priority for substituting in the District subordinate only to teachers with a prior notification pursuant to this paragraph;
5. Teachers who desire to return from an unpaid leave of absence, other than at the beginning of a school year, must specify the date upon which they intend to return at the time they apply for their leave of absence. Teachers returning

from an unpaid leave of absence shall resume their duties only at the beginning of a grading period.

6. Leave shall not be granted for the purpose of accepting a position with another school district. However, a teacher may accept a position in another district during an unpaid leave of absence if the original purpose of the leave ceases to exist, provided that the teacher notifies the Superintendent, in writing, of their intent to accept such a position and further provided that there is no vacant position available in the District for which the teacher is qualified. If a District 217 position is available, the teacher shall be obligated to accept the position or otherwise be deemed to have resigned. In the event that a District 217 vacancy exists and the teacher returns, Section F.2. shall apply at the time the leave would otherwise have concluded.

7. Sabbatical Leave:

- a) Subject to the Illinois School Code and the provisions contained herein, sabbatical leave will be granted to one (1) teacher per year after completion of at least six (6) years of satisfactory service as a full-time teacher and may again be granted after completion of a subsequent period of six (6) years of such service. A leave granted for a period of one (1) school year or less shall bar a further sabbatical leave until completion of six (6) years of additional satisfactory service.
- b) The leave shall be conditioned upon a plan for resident study, research, travel, or other purposes proposed by the applicant and deemed by the Board to benefit the District, which plan must be approved by the Board and not thereafter modified without the approval of the Board.
- c) Such leave may be granted for a period of at least four (4) school months but not in excess of one (1) school year. Before a leave is granted pursuant to and in accordance with these provisions, the applicant shall agree in writing that if, at the expiration of such leave, they do not return to and perform contractual continued service in the District for at least two (2) school years after their return, all sums of money received from the Board during their sabbatical leave will be refunded to the Board unless such return and performance are prevented by illness or incapacity.
- d) Applications for leave shall be made in writing to the Superintendent prior to October 15th for leave during the second semester of the current school year, and

prior to January 15th for leave during the next school year. The Board will make its determination by December 15th and March 15th in each case respectively.

- e) During absence pursuant to such leave, such teacher shall receive the same basic salary as if in actual service, from which there shall be deducted an amount equivalent to the amount payable for substitute service. However, such salary, after deduction for substitute service, shall not be less than the minimum salary provided by the School Code (ch. 122, Ill. Rev. Stat., 24-8) or one-half (1/2) of the basic salary, whichever is greater.
- f) A teacher on leave shall not engage in any activity for which salary or compensation is paid unless the activity is directly related to the purpose for which the leave is granted and approved by the Board. Unless justified by illness or incapacity, failure of a teacher granted a leave pursuant to and in accordance with the provision to devote the entire period to the purposes for which the leave was granted shall constitute a cause for removal from teaching service.
- g) Upon expiration of a leave granted pursuant to and in accordance with these provisions and upon presentation of evidence satisfactory to the Board showing compliance with the conditions of the leave, the teacher shall be returned to a position equivalent to that formerly occupied. The tenure of the teacher on sabbatical leave shall not be affected.
- h) Absence during a leave granted pursuant to and in accordance with these provisions shall not be construed as a discontinuance of service for any purpose, including progression on the salary schedule. The Board shall pay the contribution to the Teacher's Retirement System required of the teacher on leave computed on the annual full-time salary rate under which the member last received earnings immediately prior to the leave, or a proportionate part of such rate for a partial year of sabbatical leave credit.
- i) Any applicant taking leave shall provide a note for the full amount of payment (s) made to the applicant, made payable to the Board, to ensure compliance with the intent of this Article and the provisions of the Illinois School Code

8. Union Leave:

- a) Upon at least three (3) days' written notice to the Superintendent, Union officers will be released for the purpose of conducting official Union business away from the school with pay and without reduction in personal leave time. The Board shall pay

the cost of substitutes. Absences under this Section shall not exceed a total of ten (10) teacher days in any school year, nor more than five (5) days in any school year for any individual Union officer. No more than three (3) Union officers may be on leave pursuant to this Section at the same time.

9. **Jury Leave:**

- a) Teachers required to serve jury duty during the school year shall receive full salary during the period of such service. Teachers shall remit to the District any compensation as a result of jury service less the cost designated by the county for transportation (mileage and parking). When possible, the teacher shall notify the District at least five (5) school days in advance, and, in any event, as soon as practicable after the teacher receives notification of such jury service.

10. **Workers' Compensation:**

- a) When a teacher is eligible to receive both Workers' Compensation temporary disability benefits and has available sick days or personal days provided under this Agreement, they may elect:
 - 1. To receive only Workers' Compensation, in which case they shall receive no salary or benefits from the District and shall not be charged for sick leave or personal days; or
 - 2. To continue receiving a full regular paycheck/salary, by using sick leave days or personal days from the District. If the teacher chooses to use their District leave days, they shall submit monies received from Workers' Compensation to the District and, in exchange, the District shall charge to the teacher's sick leave one-half (1/2) day of leave time per day to the extent of leave time available. After sick leave days are exhausted, personal days may be used on the same basis. The decision to use leave days must be made when it is evident that a payment is forthcoming from Workers' Compensation.
- b) In no event shall any teacher receive more than their normal rate of pay as result of illness, injury or disability.

IV.

Article IV: Promotions, New Positions, and Non-Renewal

1. Posting for Positions:

- a) All vacancies, openings for promotion and/or new positions, and positions paying salary differentials or stipends, including administrative positions, shall be published by a notice given to the Union President before active recruitment is begun.
- b) Such notice shall clearly set forth the specifications, qualifications, compensation range, certification/licensure, and any and all other requirements of the position as afforded under Section 24-1.5 of the Illinois School Code.
- c) Vacancies that occur while school is in session must remain posted for a minimum of seven (7) calendar days prior to conducting live interviews for the vacancies. Vacancies that occur when school is not in session during summer recess must be posted for a minimum of ten (10) calendar days prior to conducting live interviews for the vacancies

2. Non-Tenured Teacher Non-Renewal:

- a) If the Board declines to rehire a teacher in their final year before tenure, notifies such teacher of pending non-renewal, or does not renew such teacher, the teacher affected shall have the right to meet with the Superintendent to discuss the non-renewal recommendation and/or request a letter of recommendation that addresses their strengths as an employee.

Article V: Evaluation and Personnel Records

1. Evaluation:

- a) The use of eavesdropping, public address or audio systems, and other surreptitious surveillance is prohibited as means for teacher observation/evaluation under the ACHS Certified Staff Evaluation Plan.
- b) The procedural aspects of the teacher evaluation process and specifically the timeliness and other procedures set forth under the ACHS Certified Staff Evaluation Plan incorporated into the Agreement are subject to the grievance and arbitration provisions of this Agreement; however, the parties recognize and agree that no other part of the Certified Staff Evaluation Plan, including the criteria for evaluation and the ratings, is incorporated into this Agreement.
- c) The appeals process for Unsatisfactory ratings as agreed upon in October of 2021, is outlined in the Certified Staff Evaluation Plan.

2. Personnel Records:

- a) Only one official file shall be kept for each teacher. Unless legally required, a teacher's official file shall not be removed from the building. A teacher shall be allowed to make copies of all material placed in their file which is not restricted by law. The District will provide the initial set of file copies to the teacher at no cost to the teacher. Additional copies shall be at the teacher's expense. The teacher shall acknowledge that they have read such material by affixing their signature on the actual copy to be filed, with the understanding that such signature merely signifies that they have read the material to be filed and does not necessarily indicate agreement with its content. In the event that the teacher refuses to sign the copy to be filed, a notation to that effect should be placed in the file by the appropriate administrative officers. The teacher shall have the right to answer any material filed and their answer shall be attached to the file copy.
- b) Upon appropriate request by the teacher, and in accordance with Paragraph A, they shall be permitted to inspect, copy, or reproduce anything in their file except the following: credentials provided by teacher placement offices and letters of recommendation solicited by the teacher or the Board.

