

AGREEMENT BETWEEN
THE LASALLE-PERU TOWNSHIP HIGH SCHOOL
BOARD OF EDUCATION
SCHOOL DISTRICT 120
and the
LASALLE-PERU FEDERATION OF TEACHERS
LOCAL 604

2024-2027

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PREAMBLE

This Agreement, made and entered into by the Board of Education of LaSalle-Peru Township High School, School District 120, LaSalle, Illinois hereafter referred to as “the Board” and the LaSalle-Peru Federation of Teachers, Local 604, hereafter referred to as “the Union.”

It is the intent and purpose of the parties hereto to reduce to writing certain agreements between them reached through negotiations in good faith relative to wages, hours and the terms and conditions of employment of employees by the Board.

ARTICLE I NEGOTIATIONS PROCEDURES

A. Request to Negotiate

Within sixty (60) calendar days of the receipt of a written notice by either the Board or Union to initiate negotiations, both parties shall meet in the first bargaining session. The earliest date the written notice may be sent to the other party is November 1 of the final year of this contract.

ARTICLE II UNION RECOGNITION

A. Exclusive Representative

The Board recognizes the Union as the sole and exclusive bargaining representative for all certified personnel under contract hereinafter known as the bargaining unit or employees. Included in the bargaining unit are all certified, non-administrative personnel such as teachers, media personnel, counselors, school psychologist and other special education staff members. Those not included in the bargaining unit are administrators such as the Superintendent, Principal, Associate Principal of Teaching and Learning, Associate Principal for School Safety, Associate Principal for Student Support Services, Director of the Area Career Center, Athletic Director, Dean of Students, and all non-certified personnel.

B. Teaching and Administrative Duties

The Union shall be the exclusive bargaining agent for the employee who has both teaching and administrative duties only in those matters related to the employee's teaching assignment found in the Agreement.

C. Choice of Participation

Nothing herein shall require any employee to be a member of or participate in the activities of any organization.

D. Union Meetings

One (1) day per month shall be reserved on the school calendar for Union meetings to begin no earlier than ten (10) minutes after the ending time of the last scheduled class period.

E. Union Membership

It shall be the responsibility of Local 604 to provide the Board secretary with a list of AFT members each month.

F. FOIA Requests

The Union shall be notified by the District no later than the FOIA response date of a FOIA request, if the information tendered would include the: 1) name, 2) email address, 3) any part of the home address, or 4) list of members of the bargaining unit.

G. Payroll Deductions

The District shall honor employees' individually authorized deduction forms and shall make such deductions in the amounts certified by the Union for union dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with terms under which an employee voluntarily authorized said deduction. Dues revocations are processed by the Union. In the event that an employee revokes his or her dues in accordance with their terms in which he or she authorized the dues deductions, the Union will notify the employer after the close of the revocation window. The District agrees to remit these dues and/or fees to the Union once each month that the dues/fees are deducted. A list of teachers for whom deductions have been made and the amount of each deduction shall accompany the first remission. Any changes in personnel from the list previously furnished shall be submitted to the Union within five (5) work days.

The Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, judgments, administrative decisions or other forms of liability (monetary or otherwise), including, but not limited to, attorney fees, court costs and interests that shall rise out of or by reason of or relating to any action taken or not taken by the Board for the purposes of complying with any of the provisions of this Article, or in reliance on any list notice, certification, affidavit, assignment or other information furnished under any of such provisions. Such indemnifications/hold harmless payments of attorney fees and court costs shall be made by the Union to the Board within thirty (30) days of any written demand from the Board to the Union for such payments. If an improper deduction is made and remitted by the Board to the Union, then the Union shall further promptly refund any such improperly deducted amount directly to the employee involved and promptly inform the Board of any such reimbursement. The Board will notify the Union of any written claim, demand, or suit arising from this section.

**ARTICLE III
BOARD RIGHTS**

It is recognized that the Board of Education and Administration hereby retain and reserve unto themselves all rights, powers, authority, duties and responsibilities conferred upon or vested in them by law, including the right to determine the purpose, mission, object and policies of the School District; to determine the facilities, method, means, equipment, procedure, and personnel required to conduct School District programs, to administer the personnel system of the School District, including the recruitment, selection, appointment, evaluation, training, retention, promotion, assignment, discipline, suspension, demotion, layoff, and discharge of employees; to direct, supervise, schedule and assign the work force; to establish standards and efficiency of the employees and the operation of the School District; to halt work stoppages and take effective action against slowdowns; and to take whatever actions may be necessary or appropriate to carry out the objectives of the School District. The parties agree that all customary and usual rights, powers, functions, and authority possessed by management are vested in the Board of Education and Administration, and they shall continue to exclusively exercise such powers, duties, and responsibilities during the period of this Agreement except as limited by the specific and express terms of this Agreement.

**ARTICLE IV
UNION-BOARD RELATIONS**

A. Right to Meet With Individuals

Nothing contained herein shall be construed to prevent any Board official from meeting with any employee organization representing full-time faculty members for the purpose of hearing the views of its members. It is understood, however, that all collective bargaining is to be conducted with the Union and the Board or by appointed representatives of either party.

B. Union/Management Meetings

The Superintendent or his designee shall meet at least once a month during the months of September through May with representatives of the Union at mutually agreed upon times to discuss matters relating to the implementation of this Agreement. Proposed changes in existing policies and procedures and new policies and procedures may be subjects for discussion at such meetings.

C. Paid Release Time

If the Union President and/or Chairperson of the Union Negotiating Committee are requested by the Superintendent to meet with him/her during the employee's assigned class periods, substitute(s) shall be provided in the same manner as for any other partial day absence at no loss in pay or deduction of personal business leave or sick leave for those employees.

**ARTICLE V
BOARD MEETINGS**

A. Board Agenda

A copy of the agenda of each Board meeting will be placed on the Board of Education's Bulletin Board located outside the Superintendent's office, prior to each Board meeting. The Union shall be entitled to appear on the Board agenda provided that a written notification is submitted to the Superintendent seven (7) or more days prior to the Board meeting.

B. Union Rights

Lacking a written notification to appear on the agenda of a Board meeting, the Union shall be entitled to speak for a maximum of ten (10) minutes on Board issues affecting this Agreement when such issues are discussed at a Board meeting.

C. Access to Information

The person representing the Union at Board meetings shall have access to all information that is distributed to the news media or other members of the public.

D. Board Minutes

After the complete minutes of each meeting are approved by the Board, two (2) copies shall be given to the Union, one (1) for the employees' Bulletin Board in the Mailroom and the other for the Union files.

**ARTICLE VI
LAYOFF AND RECALL**

The layoff and recall of teachers shall be governed by Section 24-12 of the Illinois School Code and by the applicable agreements of the District's Joint Committee on Layoff and Recall. Layoff and recall shall also be consistent with the following provisions.

A. Sequence of Honorable Dismissal List

No later than May 10 of each contract year, teachers will be classified for the purposes of layoff and recall. Teachers will be classified in all departments in which they meet one of the following criteria:

1. The teacher is currently assigned to teach in that department;
2. The teacher has taught at least two classes in the department during two of the past five years;
3. The teacher is fully licensed/endorsed in the teaching area under the applicable laws of the state of Illinois, and meets all applicable Illinois and federal "highly qualified" requirements.

B. Seniority

1. School-wide Seniority

- a. Definition:** School-wide seniority shall accumulate as one (1) year seniority for each year of full-time employment. A part-time employee's seniority shall be calculated on a pro rata basis proportionate to a full-time employee load. Overload assignments shall not count as additional seniority for full-time employees.
- b. Tie Breakers:** If two (2) or more employees have equal number of years of service in the school district, seniority ranking shall be based on the following criteria. The first listed criterion shall have priority over the second and the second over the third.
 - i. Date of the Board meeting at which the employee was hired;
 - ii. Date employment was offered to the employee;
 - iii. Number of years of total teaching service including outside district experience;
 - iv. Lot witnessed by a Union representative.
- c. School-wide Seniority List:** A school-wide seniority list shall be maintained showing the seniority of each employee. A copy of the list shall be given to each employee within thirty (30) days after the beginning of the school year. Tiebreakers will only be included for those employees hired after March 1, 1996.

2. Departmental Seniority

- a. Definition:** Employees shall have seniority in department in the following instances:
 - i. The employee has a major in the area; or
 - ii. The employee has taught at least two classes in the department during two of the past five years.
- b. Departmental Seniority List:** A seniority list for each department will be compiled and distributed to all employees by February 1 of each school year.

C. Leave of Absence

All leaves covered by the contract and/or board policy shall not constitute an interruption of service. Teachers on approved unpaid leave of absence that extend beyond the 60 days

provided by the Family and Medical Leave Act shall not receive seniority credit for any leave that exceeds the 60 days, except for leaves covered under Article XII Section G.

D. Sabbatical and Military

Employees on sabbatical leave of absence or on required military services shall receive seniority credit.

E. Additional Provisions-Layoff and Recall

1. **Credit for outside teaching experience.** If an employee taught during the layoff, he/she shall receive credit towards school-wide seniority for that teaching experience.
2. **Salary schedule credit.** If the employee taught during the layoff, he/she shall receive salary schedule credit for that teaching experience, unless the experience would exceed the limits of the salary schedule.
3. **Reduced from full-time to part-time.** Employees who are reduced from full-time status with the district to part-time status shall receive a full year of seniority each year they are employed on a part-time basis.

**ARTICLE VII
SCHOOL CALENDAR**

A. School Calendar

The school calendar shall contain one hundred eighty-six (186) days. The new employee orientation will not be included in this number.

B. Employee School Year

The employee work year shall be one hundred eighty-one (181) work days. This total shall include the pre-school workshop. A minimum of five (5) consecutive contractual work hours, including lunch will be scheduled exclusively for teacher's classroom preparation on the pre-school workshop day.

C. Coordination of Area School Calendars

The school calendar shall be formulated to give due consideration to the best interests of the students, the community, the feeder schools, and the associated schools of the Area Career Center.

D. Union Calendar Recommendations

The proposed school calendar shall be presented to the Union President for study and recommendations at least two (2) weeks prior to Board action.

**ARTICLE VIII
EMPLOYEES' COURSEWORK**

A. Completion of Coursework

Employees are encouraged to continue professional advancement through satisfactory completion of coursework at accredited colleges or universities or by other means. Within the semester hour limits of the salary schedule the following guidelines shall apply:

B. Advance Approval

All courses must have prior approval of the Superintendent if they are to be used for salary schedule credit.

C. Accredited Colleges and Universities

Graduate credit must be earned from a college or university accredited by one of the regional accrediting agencies recognized by the U.S. Secretary of Education as reliable.

D. Graduate Semester Hours

Unlimited hours in:

1. Employee's major subject area.
2. A program for a new major or minor.
3. Area related to employees' contractual obligations.
4. Area related to employees' professional or technological development.

E. Additional Coursework

1. Bachelors - employees with a Bachelors degree are encouraged to obtain a Masters degree within five (5) years of initial employment by the district.
2. Masters - employees with a Masters degree are encouraged to earn three (3) hours every five (5) years.

F. Non-College Credit Courses

Employees may receive credit for non-college credit classes, which relate to their subject, according to the following provisions:

1. Twenty-five hours of class instruction equals one credit.
2. A person is limited to three credits gained in this manner.

3. No credits less than one shall be accepted.
4. Prior approval must be obtained from the Superintendent and post verification provided by the employee.

G. Tuition Reimbursement

Employees in the MA+32 column of the salary schedule who successfully complete a pre-approved course will be reimbursed the tuition fees for the course.

**ARTICLE IX
PERSONNEL RECORDS**

A. Contents of Personnel File

A personnel folder shall be maintained for each faculty member. This file shall consist of three (3) parts: Part I shall contain credentials, references, coursework and other pertinent information about the employee, Part II shall contain information relative to an employee's performance, and Part III will contain medical-related information.

B. Notification of Placement of Material in File

Correspondence, information and written material of any nature relative to a faculty member's performance shall be included in Part II of the personnel folder only with the personal approval of the Superintendent and with concurrent notification of the employee of the placement.

C. Rebuttal Letters

Employees shall have the right to respond to any material in Part II of their personnel folder and have this response placed in the file. Such response must be filed with the Board Secretary within twenty (20) school days of receipt of the individual's copy of the material to which the rebuttal is to be attached.

D. Copy of File

Upon request of an employee, that employee shall be furnished, at cost, with a reproduction of any material in Part II of the employee's personnel folder.

**ARTICLE X
WORKING CONDITIONS**

A. Workday

1. All employees covered under this agreement shall arrive at school no later than 7:45 a.m. each day. They shall be free to leave at the conclusion of school on Fridays, on days before scheduled vacations and on days on which employees are required to be at school for Parent-Teacher Conferences and Commencement. All

other days, employees will be expected to remain until 3:25 p.m. with the understanding that (a) they will be available to students for help if appointments are made in advance, and (b) they will attend all after-school meetings called by an administrator, including the department chairperson, if given advance notice. These meetings are not limited to a specific termination time.

2. In order to staff the Alternative Education Program, the following procedure shall be used should there be a variation in normal starting and ending times:
 - a. Employees who have departmental seniority in the area shall be offered the assignment on a school-wide seniority basis.
 - b. If no employee with departmental seniority accepts the assignment, it shall be offered to employees who are qualified to teach the assignment on a school-wide seniority basis.
 - c. Acceptance of the assignment shall be at the option of the employee. However, when such an assignment is not accepted voluntarily, the assignment shall be made as follows:
 - (1) Inverse order of departmental seniority.
 - (2) Inverse order of school-wide seniority of those employees qualified to teach the course.
3. Should other programs become necessary, the Board and the Union shall negotiate any changes in normal starting and ending times.
4. The Board shall have the right to shift the workday fifteen (15) minutes to accommodate the District's transportation schedule.