- c) Upon request of either the Superintendent or the teacher, outdated, unnecessary, or inappropriate materials shall be removed, but only with the written consent of both parties.

3. **Complaints Against a Teacher:**

- a) Complaints regarding a teacher upon which disciplinary action may occur shall be reported to the teacher. In the event a meeting with an administrator is necessary to discuss or investigate such complaint, the teacher may be accompanied by a Union representative, if the teacher so requests.
- b) Any complaint raised regarding a teacher that may be encompassed by the Illinois Abused and Neglected Child Reporting Act (ANCRA) shall be processed in accordance with the provisions of the Act.
- c) Anonymous complaints or criticisms will not be used to discipline any teacher. No teacher shall be required to respond to any anonymous complaint or criticism.
- d) Complaints under this Section will not be discussed by the Board, Administration, the Union, or Union Representative with the press or with uninvolved third parties without the consent of the teacher, provided that this Section shall not prevent the Board from adopting motions, resolutions, or otherwise taking public action which may otherwise be required or permitted by law.

Article VI: Grievance Procedures

1. Grievance Procedures:

- a) A grievance is a difference of opinion with respect to the meaning or application of the terms of this Agreement. A grievance may be filed by a teacher, group of teachers, or the Union. A grievance submitted by a teacher or group of teachers which seeks relief of any kind other than a declaration that the contract has been violated, misapplied, or misinterpreted must be signed by the teacher(s) when the grievance is filed.
- b) A teacher who participates in any grievance procedure shall not be subjected to discipline or reprisal because of such participation.
- c) The failure of a teacher or the Union to act within the time limits herein will act as a bar to any further appeal, and an administrator's failure to give a decision within such time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual written agreement.
- d) The teacher (or group of teachers) has a right to be present and to be represented by the Union.
- e) Any teacher or group of teachers may at any time present grievances to their employer and have them adjusted without the intervention of the Union as long as the adjustment is not inconsistent with the terms of the collective bargaining agreement then in effect provided that the Union has been given an opportunity to be present at meetings when such adjustments are discussed.
- f) Hearings and conferences held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. When such hearings and conferences are held during school hours, all employees whose presence is required shall be excused with pay for that purpose.
- g) Grievances shall be processed as follows:
 1. Step 0: Prior to filing a written grievance, the teacher, group of teachers, or Union representative will attempt an informal grievance resolution through discussion. The teacher shall be accompanied by a Union representative during an informal grievance resolution meeting.

- a. Agreement on a resolution does not preclude the Union from filing a grievance in the future should the issue that gave rise to the discussion occur again following the informal grievance resolution. The recurrence of the issue and not the original issue shall constitute the start of the fifteen (15) school day window for filing a written grievance.
 - b. Recurrence of an issue will afford the teacher, group of teachers, or Union representative the right to begin the process at Step 1.
2. Step 1: No grievance shall be processed unless it is submitted within fifteen (15) school days after the event giving rise to the grievance; within fifteen (15) school days after an employee, through the use of reasonable diligence, could have obtained knowledge of the occurrence of the event giving rise to the grievance; or fifteen (15) school days after the recurrence of an issue that was thought to be resolved at Step Zero. Any teacher, group of teachers, or Union representative who has a grievance shall submit it to the principal. The principal shall give a written answer within ten (10) school days after such presentation. The person(s) authorized by the Union to file grievances shall be the Union Executive Board.
3. Step 2: If the grievance is not settled in Step 1, and the member of the bargaining unit wishes to appeal the grievance to Step 2 of the Grievance Procedure, it shall be referred in writing to the Superintendent or their designee within ten (10) school days after the principal's answer in Step 1, and shall be signed by both the teacher(s) and a designated Union representative. The Superintendent or their designee shall discuss the grievance within ten (10) school days with the Union President or their designee at a time mutually agreeable to the parties. If no settlement is reached, the Superintendent or their designee shall give their written answer to the Union within ten (10) school days following their meeting.
4. Step 3: If the grievance is not settled in Step 2, and the teacher(s) desire(s) to appeal, it shall be referred in writing to the Board within ten (10) school days after the Superintendent's or their designee's answer in Step 2. The Board shall schedule the grievance for a hearing at a time mutually agreeable to the parties, but no later than thirty (30) school days after the Superintendent or

their designee has rendered their decision in Step 2. If no settlement is reached, the Board shall give its written answer to the teacher(s) within ten (10) school days following its meeting.

h) Grievance Mediation

1. By mutual agreement, the parties may elect to enter into grievance mediation prior to submitting the grievance to final and binding arbitration. The parties shall mutually agree upon the procedures for mediation.

i) Arbitration

1. If the grievance is not settled in accordance with the foregoing procedure, the Union may refer the grievance to final and binding arbitration within ten (10) school days after receipt of the Board's answer in Step 3. The parties shall attempt to agree upon an arbitrator within five (5) school days after receipt of the notice of referral, and in the event the parties are unable to agree upon an arbitrator within said five-day period, the parties shall immediately jointly request the American Arbitration Association to submit a panel of arbitrators pursuant to the voluntary labor rules of said Association.
2. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. They shall consider and decide only the specific issue submitted to them in writing by the Board and the Union and shall have no authority to make any recommendation or decision on any other issue not so submitted to them. The arbitrator shall be without power to make decisions and/or awards contrary to or inconsistent with or modifying or varying in any way the applicable laws, rules and regulations having the force and effect of law. The arbitrator shall submit in writing their decision and/or award within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later. The decision and/or award shall be based solely upon the arbitrator's interpretation of the meaning or application of the terms of this Agreement to the facts of the grievance presented. The decision and/or award of the arbitrator shall be final and binding on both parties. The fees and expenses of the arbitrator shall be divided equally between the Board and the Union; provided, however, that each party shall be responsible for compensating its own representatives or witnesses.

Article VII: Board Rights

1. Board Rights:

- a. The Board retains and reserves the ultimate responsibility for proper management of the District conferred upon and vested in it by the statutes and the Constitution of the State of Illinois and the United States, including, but not limited to, the responsibility for and the right:
 1. To maintain executive management and administrative control of the District and its properties and facilities, and the professional activities of its employees as related to the conduct of school affairs.
 2. To hire all employees and, subject to the provisions of the law, to determine their qualifications, and the conditions for their continued employment, or their dismissal or demotion, their assignment, and to promote and transfer all such employees.
 3. To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.
 4. To delegate authority through recognized administrative channels for the development and organization of the means and methods of instruction according to current written Board policy or as the same may from time to time be amended, the selection of textbooks and other teaching materials, and the utilization of teaching aids of all kinds.
 5. To determine class schedules, the hours of instruction, and the duties, responsibilities and assignments of teachers and other employees with respect thereto, and non-classroom assignments.
 6. The exercise of the foregoing powers, rights, authorities, duties and responsibilities by the Board, and the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited by the specific and express terms of this Agreement.

Article VIII: Compensation

1. Salary Schedule:

- a) Teachers will be paid in accordance with the salary schedules set forth in the appendices of this Agreement. For the 2023-2024 school year, teachers will be placed on a step within their educational attainment lane that ensures a minimum salary increase of 2% and an average salary increase of 3.3%.
- b) For the life of this Agreement, teachers shall receive raises based on (1) step movement from one year's schedule to the next; (2) earned lane movement; and (3) CPI-U, subject to a maximum increase of 4% and the minimum increase of 3.25%. For the purpose of this section, CPI-U will correspond to the appropriate calendar year levy (Example: CPI-U for 2022 is used to calculate the 2023 tax levy for the 2025 fiscal year (2024-2025)).
- c) Beginning with the school year immediately following the school year in which a teacher received a salary at Step (TT) on the salary schedule, the teacher will earn their salary on the appropriate year's schedule at Step TT plus a longevity stipend based on the schedule below:
 1. Longevity Year 1-2 = \$1500
 2. Longevity Year 3-4 = \$3000
 3. Longevity Year 5+ = \$5000
- d) Initial Calculation of Years of Experience for Teachers Newly Hired
 1. Teachers in their first year of employment at Argo Community High School District 217 will be placed on the salary schedule based on their years of full-time teaching experience subject to the limitations set forth below. Years of experience shall be defined as how many years a teacher has taught in grades K through 12 prior to teaching at Argo Community High School. Experience for outside teaching at a public/private school, or other regionally or state-accredited school shall be allowed at the rate of full credit for the first ten (10) years and half credit for the next ten (10) years. In determining years of experience, a fractional part of a full year of experience will not be credited for new hires. Total years of experience for a newly employed teacher shall not exceed fifteen (15) years.