B. Duty-Free Lunch Period

Employees may leave the building without notifying the office during their lunch period.

C. Normal Teaching Load/Assignment

1. The normal teaching load shall consist of five (5) class periods, one (1) supervision period, a preparation period and a duty-free lunch period. The normal assignment of all other employees shall consist of seven and one-quarter (7 1/4) hours of assigned duties, and a duty-free lunch period.
2. Division chairs will not be required to perform a supervision assignment.

D. Employees' Schedules

The administration agrees to rearrange any classroom employee's schedule, who is assigned to teach five (5) consecutive periods without a lunch period/break.

E. Rotation of Supervision

Recognizing that there are different types of supervision assignments, some more desirable than others, the administration will rotate employees' supervision assignments among the various types of supervision. This rotation may take place on a semester basis, but at a minimum will occur on a yearly basis, if at all possible within the constraints of the school schedule.

F. Extra Class Assignments

Extra class assignments shall be made by the Principal on the following basis:

1. Employees who have departmental seniority in the area shall be offered the assignment on a school-wide seniority basis.
2. If no employee with departmental seniority accepts the assignment, it shall be offered to employees who are qualified to teach the course on a school-wide seniority basis.
3. Acceptance of extra class assignments shall be at the option of the employee. However, when extra classes are not accepted voluntarily, extra-class assignments shall be made as follows:
 - a. Inverse order of departmental seniority.
 - b. Inverse order of school-wide seniority of those employees qualified to teach the course.
 - c. The number of employees assigned a sixth period teaching assignment, excluding those employees who are members of the Area Career Center, shall not exceed ten percent of the staff. There shall be no more than four (4) sixth class assignments in any department, except Industrial Education.

G. Lesson Plans

It is the policy of the school that each employee maintains lesson plans. In the event of an employee's absence due to illness or sudden emergency, the employee shall either provide the lesson plans to the substitute or communicate the lesson plan(s) orally to the substitute or the administrator in charge. In all other instances the employee will provide the lesson plans to the substitute.

H. Supervision of Students

Employees shall not leave students unattended at any time. This includes homeroom, classes, study halls or any activity that the employee is sponsoring.

I. Mandatory Meetings

Employees shall attend staff meetings, Parent-Teacher Conferences and Commencement, as assigned by the administration. The Board agrees that Commencement will be scheduled on a teacher work day. Parent-Teacher Conferences shall be held after the conclusion of the first grading period on two consecutive evenings. The first evening will be scheduled from 5:00 pm to 8:30 pm and the second evening will be scheduled from 5:00 pm to 8:40 pm, or as determined by the Joint Committee agreement. In the event the Committee agrees to alter the structure of the Parent-Teacher Conferences, it will not exceed the number of hours worked in the normal work day.

The structure of Parent-Teacher Conferences shall be determined by a joint committee of teachers and administrators, with an equal number of representatives from each group. The administration shall assume responsibility for scheduling Parent-Teacher Conferences.

J. Procedures to Leave Building

Employees may occasionally need to leave the building during a preparation period or after the end of the student day but before the end of the contractual day. These situations should be limited to emergency situations, situations necessitated by the classes the employee teaches, or situations with extenuating circumstances. After the employee has been granted permission to leave by an administrator, he/she must sign out in the principal's office at the time of the departure and indicate the destination. If an employee leaves the building during a preparation period, he/she must sign in upon returning.

K. Facilities

1. Spaces and Equipment

Board and Administration shall try to provide each employee ample classroom space and the equipment necessary, such as a desk, chair, visitor's chair, file cabinet, and bookcases for effective instructional preparation and function. The objective should be a classroom for every full-time employee and the opportunity for private conference with students. If however, the number of full-time employees does exceed the number of rooms available for general classroom use, some sharing of classrooms will have to take place.

2. Parking

The Board shall provide parking space for employees in parking lots as near to the school as possible.

3. Employee Room

The Board shall continue to provide a comfortable facility for performing non-classroom duties, informal communication and a place for eating and relaxing.

L. Part-Time Employees

1. Teaching Assignments

A part-time employee's assignment including assigned extra duties and differentials will be kept to as short a period of time as is possible.

2. Institutes and Workshop Pay

Part-time employees shall attend full-day institutes/workshops unless they have professional obligations outside the school which prevent attendance. Requests for absences from such meetings shall be made in advance through the Superintendent. Extra pay for time spent in attendance beyond the employee's normally assigned time will be calculated on the basis of 1/181 of the employee's regular salary pro-rated for the extra hours spent in attendance.

M. Summer School Assignments

Summer school teaching assignments shall be made by the Principal on the following basis:

1. Employees who have departmental seniority in the area shall be offered the assignment on a school-wide seniority basis.
2. If no employee with departmental seniority accepts the assignment, it shall be offered to employees who are qualified to teach the course on a school-wide seniority basis.

N. Travel Expenses

Approved travel expenses for employees on school business (meetings, clinics, conferences, etc.) shall be paid in advance, if requested. After receipts have been submitted, the balance will be approved for payment at the Board meeting on the third Wednesday of the month.

O. Homeroom assigned by Seniority

If there are more available employees than homerooms to be assigned, the employees with the most school-wide seniority shall be relieved of this duty.

P. Internal Substitute

If the internal substitute duty is not accepted voluntarily, a classroom employee can be assigned to serve as an internal substitute during that employee's preparation period.

Q. Large Class Assistance

When classes of two (2) or more levels are offered as one and that unification creates a need for extra help as determined by the administration, the Board shall provide the recommended assistance.

R. Behind-the-Wheel-Driver Education

The procedure for a teacher to be selected for an extra class shall be followed in selecting staff members to teach behind-the wheel. Any staff member who has taught behind the wheel in the past two years, shall be considered a member of the department.

S. Committees

Service on committees is considered voluntary and is generally considered a part of the duties compensated by employee salaries. If a committee does an extraordinary amount of work, its members shall be compensated an amount negotiated between the Union and the Board of Education. See Appendix "C".

T. Inclement Weather

On days when students are released for inclement weather or other unsafe conditions, employees shall be allowed to leave after the student buses have departed.

U. Evaluation

Teacher evaluation shall be conducted in accordance with the requirements set forth in Section 24A of the Illinois School Code and the protocol established through the LaSalle-Peru Township High School District #120 *Teacher Evaluation and Improvement Program*. This protocol has been created by a joint committee of teachers and Board representatives, and may not be unilaterally changed absent the agreement of both parties.

Concerns raised by an individual teacher about his/her evaluation process must be handled through the process set forth within the *Teacher Evaluation and Improvement Program*. If the issue is not resolved through this process, an individual teacher may raise the issue through the grievance process established in Article XVI of this Agreement. The timelines set forth in the grievance process shall not begin to run until the resolution process set forth in the *Teacher Evaluation and Improvement Program* has been concluded.

**ARTICLE XI
EXTRA DUTIES/DIFFERENTIALS**

A. Extra Duties

1. Definition

Duties performed after school and/or in the evening shall be divided into three (3) categories outlined below based on skill, length of duty and location, i.e. indoor/outdoor.

a. Non-Skilled Indoor

Jobs at indoor events such as crowd control, ticket taking, dance chaperons which for the most part can be performed equally as well by a new assignee with a moderate amount of instruction and/or past experience.

b. Skilled Indoor and Non-Skilled Outdoor

(1) Jobs at indoor athletic events such as announcer, timer, scorekeeper which for the most part require special skills and wherein successful past experience would be an important selection factor; and

(2) Jobs at outdoor athletic events such as ticket seller, ticket taker, crowd control, chain gang, bus chaperon* and cross country timer which for the most part can be performed equally as well by a new assignee with a moderate amount of instruction and/or past experience.

*Placed in this category because of the extra time involved.

c. Skilled Outdoor

Jobs at outdoor athletic events such as football timer, and football announcer which for the most part require special skills and wherein successful past experience would be an important selection factor.

2. School-Wide Seniority

School-wide seniority shall prevail. Staff members holding an extra duty assignment shall have the right of first refusal when available duties are posted in the fall, winter, and spring.

3. Qualifications for Extra Duty

School-wide seniority, preparation, experience and competence in the particular assignment shall be considered when assigning extra duty assignments. If an

employee, in the judgment of the Superintendent or designee, is not the most qualified, the reasons for this judgment shall be made available to the employee at his/her request. If an applicant is not satisfied with these reasons, he/she may have the assignment reviewed as outlined in the grievance procedure.

4. Reassignments of Extra Duties

If reassignments are necessary according to the terms of this Article, they will be made as quickly as circumstances permit. The employee shall receive his/her pay proportionate to the actual work he/she performed.

5. Newly Created Extra Duty Postings

The Union President shall be advised of the newly created extra-duty jobs as soon as they become available. These shall be posted immediately following that notification.

6. First Choice For Extra Duty Assignments

Extra duty assignments shall be first offered to the teaching staff. Jobs customarily assigned to non-certified personnel of this district are excluded from this paragraph.

7. Removal From Extra Duty Assignments

If it is determined by the immediate supervisor that an employee has not been performing an extra-duty assignment competently, he/she may be removed from that assignment by the supervisor. The removal from the duty will be reviewed by the Superintendent at the request of the employee. If the employee is not satisfied with the decision of the Superintendent after the review, the employee may follow the procedures outlined in the Grievance Procedure.

B. Differentials

1. Differential Assignments

Differential assignments are to be awarded by the Board of Education. Differential contracts will be issued by the Board, returned and signed by the employee within fifteen (15) calendar days after receipt of the contract.

2. Initial Employment Differentials

If at the time of initial employment of an employee with the District, a differential contract was entered into, then in the succeeding three years that differential contract, if offered, must be renewed by the employee continuing in the employ of the district unless the Board consents to the non-renewal.

a. Notice to Cease Initial Assignment

An employee who no longer wishes to accept this initial differential contract must give a one (1) year notice to the district of his/her desire to cease performing the differential assignment.

3. Contracts

Written contracts will be given to each employee showing the duties and amount of the differentials.

4. Non-Renewal/Resignation of Differential Assignments

Employees who are not to be re-hired in a differential capacity for the next school year will be notified by May 15 of the current school year. Employees who no longer desire to accept a differential contract must give notice by May 15 of the current school year except as limited in the Initial Employment Section.

5. Newly Created Differentials

The Union President shall be advised of newly created differential positions and given an opportunity to negotiate rates of pay. A current list of all available differential positions shall be posted on the bulletin board in the mailroom, until these positions are filled.

6. Future Availability

The future availability of existing differential assignments will be communicated to the Union President as soon as practical.

7. Employees' Interest

On or before May 1 of the current school year, an employee shall be given an opportunity to list any new or additional differential position(s) he/she would like to be considered for in the coming school year.

8. Differentials/Voluntary/Exceptions

Acceptance of differential assignments except as limited in sub-section 2 above shall be at the option of the employee.

9. Placement on Schedule

The step at which district employees are placed on the differential schedule shall be determined by the number of years the employee has been employed in that activity in the District, whether continuous or not. Credit for prior activity outside the District will be allowed to the extent it is recent and equivalent. Partial credit

may be given at the discretion of the Superintendent in consultation with the Union for activity that is not recent or equivalent.

ARTICLE XII LEAVES

Leaves are for the general emergency welfare of the district's employees and each category of leave serves a fundamental purpose or purposes. However, in such cases where the Board has reason to believe that abuse of a leave or leaves is occurring or forthcoming, investigation and special action such as the denial of the leave(s) is not out of order. In granting or denying leaves, all absences of the employee during the year will be a considered factor.

A. Sick Leave

Sick Leave. For personal illness, serious illness or death in the employee's immediate family or birth, adoption or placement for adoption, an employee shall be allowed, twelve (12) school days with full salary in each school year for the first ten (10) years of teaching, fourteen (14) school days for years eleven (11) through twenty (20) and eighteen (18) school days for each year thereafter. There shall be no limit on the number of sick days an employee may accumulate.

Immediate family as herein used means wife, husband, children, brothers, sisters, father, mother, grandmother, grandfather, grandchildren, legal guardians, common law partners, and also in-laws similarly related. Exceptions may be made by the Superintendent for other relatives who because of special circumstances would be considered a member of the immediate family.

Statement From Physician. The Superintendent may require written verification by a licensed physician for any absence chargeable as sick leave.

B. Personal Leave

1. Personal Leave

Three (3) days per year of paid leave may be granted as personal leave; however, a request for this day must be made to the administration at least two (2) days in advance. No reason need be given.

Requests for personal leave may be denied if the request is during the first five or last five school days of the school year, in conjunction with a school holiday, institute days, or if granting the leave would reduce the number of regular teachers in the building by 10 or more.

2. Guidelines Applicable to the Above Provisions

a. Emergencies

In the case of an emergency, the above two-day leave notice may be

waived if approved by the administration.

b. Conversion to Sick Leave

Personal Leave that is not used during the school year shall be converted to sick leave days on July 1.

c. Emergency Leave/Deduction

If an employee is unable to attend school because of an emergency that has occurred at that employee's local residence, the missed day shall be counted as personal leave according to section 1, above. If all Personal Leave has been used, a salary deduction of 1/181 of the employee's annual salary will be made.

C. Leaves for Professional Meetings

The Principal, with input from the Department Chairperson, will determine the number of employees that may attend a given professional meeting. The following guidelines will be used in arriving at the decision: importance of the meeting; value of having two (2) or more department members attend; and the cost.

1. Availability of Funds

The number of meetings that employees from a given department may attend will be based upon the availability of funds and the recommendation of the Department Chairperson.

2. Reimbursed Expenses

Employees are to be reimbursed for necessary expenses incurred when attending approved professional meetings.