2. Licensed school nurses, social workers, psychologists, and speech pathologists will receive experience credit, subject to the limitations described in the paragraph above, for work experience caring for patients in a clinical, hospital, or school setting.
3. Years of experience for military service are limited to a maximum of two (2) years.
4. New hires will be placed on a step that corresponds with their years of service credit granted where Step A shall equal zero (0) credit and Step P shall equal fifteen (15).
5. In no circumstances shall a new hire with experience be offered a greater salary than a teacher currently employed with the same educational background and years of experience.
6. An Excel spreadsheet that designates salaries, educational attainment, and years of teaching service credit (both at Argo High School and credit awarded for outside experience) of all teachers shall be shared with the Union on September 1 and March 1 of each academic year.

e) Vertical Movement

1. Teachers shall qualify for advancement on the salary schedule at the beginning of each school year providing they complete, during the preceding year, at least one hundred twenty (120) days of full-time instruction which may include time spent on approved FMLA, FBLA, and sick leave granted under Article III of this Agreement. All tenured teachers employed on a part-time basis of 50% or more will advance one (1) step for every two (2) years of part-time employment.

2. TRS Contribution:

- a) The Board agrees to contribute on behalf of each teacher to the Teacher Retirement System (TRS), as part of and out of the teacher's total earnings, the employee contribution as required by Section 16-152.1 of the Illinois Pension Code. If legislation is enacted that changes the requirements for this contribution during the term of this Agreement, the parties agree to discuss the impact of such changes.

3. Pay Periods:

- a) Teachers shall be paid on a twenty-six (26) pay period basis with the twenty-first (21st) and twenty-second (22nd) pay periods occurring on the same payroll

date. The twenty-third (23rd) and twenty-fourth (24th) pay periods will be paid on the first (1st) payroll date in June. The twenty-fifth (25th) and twenty-sixth (26th) pay periods will be paid on the second payroll date in June.

4. **Stipends: Non-Competitive Clubs, Competitive Clubs, Instructional Support, and Athletic Coaching**

- a) Coaches and Sponsors will be paid in accordance with the stipend categories and salary schedule set forth in the appendices of this Agreement. In addition, coaches and sponsors will be placed in an experience level, shown below, based on the number of years of experience coaching or sponsoring an activity.
 1. Level I: Years 1-3
 2. Level II: Years 4-6
 3. Level III: Years 7-9
 4. Level IV: Years 10+
- b) In no instance shall a coach or sponsor who was employed in a position in the 2022-2023 school year earn less than the amounts set forth in the 2020-2023 CBA.
- c) Stipends for activities (non-competitive clubs, competitive clubs, instructional support) and athletics (coaching) shall increase by 2% each year.
- d) No stipends listed in this Agreement will be split (those split prior to this agreement shall remain split until such time as one coach/sponsor resigns or retires).
- e) Distinct and separate sports seasons, defined by IHSA, for males and females will have separate head and assistant coaches.
- f) Wildcard stipends may be awarded at the discretion of the Administration after discussion with the Union.
- g) Argo After Hours sponsor will be paid at Category B for their organizational work. The AAH sponsor shall also submit for ETP for any additional work tutoring students.
- h) Coaches and Sponsors may be assisted by the Union to appeal to a higher stipend category with the AP of Student Experiences and Community Engagement or Athletic Director.
- i) Two athletic trainers will be staff for each season (fall, winter, spring) and will receive the Category R stipend based on their prior experience.
- j) The Union President shall receive a list of all employees assigned to the activities and athletic positions listed below no later than September 1 of each school year followed by timely updates when new hires are approved for current and voluntary

positions. Updates are considered timely if received within ten (10) workdays after Board approval for hire.

5. **Other Economic Compensation:** For the purpose of this section, CPI-U will correspond to the appropriate calendar year levy (Example: CPI-U for 2022 is used to calculate the 2023 tax levy for the 2025 fiscal year (2024-2025)).

a) Pay for Internal Substitution

1. Internal substitution shall be paid at the rate of forty-two dollars and eight-four cents (42.84) per class for 2023-2024 and will be increased by an amount equal to CPI-U for each year of this agreement, subject to a maximum increase of 4% and minimum increase of 2%.
2. Internal substitution for class periods lasting approximately 90 minutes shall be paid at twice (2x) the Excess Time Pay Rate and will be increased according to the increases in Excess Time Pay.

b) Excess Time Pay

1. A teacher who agrees to work in excess of the time required by their contract shall be paid at the rate of forty-two dollars and eighty-four cents (\$42.84) per hour for 2023-2024 and will be increased by an amount equal to the CPI-U for each year of this Agreement, subject to a maximum increase of 4.00% and a minimum increase of 2.00%.

c) Overload Assignment

1. A teacher who is required to carry more than the normal teaching load shall receive a stipend in the amount of nine thousand nine hundred ninety dollars (\$9,990) for the 2023-2024 school year and will be increased by an amount equal to the CPI-U for each year of this Agreement, subject to a maximum increase of 4.00% and a minimum increase of 2.00%.

d) Summer School/ESY

1. Compensation for in person or online summer school shall be for up to five and one-half (5.5) hours per day at the rate of forty-two dollars and eighty-four cents (\$42.84) per hour for 2023-2024 and will be increased by an amount equal to the CPI-U for each year of this Agreement, subject to a maximum increase of 4.00% and a minimum increase of 2.00%.
2. Teachers will also receive 8 (eight) hours ETP for planning and grading per session.

e) Per Diem Work

1. Counselors who are required to work before or beyond the contractual work year shall be paid their per diem salary for such workdays

6. Insurance:

a) Life Insurance

1. Life insurance with a double indemnity rider shall be carried by the Board on each teacher. The face amount carried shall be \$100,000.00. Employees are responsible for IRS tax liability for any additional amount beyond established annual threshold.
2. If a minimum of six (6) employees agree to purchase additional term-life insurance, the District will offer a plan for optional additional term-life insurance with premiums to be paid solely by the employee through paycheck deduction in \$10,000.00 increments, up to an additional \$500,000.00 over and above District paid insurance described above in this section.

b) Health Insurance

1. The Board shall provide full coverage in group hospitalization, surgical, and major medical insurance in accordance with the plans described below, entered into with Blue Cross/Blue Shield of Illinois.
2. The Board and the Union shall form an insurance committee to discuss plan options to control premium increases and insurance costs borne by individual teachers and the District. The committee shall meet at least once annually but may meet more often if the Superintendent and the Union President mutually agree. The District and the Union may choose to have the District's legal counsel and the IFT Field Representative participate in the meetings of the insurance committee.
3. Teachers may elect one of the following plans:
 - a. Health Maintenance Organization (HMO). Beginning with the effective date of this agreement, the Board shall provide the PPO coverage options at the participant contribution percentages shown in the table below.
 - b. Blue Choice Options (BCO). The Board shall provide the PPO coverage options at the participant contribution percentages shown in the table below.

- c. Health Savings Account (HSA) with High Deductible PPO. The Board shall provide an HSA for the coverage options at the participant contribution percentages shown in the table below.
 - i. The Board shall contribute to the health savings account given the amounts shown below. Such contributions shall be made to the teacher’s HSA no later than January 7 or the first pay period in January, whichever comes first.
- d. Preferred Provider Organization (PPO) Plan. The Board shall offer a PPO Plan to be implemented no later than January 1, 2023 with open enrollment in November 2022. The Board shall provide the PPO coverage options at the participant contribution percentages shown in the table below.