D. Sabbatical Leave

Sabbatical leave shall be handled under the Sabbatical Leave Letter of Agreement.

E. Union Leave

The Union President, or designee, shall be granted a maximum of three (3) days leave per year to allow its designated delegates to attend Union conferences and conventions; or to attend State Board workshops, conferences or seminars.

F. Bereavement Leave

In the event of the death of a member of an employee's family, such employee shall be entitled to three (3) days of absence without loss of pay and without loss of personal or sick leave. If the death is in the immediate family, the bereavement leave may be

extended to a maximum of eight (8) days with the additional days charged against unused sick leave. Immediate family as used herein shall be the same as defined in the Sick Leave section.

In addition, one (1) day bereavement leave shall be granted for each case where death has occurred in the employees "extended family". The term "extended family" shall be interpreted to mean aunt, uncle, niece and nephew.

G. Child Care Leave

Child-care leave shall be defined as a leave granted for maternity, paternity, foster or adoptive parenthood. It is understood that foster parenthood and adoption will apply to cases involving children under the age of ten (10) years.

A teacher covered by this Agreement shall be permitted a leave of absence without compensation, without loss of tenure or position on the salary schedule if the requirements of this provision are satisfied.

If a child-care leave is desired, the teacher shall arrange for a meeting with the superintendent at least 120 calendar days prior to the anticipated leave. The purpose of this meeting shall be to work out the period of such leave subject to the provisions of this section.

In the case of foster or adoptive parenthood, notification of anticipation of a leave shall be given to the superintendent at the time the teacher has been notified of eligibility. Such notification of anticipated leave shall be placed on file for a period of one year and renewable each succeeding year. When the actual period of desired leave is known, the superintendent shall be notified as soon as possible.

In order to preserve continuity of instruction, it is agreed that a Child-care leave shall, if at all possible, begin and/or end at a natural break in the school year, that natural break being a semester.

Notification of a teacher's intent to return shall be given to the superintendent at least sixty calendar days (60) prior to the date of his/her leave expires.

The agreed period of child-care leave shall not exceed eighteen (18) calendar weeks, unless mutually extended. A request for extension of the agreed period of leave shall be submitted to the superintendent at least sixty (60) calendar days prior to the expiration date of the leave.

Upon returning from child-care leave, a teacher shall be placed in the position he/she held at the time the leave commenced, if such position still exists, or a position for which he/she is qualified, if such is available.

All insurance may be kept in effect by the teacher making all premium payments to the district during the leave period.

**ARTICLE XIII
INSURANCE**

A. Health Insurance

The health insurance program shall consist of the following:

1. Board-Paid Cap

a. Employee

The Board's contribution to the cost of individual employee health insurance shall be capped in each year (beginning September 1st of that year) consistent with parameters for the insurance plans set forth on Appendix D which are incorporated herein by reference. The portion of the contribution paid by the employee and the Board shall be based upon the premium equivalent as determined by the insurance provider (annual expected costs plus fixed costs).

b. Dependent

The Board's contribution to the cost of health insurance coverage for employees with dependent care shall be capped in each year (beginning September 1st of that year) consistent with parameters for the insurance plans set forth on Appendix D which are incorporated herein by reference. The portion of the contribution paid by the employee and the Board shall be based upon the premium equivalent as determined by the insurance provider (annual expected costs plus fixed costs).

c. 125 Plan

The District shall provide a "125 Plan" so that employees may contribute pre-tax dollars for their share of the health insurance costs.

d. HSA Account

The District will deposit the amount set forth below into a Health Savings Account (HSA) for each employee on the high-deductible health plan (HDHP) deductible plan who is not enrolled in Medicare, on January 1st of each applicable year of participation in the HDHP plan. Retiring staff shall receive a prorated Board HSA contribution beginning the new insurance calendar year (January 1) in their final months of employment based upon the date of their last day of employment. In addition the Board will make a pro-rated deposit into a HSA for each employee who elects to join the plan upon initial employment or who elects to change to the HSA during the open enrollment period each year equivalent to the percent of the year remaining of the applicable plan year. The Board's contribution shall be as follows:

High-Deductible Board Contribution

	<u>24/25</u>	<u>25/26</u>	<u>26/27</u>
Employee	\$900	\$925	\$950
Employee Plus	\$1,200	\$1,250	\$1,300

Employees who leave employment prior to the end of an applicable year of participation in the HD or elect to change to a traditional plan during the open enrollment period will reimburse the District to prorated percentage of the District's HSA deposit for that year (the ratio shall equal the number of full months remaining in that calendar year as compared to the entire year). That amount shall be deducted from the applicable employee's final pay check or their first paycheck under the new plan. If an employee begins employment after the start of a calendar year the HSA contribution shall be prorated for the portion for the year for which he/she is employed.

e. HDHP Deductible

The District will adjust the deductible such sums annually as necessary in order to meet the minimum requirements mandated by the IRS.

2. Carryover of Benefits

In the event of a non-Agreement for a particular year, the same hospitalization and other insurance benefits for the past year will be carried over for the months of July and August and any Board share of premiums paid in the past year will continue to be paid in the months of July and August.

B. Life Insurance

Board-paid life insurance will be provided to each employee in the amount of \$30,000 consistent with insurance company requirements, which currently is a minimum of 15 hours a week during the contractual year.

C. Dental and Vision Insurance

The District shall make available a dental and vision insurance plan provided that the minimum requirements and/or qualifications set forth by the plan administrator are met by the group. The Board will contribute fifteen percent (15%) to the total premium cost for participating employees and dependents.

D. Insurance Committee

1. Decisions regarding the type of health insurance plan, (i.e. self-funded, PPO, HMO, HD) and dental and vision insurance plan, the benefits to be provided within the plan, and the particular carrier or provider of the plan shall be decided by an Insurance Committee. The Insurance Committee shall be made up of the District employees representing the following groups:
 - 2 representatives selected by Local 604, Teacher unit
 - 1 representative selected by the Building Services Union
 - 1 representative selected by the clerical staff
 - 1 representative selected by the Administration
 - 1 representative selected by Local 604, Support Staff unit
2. In order to effect a change in the plan or the carrier, the Insurance Committee must have five (5) votes of the six (6) members in favor of the proposed change. No change shall be made which violates any law or governmental regulation. The Board shall make the changes within a reasonable period of time. The Committee shall not recommend any modifications to the plan which would adversely affect the District financially.

**ARTICLE XIV
SALARY AND RATES OF PAY**

A. General Conditions

1. Salary Schedules

Salary Schedules are attached as "Appendix A."

Longevity \$1,250

Base+Step (Step = 2.19%)

2024-2025 2.81% + 2.19% - 5.0% (inclusive of Step)

2025-2026 2.31% + 2.19% - 4.5% (inclusive of Step)

2026-2027 2.06% + 2.19% - 4.25% (inclusive of Step)

This increase shall include step movement, increases to the base, off schedule payments and longevity, etc.