HMO	23-24	24-25	25-26	26-27	27-28
District %	95	93	90	88	85
Teacher %	5	7	10	12	15
BCO	23-24	24-25	25-26	26-27	27-28
District %	80	80	80	80	80
Teacher %	20	20	20	20	20
HSA	23-24	24-25	25-26	26-27	27-28
District %	80	80	80	80	80
Teacher %	20	20	20	20	20
District Seed \$	Individual \$1000 + Spouse \$2000 + Children \$2000 Family \$3000	Individual \$1000 + Spouse \$2000 + Children \$2000 Family \$3000	Individual \$1000 + Spouse \$2000 + Children \$2000 Family \$3000	Individual \$1000 + Spouse \$2000 + Children \$2000 Family \$3000	Individual \$1000 + Spouse \$2000 + Children \$2000 Family \$3000
PPO	23-24	24-25	25-26	26-27	27-28
District %	80	78	77	76	75
Teacher %	20	22	23	24	25

- 4. In the event a teacher elects not to participate in the District’s health insurance plan, the Board shall contribute a maximum of five thousand two hundred fifty dollars (\$5250) into the employee’s 403(b) plan account with a vendor approved for use under the District’s 403(b) plan. The Board will provide the payments described in the District’s health insurance plan, and the District will make these payments in installments payable on the District’s regular payroll schedule. An employee must be employed by the District at the time of the particular installment payment in order to receive it, and the District will provide a pro-rated payment amount based on the number of days

worked to employees that begin or separate their employment between payroll dates. The District will provide the Union with a list of approved vendors.

- c) Flex Benefit: The District will provide a flex benefit plan which, at a minimum, will permit teachers to pay their contributions toward hospitalization and dental coverage on a pre-tax basis, and which will allow each teacher to allocate monies into a childcare flexible spending account into a health care flexible spending account in compliance with the Internal Revenue Code.

- d) Dental Insurance:
 - 1. The Board shall pay eighty percent (80%) toward the premium for a dental plan, which plan is to provide for a maximum coverage of two thousand dollars (\$2,000) on an 80-20 basis and a deductible of one hundred dollars (\$100).

- e) Vision Insurance:
 - 1. The Board shall maintain a plan to provide vision insurance which the teacher may access annually during the open enrollment period and at their own expense.

- f) Termination Date:
 - 1. The effective date of termination for insurance benefits for those who separate from employment or otherwise become ineligible for insurance coverage is the last day of the calendar month in which such person terminates employment or ceases to become eligible. Any pre-paid insurance payments will be fully refunded.
 - 2. Retirees shall be covered until the end of the fiscal year upon retirement. Any pre-paid insurance payments will be fully refunded.
 - 3. The effective date of termination of insurance benefits shall be July 31 for non-tenured teachers who complete the current work year but whose employment contract is not renewed for future employment in the District and for teachers under contractual continued service (tenure) who are laid off.

- g) Insurance for Part-Time Teachers:
 - 1. All part-time teachers who are 0.8 FTE or higher shall receive the benefits as described above in subsections A through G.

7. Educational Attainment:

- a) Teachers starting any coursework or program (MA, MA+30/MSW, or MA+60) will have their coursework/ program pre-approved by the Principal, in writing, prior to enrolling in any courses. Any disagreement between the Principal and the teacher regarding program or course approval will be resolved by a committee consisting of two teachers, selected by the Union President, and two administrators, selected by the Superintendent. In the event of a tie vote of the committee, the Superintendent will review the program or course request and make the final decision. The Superintendent will provide a written explanation to the teacher if their program or course request is denied.
- b) Teachers newly hired in the District shall be asked to provide documentation of coursework in progress that would make them eligible for an educational attainment salary increase after their date of hire. Acceptable documentation would include, but is not limited to, letter of acceptance into a program, tuition statement for newly-enrolled courses or official transcripts for previously completed courses. Documentation shall be signed by the District and newly hired teacher with a copy going to the newly hired teacher and a copy in the personnel file.
- c) Salary increases for MA, MA+30/MSW and MA+60 shall be effective at the beginning of any semester following the completion of the required number of hours and written notification of same to the Superintendent.
- d) Written notification shall include either evidence of the degree completed and the date awarded or an official transcript listing the graduate credits earned.
- e) Determination of Eligible Credit Hours: For MA+30/MSW and MA+60, graduate hours must be hours not used earning the Bachelor's or Master's degree and must be labeled graduate or graduate student-at-large by the school in which they are earned, or if such hours are labeled "undergraduate," they must be a prerequisite for a prescribed course of study for an advanced degree or certification/additional endorsement.
- f) In the event a salary increase based on a teacher's educational attainment causes a teacher with equal educational attainment but greater experience to earn less than a teacher with less experience, the Superintendent or designee shall meet with the Union President to determine a method to correct the salary structure such that the

teacher with greater educational experience shall continue to earn more than the less experienced teacher with similar educational attainment.

- g) In the event a salary increase based on a teacher's educational attainment causes a teacher with equal educational attainment and equal experience to earn less than a teacher with equal experience, the Superintendent or designee shall meet with the Union President to determine a method to correct the salary structure such that the teacher with equal educational experience cannot earn less than the equally experienced teacher with similar educational attainment.
- h) In no event will a teacher move back steps on the schedule.

8. **Retirement Incentive Program:**

Teachers may elect to participate in the retirement incentive program provided they have at least twenty (20) years of full time service in the District, they retire in or before the first year they are eligible for full pension, and they meet all other requirements for retirement set forth by the Illinois Teachers Retirement System (TRS).

The parties also agree that they will make a coordinated effort to: 1) inform teachers and administrative staff about any changes or modifications to Teachers' Retirement System ("TRS") rules and regulations; and 2) educate teachers about their options under the contract.

The Board shall report to TRS the teacher's accumulated and unused sick leave.

- a) **Planning for Retirement.** A teacher hired after the effective date of this Agreement, if asked by the Administration, must provide the Superintendent or designee with the following information within 60 calendar days of the first day of employment and such other information as is appropriate to facilitate the implementation of this retirement program:
 1. The number of years of creditable service with the Illinois Teachers' Retirement System ("TRS").
 2. The number of years of creditable service with non-TRS retirement systems in Illinois and other states which may be used for creditable service with TRS.
 3. Other optional service credit which may be available for creditable service with TRS, such as leaves of absence or military service.
 4. The number of days of sick leave from other TRS-covered employers available for service credit with TRS.

5. The information will be submitted on a form developed by the Superintendent in consultation with the Union. Such information need not be updated again until the teacher applies to participate in this retirement program.

b) **Eligibility.** To be eligible to receive the benefits provided for in this Article, a teacher must, at the time of resignation and retirement from the District, meet the following requirements:

1. Have been employed by the District as a full-time teacher for twenty (20) school years,
2. Retire no later than at the end of the school year when the teacher first becomes eligible to retire with a non-discounted annuity through TRS.
3. Retire no sooner than at the end of the school year in which the teacher first qualifies for a discounted annuity through TRS.
4. Submit a notice of resignation and retirement as provided for in Section C. below, with an effective date no later than the end of the school year in which the teacher first meets the requirements to retire with a non-discounted annuity through TRS,
5. Not be participating in any other retirement benefit program made available to the teacher under a previous Agreement.

c) **Application.** A retiring teacher must meet the eligibility requirements set forth above and submit to the Superintendent with a written notice of resignation and retirement by the end of the school year in which the retirement benefit is to be first received.

The letter of intent to resign and retire may be rescinded only as provided in paragraph E. below. The resignation must be effective at the close of the applicable school year.

d) **Retirement Benefits.** Eligible teachers participating in the retirement program under this Agreement will be provided the following retirement benefits, subject to the conditions set forth below:

1. Retirement Incentive Bonus.
 - a. Amount of Retirement Incentive Bonus. The amount of the retirement incentive bonus is \$50,000; however, the incentive bonus will be increased to cover an amount that ensures no less than a 6% increase in creditable earnings in each of their final four years of full time

service for those teachers who would otherwise fall short of earning 6% creditable earnings increases in their final four (4) years of full time service provided that the teacher works the same number of Excess Time Pay hours and the same stipended duties from the prior year.

- b. The District shall notify teachers if their creditable earnings are approaching the 6% threshold. The parties agree that the Board shall not pay increases of greater than 6% of the teachers TRS creditable earnings for the prior fiscal year. However, this reduction shall not apply to any school year to the extent the TRS 6% limitation was exceeded because the teacher was required by the Board to assume an extra-duty position.

2. **Payment of Retirement Incentive Bonus.** The retirement incentive bonus will be earned and paid as follows:

- a. A portion of the retirement incentive bonus will be paid to the teacher to increase each year's TRS creditable earnings by 6% over the previous school year for a maximum of the four school years immediately preceding retirement and resignation. This amount will be paid no later than June 30th of each school year
- b. Should the retirement incentive bonus be depleted, the District will cover the difference provided that the teacher works the same number of Excess Time Pay hours and the same stipended duties from the prior year. In no instance shall a teacher earn less than six percent (6%) increases in any of their final four years.
- c. If a balance remains after making the annual retirement incentive bonus payments, a lump sum payment will be made to the retired teacher on the first payroll of the fiscal year immediately following the teacher's retirement year. The amount of this payment will be the remaining balance of the retirement incentive bonus, less the payments made under D.1.c.(1) above to increase the teacher's creditable earnings before retirement.

3. **Retirement Salary Statement.**

- a. Prior to receiving each annual retirement incentive bonus payment, the Superintendent or designee will generate an annual retirement

salary statement that shows the amount of salary the teacher will receive for that creditable earnings year. This amount may be revised each year depending on the remaining amount of retirement incentive bonus to be paid and changes in the teacher's creditable earnings.

- b. A teacher participating in this retirement program will remain on the regular salary schedule except that lane and step movement will be permitted only in school years in which the teacher's TRS creditable earnings, including earnings due to lane and/or step movement, do not exceed 6% over the previous school year. A teacher who earns sufficient credit for lane movement or experience for step movement will not become eligible for lane or step movement, and will not be compensated for the lane or step movement, until the end of the first school year in which the teacher's non-exempt creditable earnings will not exceed the TRS's 6% limitation.

4. **Extra-Duty Stipends.** A teacher who is participating in the retirement program may assume any extra-duty assignment which does not cause the teacher to exceed the TRS 6% limitation. However, if a teacher is required to assume such an extra-duty position by the Board, the Board shall be responsible for any contributions to the extent attributable to the required extra-duty assignment.

5. **Sick Leave.** An eligible teacher who submits their letter of intent to resign and retire during the term of this Agreement with a five (5) year advance notice of retirement will be credited with an additional 181 days of sick leave as long as, at the time of the credit, the provisions of 40 ILCS 5/16-128(d-10) and 80 Ill. Admin Code 1650.351(c) permits a grant of sick leave days in excess of the normal allotment five (5) years prior to retirement without triggering any employer contributions. The sick leave will be credited upon acceptance of the teacher's notice to retire and will thereafter be charged when used after the exhaustion of the teacher's existing sick leave and will be made available for use pursuant to TRS rules and regulations.

6. **Rescission or Modification of Resignation and Retirement.**

- a. A teacher may unilaterally rescind the letter of resignation and retirement by giving written notice of rescission to be received by the

Superintendent or designee no later than 30 days after Board approval of their letter of resignation, but in any event, not later than June 30 of the school year of application for participation in the retirement benefit program.

- b. By mutual agreement between the Board and the teacher, a teacher's notice of intent to retire may be revoked or modified. The reasons for such an agreement may include, but are not limited to, the death of a spouse, divorce between the teacher and spouse, or serious illness of the teacher or a spouse which would likely cause the use of sick leave otherwise necessary to achieve retirement without reduced benefit from TRS.
- c. If a teacher participating in the retirement plan retires on a date other than provided for in the teacher's notice to retire, the teacher will not be entitled to any remaining retirement incentive benefits under the retirement program and may be required to repay all benefits received by the teacher under the retirement program unless otherwise agreed under 2 above.
- d. If a teacher is required to repay retirement benefits previously received, repayment shall be made by salary withholding. Upon repayment, an amended creditable earnings report shall be made by the Board to TRS.
- e. The Board shall pay to the teacher before retirement \$1 for each of the 181 days of sick leave provided for in paragraph D.2 to the extent not actually used. Such days will not be reported to TRS, and the teacher shall not seek service credit from TRS.

7. **Last Chance Retirement Window**. Those teachers who are actively teaching during the 2023-2024 school year and who have already met the eligibility requirements for a non-discounted pension (with 20 years at Argo) and have not submitted a resignation and retirement letter under a prior contract, will qualify for one 6% salary increase and the remaining balance of the \$50,000 incentive pool of funds so long as the teacher resigns and retires at the conclusion of the 2023-2024 school year and submits their letter by no later

than March 1 of 2024. This final chance provision will only apply to those teachers who retire at the end of the 2023-2024 school year.

8. **Legal Issues.** If the retirement program is in violation of state or federal legislation or it is determined by an appropriate administrative agency and/or a court of competent jurisdiction that, in order to be lawful, the benefits of the program must be extended to teachers other than those specified, then rather than have any of such program so extended the District and Union agree that, at the Board's discretion the program shall be modified if the parties mutually agree to conform to any legal requirements that may be applicable.
If the TRS law or regulations change to increase or decrease the TRS 6% rule, negotiations on the retirement benefits will reopen at the request of either the Board or the Union, subject to grandfather provisions which may exempt certain employees from prospective regulatory or statutory changes.

9. **Compensation for Substitute and Part-Time Teachers:**

- a) Teachers filling leaves of twelve (12) weeks or longer shall be paid according to the salary schedule outlined in this Article.
- b) Compensation for Part-Time Teachers: Teachers who are hired on a part-time basis (less than 1.0) shall be paid at a rate that reflects the teacher's educational attainment and years of experience in accordance with Article VIII, Section 2 but shall be paid on a pro-rated basis in accordance with their teaching assignment. For example, a teacher who works .5 of an FTE will be paid .5 x the salary assigned per Article VIII, Section 1.

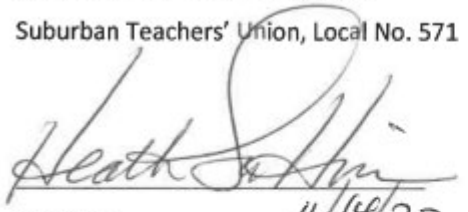
IX.


Article IX: Duration

This Agreement shall be effective July 1, 2023 and until the 30th day of June 2028. This Agreement shall be renewed automatically from year to year thereafter unless either party shall notify the other in writing no earlier than December 1, 2027 and no later than April 15, 2028, that it desires to modify, change, amend, or terminate this Agreement. In the event of such notice to modify, change, amend, or terminate this Agreement, negotiations shall begin no later than thirty (30) days thereafter, or on such other date as the parties may agree. This Agreement shall remain in full force and effect during the period of negotiations, and negotiations will continue during the summer months, if necessary, to reach agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed and adopted this 14th day of November 2022, as evidenced by the signatures of their respective officers affixed below.