Salary schedules are to be based on current employees who will be employed in the first year of the contract, but excludes employees paid under the terms of Article XV.

Employees may only advance one step vertically on the salary schedule per year.

2. Board-Paid TRS

For the term of this Agreement, the Board will contribute 9.0% (factor equals 1.098901) of each teacher's total creditable earnings to the Teachers' Retirement System of Illinois (TRS). In the event the amount of the required individual teacher contribution to TRS decreases because of a change in the applicable law or regulations, the Board shall pay the difference of the 9.0% contribution and the lower amount required to the teacher in the form of a salary. In the event the amount of the required individual teacher contribution to TRS increases because of a change in the law or regulation, such additional amount shall be deducted from each individual teacher's salary.

3. Pay Periods

Certificated employees shall be paid bi-weekly. A direct deposit program is available in which the paycheck is automatically deposited into checking or savings accounts in the financial institution of choice.

4. Deductions

a. Union Dues Deduction

Union dues of AFT members shall be withheld bi-weekly from salary checks and paid monthly by check to AFT Local 604.

b. Tax Sheltered Annuities

Tax sheltered annuity programs, approved by the Board and the Union, shall be made available for purchase to all employees. The Board shall notify the employees no later than September 1 of each year of those tax sheltered annuities that are available.

- (1) 403(b) Committee - The Committee shall meet annually to review the performance of the investment options within the groups offered by the District to the employees. The 403(b) Committee shall be made up of the District employees representing the following groups:

- 2 representatives selected by Local 604, Teacher unit
- 1 representative selected by the Building Services Union
- 1 representative selected by the clerical staff
- 1 representative selected by the Administration
- 1 representative selected by Local 604, Support Staff unit

In order to effect a change in the companies within the investment groups offered by the vendors, the 403(b) Committee must have five (5) votes of the six (6) members in favor of the proposed change. In the event that an employee group does not participate in the District's 403(b) Plan, the

Committee and the threshold to effect changes will be reduced accordingly. No change shall be made which violates any law or governmental regulations. The Board shall make the changes within a reasonable period of time.

c. Pay Deduction

If an employee receives a full-day pay deduction for a day not worked, the deduction shall be 1/181 the employee's annual salary.

B. Placement on Salary Schedule

1. New Employees

A newly hired employee will be placed on the salary schedule at the step and level that is indicated by his/her years of teaching experience in a public educational institution and education.

2. Credit for Advanced Degree

Employees may not receive salary schedule credit until the applicable degree is conferred upon the employee by an accredited institution and the District receives official notification of the advanced degree.

3. Psychologist

In the event the district hires a psychologist, the district retains the right to pay the individual off the salary schedule. The Union shall be informed prior to a psychologist contract being offered that is not based on the salary schedule. The psychologist remains a member of the bargaining unit.

C. Non-Salary Schedule Compensation (See "Appendix C")

2024-2025	3.5%
2025-2026	Freeze
2026-2027	Freeze

1. Internal Substitute

A classroom employee serving as an internal substitute will be paid \$33.39 per period (24/25), \$33.39 per period (25/26), and \$33.39 per period (26/27).

2. Pay for Sixth Class and Counselor Overload

The pay for teaching a 6th class will be the greater of twenty percent (20%) of the base (BA 1) or fifteen percent 15% of the teacher's salary on the salary schedule, plus TRS.

Overload compensation for Counselors will be calculated on a per diem basis using the MA Step 1 amount divided by 181 and multiplied by the number of overload days worked. The Board will pay the total TRS amount.

3. Driver Ed Pay

Employees in additional behind-the-wheel Drivers Education shall be paid \$41.63 per hour (24/25), \$41.63 per hour (25/26), and \$41.63 per hour (26/27).

4. Student Publication Director Assignment/Pay

If an employee accepts the yearbook differential assignment, that employee may opt to have a teaching load of only four (4) classes and no differential pay. The reduction in load compensates the employee for all yearbook work in and out of the school day.

5. Division Chair

Differentials for Division Chairpersons shall be placed in Group I of Appendix "B".

6. Counselor and Social Worker Differential

Differentials for counselors and social workers shall be on an index basis with the base for the index being the salary that is established as the beginning salary for a Master's Degree and no experience. Listed below is the index to be used:

	Years in this Position at LaSalle-Peru Township High School							
	1	2	3	4	5	6	7	8
Index for Counselors and Social Workers	.14	.145	.15	.155	.16	.165	.17	.175

This index shall include all the work performed by a counselor and social worker and shall include sixteen (16) days of work performed beyond the normal school day or school year. The times of these days shall be set for registration, scheduling, etc. by the Division Chair of Student Support Services and approved by the Principal. For the social worker, the times of these days shall be set by the Associate Principal for Student Support Services and approved by the Principal. Deviations from the normal schedule of extra times can be made with the approval of the Superintendent.

7. Extra Duty Pay

Employees performing extra duties shall be paid on the following basis:

	<u>24/25</u>	<u>25/26</u>	<u>26/27</u>
a. Non-Skilled Indoor (per contest)	\$36.18	\$36.18	\$36.18
b. Non-Skilled Outdoor (per contest)	\$42.18	\$42.18	\$42.18
c. Skilled Indoor/Outdoor (per contest)	\$45.90	\$45.90	\$45.90
d. IHSA Tournaments (home or away)			
Double the amounts above, whether one game or two.			
e. Employees may elect to be paid at the end of the season.			
f. TRS shall be paid in addition to the amounts listed above.			

8. Summer School Pay

The rate of pay for a summer school class shall be \$42.62 per hour (24/25), \$42.62 per hour (25/26), and \$42.62 (26/27), plus FICA.

9. Differentials

Differentials shall be paid in accordance with the schedule labeled "Appendix B". In addition, the Board will contribute 9.0% (factor equals 1.098901) to the Teachers Retirement System on all differentials.

10. Maintenance Days

Employees contracted for maintenance days shall be paid \$231.65/day (24/25), \$231.65/day (25/26), and \$231.65/day (26/27).

11. Study Hall Pay

Employees assigned study hall supervision having seventy-five (75) or more students on the eighth school day of the semester shall be paid an additional \$712.75/semester (24/25), \$712.75/semester (25/26), and \$712.75/semester (26/27).

D. Extended Contract

If an employee is required to work beyond one hundred eighty-one (181) days the employee shall be compensated on the basis of 1/181 of the employee's annual salary for each day in excess of one hundred eighty-one (181) days. Counselors, new employee orientation, maintenance days, and summer school are excluded from this contract provision.

E. Pay for Unused Sick Leave

Upon retirement from public school teaching in Illinois, employees will be paid \$35.00 per day for each day of unused sick leave, which is not applied to their TRS retirement benefits. The maximum number of days that will be compensated is 100 days.

**ARTICLE XV
EARLY RETIREMENT**

Eligibility

In order to be eligible for this benefit, an employee must have a minimum of ten (10) consecutive years of service in the district at the time of retirement, except for employees employed prior to September 1, 2001.