Argo High School Council of West
Suburban Teachers' Union, Local No. 571


President 11/14/22


Vice President 11/14/22

Board of Education, School
District No. 217


President


Secretary

Minor Revisions 1.18.23 and addition of 24-25 salary schedule

Appendices

Excess Students

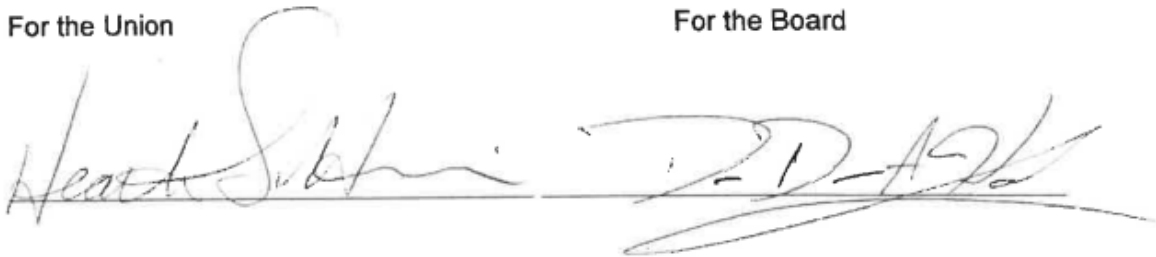
Insert LOA (current Appendix A)

LETTER OF AGREEMENT

If, in a teacher's opinion, an excess of students exists in their class, the teacher may request the department chair to attempt to alleviate the excess of students. The department chair and Guidance Chairperson shall then make every reasonable effort to investigate all possible classes and sections that may be available for reassignment. If reassignment is impossible, the teacher shall be given an explanation by the department chair. If the teacher is dissatisfied, they may discuss the decision with the Assistant Principal.

For the Union

For the Board

The image shows two handwritten signatures on a horizontal line. The signature on the left is written in cursive and appears to read "Heath Subin". The signature on the right is also in cursive and is more stylized, possibly reading "D. D. A. K.". Both signatures are written in black ink.

*This Letter of Agreement is included as an Appendix for the convenience and information of the teachers, administrators and Board members and is not subject to the grievance and arbitration procedures of the Agreement.

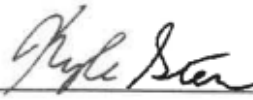
LETTER OF AGREEMENT REGARDING ZERO HOUR

In the event the District decides to offer courses that begin approximately one hour before the start of the regular school day (commonly referred to as "zero hour" courses), the following will apply to the teachers that teach the zero hour courses:

- Zero hour courses will begin at 7:00 a.m. and end at 7:50 a.m.
- Zero hour courses will be held Monday, Tuesday, Thursday, and Friday.
- Zero hour teachers will conclude their regular workday on Monday, Tuesday, Thursday and Friday at the end of sixth period and will not be scheduled to teach any classes during seventh period.


The terms of this Letter of Agreement are subject to the grievance procedure set forth in Article VI of the Collective Bargaining Agreement.

For the Union



4/18/17

For the Board



4/18/17

Salary Schedule

2023-2024

	23-24 New	23-24 New	23-24 New	23-24 New
Step	BA Salary	MA Salary	MA+ 30 Salary	MA+ 60 Salary
A	\$58,000	\$63,850	\$68,850	\$73,850
B	\$59,740	\$65,446	\$70,916	\$76,066
C	\$61,532	\$67,082	\$73,043	\$78,347
D	\$63,378	\$68,759	\$75,234	\$80,698
E	\$65,280	\$70,478	\$76,588	\$82,150
F	\$66,163	\$72,240	\$77,967	\$83,629
G	\$67,058	\$73,685	\$79,370	\$85,134
H	\$67,965	\$75,085	\$80,799	\$86,667
I	\$68,885	\$76,512	\$82,254	\$88,227
J	\$69,817	\$77,966	\$83,734	\$89,815
K	\$70,761	\$79,447	\$85,241	\$91,432
L	\$71,719	\$80,956	\$86,776	\$93,077
M	\$72,689	\$82,495	\$88,338	\$95,198
N	\$73,673	\$84,062	\$89,928	\$96,458
O	\$74,669	\$85,659	\$91,546	\$98,195
P	\$75,680	\$87,287	\$93,194	\$99,962
Q	\$76,704	\$88,945	\$94,872	\$102,344
R	\$77,741	\$90,635	\$96,967	\$103,593
S	\$78,790	\$92,357	\$98,771	\$105,917
T		\$94,112	\$100,088	\$107,356
U		\$95,900	\$101,889	\$109,288
V		\$97,722	\$103,723	\$111,256
W		\$99,579	\$105,917	\$113,001
X		\$101,471	\$107,449	\$114,774
Y		\$103,399	\$109,490	\$116,634
Z		\$105,363	\$111,308	\$118,404
AA		\$107,365	\$113,289	\$120,262
BB		\$109,490	\$115,306	\$122,149
CC		\$111,484	\$117,358	\$124,065
DD		\$113,062	\$119,447	\$126,012
EE		\$115,761	\$121,573	\$127,989
FF		\$117,960	\$123,737	\$130,926
GG		\$120,201	\$125,940	\$132,037
HH		\$122,985	\$128,181	\$134,498
II		\$124,812	\$130,463	\$136,213
JJ		\$127,184	\$132,785	\$138,378
KK		\$129,600	\$136,268	\$140,521

LL		\$132,063	\$137,523	\$142,725
MM		\$134,572	\$140,928	\$144,965
NN		\$137,196	\$142,398	\$148,076
OO		\$139,940	\$144,900	\$149,549
PP		\$142,739	\$147,446	\$151,896
QQ		\$145,594	\$150,037	\$155,455
RR		\$148,505	\$152,673	\$156,700
SS		\$151,886	\$155,356	\$159,940
TT		\$154,513	\$156,202	\$161,658

Salary Schedule 2024-2025

	2024-2025	2024-2025	2024-2025	2024-2025
Step	BA Salary	MA Salary	MA+ 30 Salary	MA+ 60 Salary
A	\$60,320	\$66,404	\$71,604	\$76,804
B	\$62,130	\$68,064	\$73,752	\$79,108
C	\$63,993	\$69,766	\$75,965	\$81,481
D	\$65,913	\$71,510	\$78,244	\$83,926
E	\$67,891	\$73,298	\$79,652	\$85,436
F	\$68,809	\$75,130	\$81,086	\$86,974
G	\$69,740	\$76,633	\$82,545	\$88,540
H	\$70,684	\$78,089	\$84,031	\$90,134
I	\$71,640	\$79,572	\$85,544	\$91,756
J	\$72,609	\$81,084	\$87,083	\$93,408
K	\$73,592	\$82,625	\$88,651	\$95,089
L	\$74,588	\$84,195	\$90,247	\$96,801
M	\$75,597	\$85,794	\$91,871	\$99,006
N	\$76,620	\$87,424	\$93,525	\$100,316
O	\$77,656	\$89,086	\$95,208	\$102,123
P	\$78,707	\$90,778	\$96,922	\$103,960
Q	\$79,772	\$92,503	\$98,667	\$106,438
R	\$80,851	\$94,261	\$100,846	\$107,737
S	\$81,942	\$96,051	\$102,722	\$110,154
T		\$97,876	\$104,092	\$111,650
U		\$99,736	\$105,965	\$113,660
V		\$101,631	\$107,872	\$115,706
W		\$103,562	\$110,154	\$117,521
X		\$105,530	\$111,747	\$119,365
Y		\$107,535	\$113,870	\$121,299
Z		\$109,578	\$115,760	\$123,140
AA		\$111,660	\$117,821	\$125,072
BB		\$113,870	\$119,918	\$127,035
CC		\$115,943	\$122,052	\$129,028
DD		\$117,584	\$124,225	\$131,052
EE		\$120,391	\$126,436	\$133,109
FF		\$122,678	\$128,686	\$136,163
GG		\$125,009	\$130,978	\$137,318
HH		\$127,904	\$133,308	\$139,878
II		\$129,804	\$135,682	\$141,662
JJ		\$132,271	\$138,096	\$143,913
KK		\$134,784	\$141,719	\$146,142
LL		\$137,346	\$143,024	\$148,434

MM		\$139,955	\$146,565	\$150,764
NN		\$142,684	\$148,094	\$153,999
OO		\$145,538	\$150,696	\$155,531
PP		\$148,449	\$153,344	\$157,972
QQ		\$151,418	\$156,038	\$161,673
RR		\$154,445	\$158,780	\$162,968
SS		\$157,961	\$161,570	\$166,338
TT		\$160,694	\$162,450	\$168,124