A. No Teacher Retirement Penalty

Any employee who will not cost the District a penalty or additional actuarial costs payable to the Teacher's Retirement System may initiate a retirement plan by submitting prior to September 1 of the first year of the plan an irrevocable written notice of intent to retire, specifying the year of retirement. Employees may select a plan length between five years and one year. The employee's total creditable earnings during each of the plan years shall be increased by six percent (6%) over what it was the previous year.

B. Number of Participants

The maximum number of employees who may elect to participate in the Early Retirement Plan for any school year is five percent (5%) of the union membership. This may result in a total of ten percent (10%) participating in years four and five of this contract. If more than five percent (5%) indicate interest for a particular year, participants shall be selected based on district seniority.

C. Differentials/Extra Assignments

In the event an employee resigns from or is relieved of a differential or an extra assignment during the year(s) covered by the retirement agreement, the differential or extra assignment compensation shall be deducted from that year's total salary.

D. Limitation

It is the intent of the parties that the Board of Education not be assessed any actuarial costs or other penalties by TRS as a result of employee compensation increases in any of the last four years of employment exceeding 6%. Therefore, employees are not permitted to engage in any extra duties or other assignments that would cause their compensation during that year to increase by more than 6%. If employees engage in such activities, their compensation for those activities may be reduced to such a level that the 6% total compensation limit is not exceeded.

**ARTICLE XVI
GRIEVANCE PROCEDURE**

A. Definitions

1. Any claim by the Union or an employee that there has been a violation,

misinterpretation or misapplication of the terms of this Agreement shall be a grievance.

B. Basic Principles

1. Every employee, group of employees, or the Union shall have the right to present a grievance (s) in accordance with the procedure outlined in this Article.
2. All parties have the responsibility to consider and take action within the periods of time and within the authority delegated to them in this Article.
3. If an employee or the Union fails to pursue the appropriate step within the time limits established in the grievance procedure, the alleged grievance shall be dropped. If the Board or its administrator fails to respond within the time limit established, the grievant shall have the right to appeal the grievance to the next step.
4. A grievance may be withdrawn at any level without establishing precedent and, if withdrawn, shall be treated as having never been filed.
5. Employees involved after the Second Step of the grievance procedure may request Union representation at any grievance meeting.
6. All time limits shall consist of pupil attendance days, except that when a grievance is being processed at the end of the current school year, time limits shall then consist of all week days.

C. Procedure

1. First Step

An in-person contact by the grieving party shall be made to resolve any alleged grievance by means of an informal, verbal discussion between the aggrieved and the Principal or Direct Supervisor within ten (10) school days of the occurrence of the event that purportedly caused the alleged grievance.

2. Second Step

If the alleged grievance cannot be resolved in Step One the employee or the Union may present the grievance in writing to the Principal or Direct Supervisor within twenty (20) school days of the occurrence of the event that purportedly caused the alleged grievance. The written grievance shall identify the grievant, include a detailed description of relevant facts, identify all provisions of the contract allegedly violated, and describe the remedy requested. The employee and the Union shall be provided with the Principal's or Supervisor's written response within ten (10) school days following receipt of the written grievance.

3. Third Step

If the grievance is not resolved in Step Two, then the Union may appeal the grievance in writing to the Superintendent or designee within ten (10) school days after receipt of the Step Two answer. Within ten (10) school days of receipt of written appeal of the Step Two decision, the Union shall be provided with the written response of the Superintendent or designee.

4. Fourth Step

If the grievance is not resolved in Step Three, the Union may appeal the grievance in writing addressed "Grievance to the Board of Education, to the Secretary of the Board of Education" and delivered to the Secretary of the Board of Education within ten (10) school days after receipt of the Step Three answer. Further, the Union must include in the appeal its reasons supporting that the alleged grievance is a violation, misinterpretation or misapplication of the Board-Union Agreement. The Personnel Committee of the Board shall hear the alleged grievance within fifteen (15) school days with such parties as either group may desire. The hearing shall be closed at the request of either group. The Union shall be provided with the written response of the Board within fifteen (15) school days after the hearing.

5. Fifth Step

In the event that the grievance has not been satisfactorily resolved in Step Four of the Grievance Procedure, Union may request in writing within ten (10) school days that the matter go to arbitration. The Board or its designee and the Union shall request a panel of five arbitrators from the Federal Mediation and Conciliation Service. If the Board, or their designee, and the Union are unable to agree upon one of the panel members to resolve the grievance, an arbitrator shall be chosen by each party alternately striking one name from the list until only one name remains. The Union shall strike the first name; the Board shall strike the second name, etc.

a. Basis of Decision

The arbitrator shall consider and decide only the specific issues submitted to him/her in writing and shall be based solely upon his/her interpretation of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented.

b. Arbitration Cost

Each party shall pay the cost of expenditures incurred by it in connection with the arbitration. The cost of the arbitration and the arbitrator's copy of the proceedings shall be borne equally by the Employer and the Union. Should either party desire a copy of the proceeding, the party requesting the copy shall pay the cost of the copy.

**ARTICLE XVII
AMENDMENT AND MODIFICATION**

This agreement constitutes the sole and entire existing agreement between the parties in respect to pay, wages, hours of employment or other conditions of employment, which shall prevail during the term of this Agreement. It supersedes all prior practices, whether written or oral, and expresses all obligations of and restrictions imposed upon the employer and the Union. This contract is subject to amendment only by a subsequent written agreement between and executed by the Union and the Employer. This Agreement may be reopened by mutual written consent of the Board and the Union.

**ARTICLE XVIII
ENTIRE AGREEMENT**

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Union for the life of this agreement each voluntarily and unqualifiedly waives the right to bargain collectively with respect to any matters covered in the Articles of this Agreement.

**ARTICLE XIX
NO STRIKE/NO LOCKOUT**

No Strike/No Lockout

1. During this agreement there shall be no strikes, work stoppages, slow downs or intentional interruptions of educational duties by either Local 604 or the employees covered by this Agreement. It is understood and agreed that any employee violating this provision of the Agreement shall be subject to disciplinary action by the Board to the extent of and including dismissal.
2. The Board agrees that it will neither conduct nor condone any lockout of employees because of labor dispute for the duration of this Agreement.

**ARTICLE XX
EFFECT OF AGREEMENT**

A. Duration

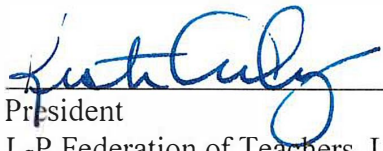
This AGREEMENT shall become effective as of the 1st day of July, 2024, and all foregoing provisions shall remain in full force and effect until and including the 30th day of June, 2027.

B. Savings Clause

Should this Article, or any article, section or language of this Agreement, be declared illegal by a court of competent jurisdiction, then that article, section or language shall be deleted from this Agreement to the extent that it violates a law and the parties shall re-negotiate the provisions that have been deleted. The remaining articles, sections and language shall remain in full force and effect.