Stipend Levels

Insert Stipend Levels

Category A - 2.64%	Category B - 3.96%	Category C - 5.28%	Category D - 6.60%
A-Club	Literary Magazine	Art Club	Musical/Asst. Director
Ambassadors	Argo After Hrs Coordinator (New)	Foreign Language Honor Society	Musical/Instr
Anime Club		Gay Straight Alliance (GSA) - Head	Musical/Vocal
Art Show Coordinator (New)		Junior Class	School Play – Asst.
Black Student Union (BSU)		National Honor Society	Contest Play - Assist (New)
Drama/Thespians		Senior Class	
Environmental Club		Student Council	
Freshman Class			
Gay Straight Alliance (GSA) – Asst.			
Graphic Arts			
International Club			
Latinx			
Maroon Crew			
National Hispanic Institute			
NHS – Asst.			
Science Club			
Sophomore Class			

Category E - 9.00%	Category F - 9.24%	Category G - 9.60%	Category H - 10.00%
Chess Club – Asst.	Musical/Director	Bowling - Assistant	Assistant Orchestra Director
Gaming Club	School Play- Head	Golf Boys' - Assistant	Cheerleading/Basketball - Assistant
Mathletes – Asst.		Golf Girls' - Assistant	Cheerleading/Football - Assistant
Scholastic Bowl – Asst.		Weight Training - Fall Season	
Skills USA – Asst.		Weight Training - Spring Season	Sailorettes - Assistant - Fall
Special Olympics – Assist.		Weight Training - Winter Season	Sailorettes - Assistant - Winter
Speech & Debate – Asst.			

Category I - 11.25%	Category J - 12.00%	Category K - 12.80%	Category L - 13.80%
Argolite – Asst.	Bowling - Head	Badminton - Assistant	Baseball - Assistant
Maroon – Asst.	Chess Club - Head	Tennis Boys' - Assistant	Cross Country Boys' - Assistant

	Contest/Play - Director	Tennis Girls' - Assistant	Cross Country Girls' - Assistant
	Culinary Club		Soccer Boys' - Assistant
	Golf Boys' - Head		Soccer Girls' - Assistant
	Golf Girls' - Head		Softball - Assistant
	Guard/Flags		Volleyball Boys' - Assistant
	Mathletes – Head		Volleyball Boys' - Assistant
	Model UN		Water Polo Boys' - Assistant
	Percussion Instructor		Water Polo Girls' - Assistant
	Robotics		
	Scholastic Bowl – Head		
	Skills USA – Head		
	Special Olympics – Head		
	Speech & Debate – Head		

Category M - 14.00%	Category N - 14.40%	Category O - 15.00%	Category P - 16.00%
Cheerleading/Basketball - Head	Basketball Boys' - Assistant	Argolite – Head	Badminton - Head
Cheerleading/Football - Head	Basketball Girls' - Assistant	Assistant Band Director	Tennis Boys' - Head
	Football - Assistant	Maroon – Head	Tennis Girls' - Head
Sailorettes - Head - Fall	Swimming Boys' - Assistant	Orchestra Director	Track & Field Boys' - Assistant
Sailorettes - Head - Winter	Swimming Girls' - Assistant	Vocal Music	Track & Field Girls' - Assistant
	Wrestling - Assistant	Website Coordinator	Social Media Coordinator (New)

Category Q - 17.0%	Category R - 18.00%	Category S - 20.00%
Baseball - Head	Athletic Trainer - Fall (2 positions)	Band Director
Cross Country Boys' - Head	Athletic Trainer - Winter (2 positions)	WARG
Cross Country Girls' - Head	Athletic Trainer - Spring (2 positions)	Track and Field Boys' - Head
Soccer Boys' - Head	Basketball Boys' - Head	Track and Field Girls' - Head
Soccer Girls' - Head	Basketball Girls' - Head	
Softball - Head	Football - Head	
Volleyball Boys' - Head	Swimming Boys' - Head	

Vollebyball Girls' - Head	Swimming Girls' - Head	
Water Polo Boys' - Head	Wrestling - Head	
Water Polo Girls' - Head		

Excess Time Pay (ETP)

Contest/Play – Asst. Director

Test Prep Coordinator

ACT Teacher

After School Reading Recovery

Argo After Hours

BTW Drivers

Computer Lab Monitor (am)

Computer Lab Monitor (pm)

English Resource

Library Supervision (am)

Library Supervision (pm)

Math Resource

Science Resource

ELL Resource

Stipend Schedules

Insert Stipend Schedules

SALARY SCHEDULE FOR ACTIVITY STIPENDS 2023-24 through 2027-2028

ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
A - Level I		\$1,625.55	\$1,658.06	\$1,691.23	\$1,725.05	\$1,759.55
A - Level II		\$1,641.50	\$1,674.33	\$1,707.82	\$1,741.97	\$1,776.81
A - Level III		\$1,706.23	\$1,740.36	\$1,775.16	\$1,810.67	\$1,846.88
A - Level IV		\$1,722.97	\$1,757.43	\$1,792.58	\$1,828.43	\$1,865.00
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
B - Level I		\$2,438.33	\$2,487.10	\$2,536.84	\$2,587.58	\$2,639.33
B - Level II		\$2,462.25	\$2,511.49	\$2,561.72	\$2,612.96	\$2,665.22
B - Level III		\$2,559.35	\$2,610.53	\$2,662.75	\$2,716.00	\$2,770.32
B - Level IV		\$2,584.45	\$2,636.14	\$2,688.87	\$2,742.64	\$2,797.50
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
C - Level I		\$3,251.11	\$3,316.13	\$3,382.45	\$3,450.10	\$3,519.10
C - Level II		\$3,283.00	\$3,348.66	\$3,415.63	\$3,483.94	\$3,553.62
C - Level III		\$3,412.46	\$3,480.71	\$3,550.33	\$3,621.33	\$3,693.76
C - Level IV		\$3,445.94	\$3,514.86	\$3,585.16	\$3,656.86	\$3,730.00
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
D - Level I		\$4,063.88	\$4,145.16	\$4,228.06	\$4,312.63	\$4,398.88
D - Level II		\$4,103.75	\$4,185.82	\$4,269.54	\$4,354.93	\$4,442.03
D - Level III		\$4,265.58	\$4,350.89	\$4,437.91	\$4,526.67	\$4,617.20
D - Level IV		\$4,307.42	\$4,393.57	\$4,481.44	\$4,571.07	\$4,662.49
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
E - Level I		\$5,541.66	\$5,652.49	\$5,765.54	\$5,880.85	\$5,998.47
E - Level II		\$5,596.02	\$5,707.94	\$5,822.10	\$5,938.54	\$6,057.31
E - Level III		\$5,816.70	\$5,933.03	\$6,051.69	\$6,172.73	\$6,296.18
E - Level IV		\$5,873.76	\$5,991.24	\$6,111.06	\$6,233.28	\$6,357.95

ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
F - Level I		\$5,689.44	\$5,803.23	\$5,919.29	\$6,037.68	\$6,158.43
F - Level II		\$5,745.25	\$5,860.15	\$5,977.36	\$6,096.90	\$6,218.84
F - Level III		\$5,971.81	\$6,091.25	\$6,213.07	\$6,337.33	\$6,464.08
F - Level IV		\$6,030.39	\$6,151.00	\$6,274.02	\$6,399.50	\$6,527.49
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
G - Level I		\$5,911.10	\$6,029.33	\$6,149.91	\$6,272.91	\$6,398.37
G - Level II		\$5,969.09	\$6,088.47	\$6,210.24	\$6,334.44	\$6,461.13
G - Level III		\$6,204.48	\$6,328.57	\$6,455.14	\$6,584.24	\$6,715.93
G - Level IV		\$6,265.34	\$6,390.65	\$6,518.46	\$6,648.83	\$6,781.81
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
H - Level I		\$6,157.40	\$6,280.55	\$6,406.16	\$6,534.28	\$6,664.97
H - Level II		\$6,217.80	\$6,342.16	\$6,469.00	\$6,598.38	\$6,730.35
H - Level III		\$6,463.00	\$6,592.26	\$6,724.11	\$6,858.59	\$6,995.76
H - Level IV		\$6,526.40	\$6,656.93	\$6,790.07	\$6,925.87	\$7,064.39
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
I - Level I		\$6,927.08	\$7,065.62	\$7,206.93	\$7,351.07	\$7,498.09
I - Level II		\$6,995.03	\$7,134.93	\$7,277.62	\$7,423.18	\$7,571.64
I - Level III		\$7,270.88	\$7,416.29	\$7,564.62	\$7,715.91	\$7,870.23
I - Level IV		\$7,342.20	\$7,489.04	\$7,638.82	\$7,791.60	\$7,947.43
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
J - Level I		\$7,388.88	\$7,536.66	\$7,687.39	\$7,841.14	\$7,997.96
J - Level II		\$7,461.36	\$7,610.59	\$7,762.80	\$7,918.05	\$8,076.42
J - Level III		\$7,755.60	\$7,910.71	\$8,068.93	\$8,230.30	\$8,394.91
J - Level IV		\$7,831.68	\$7,988.31	\$8,148.08	\$8,311.04	\$8,477.26
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
K - Level I		\$7,881.47	\$8,039.10	\$8,199.88	\$8,363.88	\$8,531.16
K - Level II		\$7,958.78	\$8,117.96	\$8,280.32	\$8,445.93	\$8,614.84
K - Level III		\$8,272.64	\$8,438.09	\$8,606.85	\$8,778.99	\$8,954.57
K - Level IV		\$8,353.79	\$8,520.87	\$8,691.29	\$8,865.11	\$9,042.41

ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
L - Level I		\$8,374.06	\$8,541.55	\$8,712.38	\$8,886.62	\$9,064.36
L - Level II		\$8,456.21	\$8,625.33	\$8,797.84	\$8,973.80	\$9,153.27
L - Level III		\$8,789.68	\$8,965.47	\$9,144.78	\$9,327.68	\$9,514.23
L - Level IV		\$8,875.90	\$9,053.42	\$9,234.49	\$9,419.18	\$9,607.56
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
M - Level I		\$8,620.36	\$8,792.77	\$8,968.62	\$9,147.99	\$9,330.95
M - Level II		\$8,704.92	\$8,879.02	\$9,056.60	\$9,237.73	\$9,422.49
M - Level III		\$9,048.20	\$9,229.16	\$9,413.75	\$9,602.02	\$9,794.06
M - Level IV		\$9,136.96	\$9,319.70	\$9,506.09	\$9,696.22	\$9,890.14
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
N - Level I		\$8,866.66	\$9,043.99	\$9,224.87	\$9,409.37	\$9,597.55
N - Level II		\$8,953.63	\$9,132.70	\$9,315.36	\$9,501.67	\$9,691.70
N - Level III		\$9,306.72	\$9,492.85	\$9,682.71	\$9,876.37	\$10,073.89
N - Level IV		\$9,398.02	\$9,585.98	\$9,777.70	\$9,973.25	\$10,172.71
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
O - Level I		\$9,236.10	\$9,420.82	\$9,609.24	\$9,801.42	\$9,997.45
O - Level II		\$9,326.70	\$9,513.23	\$9,703.50	\$9,897.57	\$10,095.52
O - Level III		\$9,694.50	\$9,888.39	\$10,086.16	\$10,287.88	\$10,493.64
O - Level IV		\$9,789.60	\$9,985.39	\$10,185.10	\$10,388.80	\$10,596.58
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
P - Level I		\$9,851.84	\$10,048.88	\$10,249.85	\$10,454.85	\$10,663.95
P - Level II		\$9,948.48	\$10,147.45	\$10,350.40	\$10,557.41	\$10,768.55
P - Level III		\$10,340.80	\$10,547.62	\$10,758.57	\$10,973.74	\$11,193.21
P - Level IV		\$10,442.24	\$10,651.08	\$10,864.11	\$11,081.39	\$11,303.02
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
Q - Level I		\$10,467.58	\$10,676.93	\$10,890.47	\$11,108.28	\$11,330.45
Q - Level II		\$10,570.26	\$10,781.67	\$10,997.30	\$11,217.24	\$11,441.59
Q - Level III		\$10,987.10	\$11,206.84	\$11,430.98	\$11,659.60	\$11,892.79
Q - Level IV		\$11,094.88	\$11,316.78	\$11,543.11	\$11,773.98	\$12,009.45

ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
R - Level I		\$11,083.32	\$11,304.99	\$11,531.09	\$11,761.71	\$11,996.94
R - Level II		\$11,192.04	\$11,415.88	\$11,644.20	\$11,877.08	\$12,114.62
R - Level III		\$11,633.40	\$11,866.07	\$12,103.39	\$12,345.46	\$12,592.37
R - Level IV		\$11,747.52	\$11,982.47	\$12,222.12	\$12,466.56	\$12,715.89
ACTIVITY CATEGORY	STIPEND %	23-24 School Year	24-25 School Year	25-26 School Year	26-27 School Year	27-28 School Year
S - Level I		\$12,314.80	\$12,561.10	\$12,812.32	\$13,068.56	\$13,329.94
S - Level II		\$12,435.60	\$12,684.31	\$12,938.00	\$13,196.76	\$13,460.69
S - Level III		\$12,926.00	\$13,184.52	\$13,448.21	\$13,717.17	\$13,991.52
S - Level IV		\$13,052.80	\$13,313.86	\$13,580.13	\$13,851.74	\$14,128.77

E-Learning

The E-Learning MOA is tied to the Board Approved E-Learning Plan, which was approved 12/20/2021.

Memorandum of Agreement

between

The Board of Education of Argo Community High School District 217

and

Argo High School Council of West Suburban Teachers Union, Local 571, IFT-AFT/AFL-CIO

Re: E-Learning Days

(January, 2022)

This Memorandum of Agreement ("MOA") shall memorialize the agreement between The Board of Education of Argo Community High School District 217 (the "Board") and the Argo High School Council of West Suburban Teachers Union, Local 571, IFT-AFT/AFL-CIO (the "Union") regarding the use of E-Learning Days. This MOA is subject to the grievance procedure of the existing Collective Bargaining Agreement.

E-Learning days shall be used in lieu of Emergency Days, when the state is under a public health emergency as declared by the Governor unless such declaration is to last more than five (5) school days, and in other instances when allowable by code. E-Learning days shall follow the Late Arrival Bell Schedule in the teachers' CBA (9.30am late start).

Teacher Responsibilities During E-Learning

1. Teachers will meet with students following the Late Arrival Bell Schedule (9.30am start).
2. Teachers will record attendance each period and remain available via Zoom, Teams, or other digital platform to instruct and / or conference with students as needed.
3. Teachers are not required to hold synchronous lessons (asynchronous work may be assigned) but will remain available throughout each class period to support students as needed.
4. Certified staff covered by the teachers' CBA who do not have assigned courses will be available to answer student questions via email or other means of communication and/or will work on other assignments related to their position or communicated by their direct supervisor.

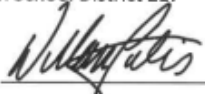
Student Responsibilities During E-Learning

1. Students will check their Canvas (or other learning management system) course pages and Argo email accounts for e-learning instructions and live class links.
2. Students should attend digital classes following the Late Arrival Bell Schedule (9.30am start).
3. Students may communicate with their teachers and other school personnel via Argo email or messaging in Canvas (or other learning management system).


The District's Responsibilities During E-Learning

1. The District will communicate to faculty, staff, and students that an E-Learning day will take place by no later than 5.30am, but it is encouraged to send such communication as early as is practical.
2. The District (in conjunction with the teachers Union and other collective bargaining units) will regularly review and revise e-Learning procedures (the Argo Community High School, District 217 E-Learning Plan) as situations change and as new needs present themselves. These changes will be communicated promptly with all stakeholders.

The Board of Education of Argo Community
High School District 217

By: 
Date: 1/4/2022

Argo High School Council of West Suburban
Teachers Union, Local 571, IFT-AFT/AFL-CIO

By: 
Date: 1/4/22