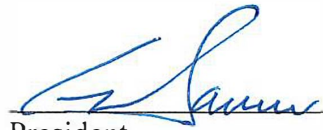
C. Ratification

The parties to this Collective Bargaining Agreement have duly approved and ratified same, and have hereunto set their hands as follows:




President
L-P Federation of Teachers, Local 604

Date: September 5, 2024



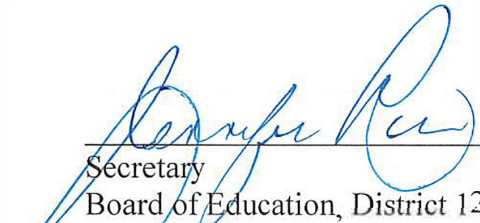
President
Board of Education, District 120

Date: September 5, 2024



Vice President
L-P Federation of Teachers, Local 604

Date: September 18, 2024



Secretary
Board of Education, District 120

Date: September 18, 2024

**APPENDIX A
SALARY SCHEDULE**

Salary Schedule 2024-2025

2024- 2025		\$41,377.69 W-O/TRS								
STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	STEP
1	\$41,378	\$42,619	\$43,860	\$45,102	\$47,171	\$48,826	\$50,481	\$52,136	\$53,791	1
2	\$42,619	\$43,860	\$45,102	\$46,343	\$48,826	\$50,481	\$52,136	\$53,791	\$55,446	2
3	\$43,860	\$45,102	\$46,343	\$47,584	\$50,481	\$52,136	\$53,791	\$55,446	\$57,101	3
4	\$45,102	\$46,343	\$47,584	\$48,826	\$52,136	\$53,791	\$55,446	\$57,101	\$58,756	4
5	\$46,343	\$47,584	\$48,826	\$50,067	\$53,791	\$55,446	\$57,101	\$58,756	\$60,411	5
6	\$47,584	\$48,826	\$50,067	\$51,308	\$55,446	\$57,101	\$58,756	\$60,411	\$62,067	6
7	\$48,826	\$50,067	\$51,308	\$52,550	\$57,101	\$58,756	\$60,411	\$62,067	\$63,722	7
8	\$50,067	\$51,308	\$52,550	\$53,791	\$58,756	\$60,411	\$62,067	\$63,722	\$65,377	8
9	\$51,308	\$52,550	\$53,791	\$55,032	\$60,411	\$62,067	\$63,722	\$65,377	\$67,032	9
10	\$52,550	\$53,791	\$55,032	\$56,274	\$62,067	\$63,722	\$65,377	\$67,032	\$68,687	10
11		\$55,032	\$56,274	\$57,515	\$63,722	\$65,377	\$67,032	\$68,687	\$70,342	11
12			\$57,515	\$58,756	\$65,377	\$67,032	\$68,687	\$70,342	\$71,997	12
13				\$59,998	\$67,032	\$68,687	\$70,342	\$71,997	\$73,652	13
14					\$68,687	\$70,342	\$71,997	\$73,652	\$75,307	14
15					\$70,342	\$71,997	\$73,652	\$75,307	\$76,963	15
16					\$71,997	\$73,652	\$75,307	\$76,963	\$78,618	16
17					\$73,652	\$75,307	\$76,963	\$78,618	\$80,273	17
18					\$75,307	\$76,963	\$78,618	\$80,273	\$81,928	18
19						\$78,618	\$80,273	\$81,928	\$83,583	19
20							\$81,928	\$83,583	\$85,238	20
21								\$85,238	\$86,893	21
22									\$88,548	22
23									\$90,203	23
24									\$91,858	24

Any teacher who remains at the top level of MA+32 column will receive a longevity payment of \$1,250.00.

2024- \$45,469.98 W/ TRS
2025

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	STEP
1	\$45,470	\$46,834	\$48,198	\$49,562	\$51,836	\$53,655	\$55,473	\$57,292	\$59,111	1
2	\$46,834	\$48,198	\$49,562	\$50,926	\$53,655	\$55,473	\$57,292	\$59,111	\$60,930	2
3	\$48,198	\$49,562	\$50,926	\$52,290	\$55,473	\$57,292	\$59,111	\$60,930	\$62,749	3
4	\$49,562	\$50,926	\$52,290	\$53,655	\$57,292	\$59,111	\$60,930	\$62,749	\$64,567	4
5	\$50,926	\$52,290	\$53,655	\$55,019	\$59,111	\$60,930	\$62,749	\$64,567	\$66,386	5
6	\$52,290	\$53,655	\$55,019	\$56,383	\$60,930	\$62,749	\$64,567	\$66,386	\$68,205	6
7	\$53,655	\$55,019	\$56,383	\$57,747	\$62,749	\$64,567	\$66,386	\$68,205	\$70,024	7
8	\$55,019	\$56,383	\$57,747	\$59,111	\$64,567	\$66,386	\$68,205	\$70,024	\$71,843	8
9	\$56,383	\$57,747	\$59,111	\$60,475	\$66,386	\$68,205	\$70,024	\$71,843	\$73,661	9
10	\$57,747	\$59,111	\$60,475	\$61,839	\$68,205	\$70,024	\$71,843	\$73,661	\$75,480	10
11		\$60,475	\$61,839	\$63,203	\$70,024	\$71,843	\$73,661	\$75,480	\$77,299	11
12			\$63,203	\$64,567	\$71,843	\$73,661	\$75,480	\$77,299	\$79,118	12
13				\$65,931	\$73,661	\$75,480	\$77,299	\$79,118	\$80,937	13
14					\$75,480	\$77,299	\$79,118	\$80,937	\$82,755	14
15					\$77,299	\$79,118	\$80,937	\$82,755	\$84,574	15
16					\$79,118	\$80,937	\$82,755	\$84,574	\$86,393	16
17					\$80,937	\$82,755	\$84,574	\$86,393	\$88,212	17
18					\$82,755	\$84,574	\$86,393	\$88,212	\$90,031	18
19						\$86,393	\$88,212	\$90,031	\$91,849	19
20							\$90,031	\$91,849	\$93,668	20
21								\$93,668	\$95,487	21
22									\$97,306	22
23									\$99,125	23
24									\$100,943	24

Any teacher who remains at the top level of MA+32 column will receive a longevity payment of \$1,250.00.

Salary Schedule 2025-2026

2025- 2026 \$42,333.52 W-O/ TRS

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	STEP
1	\$42,334	\$43,604	\$44,874	\$46,144	\$48,260	\$49,954	\$51,647	\$53,340	\$55,034	1
2	\$43,604	\$44,874	\$46,144	\$47,414	\$49,954	\$51,647	\$53,340	\$55,034	\$56,727	2
3	\$44,874	\$46,144	\$47,414	\$48,684	\$51,647	\$53,340	\$55,034	\$56,727	\$58,420	3
4	\$46,144	\$47,414	\$48,684	\$49,954	\$53,340	\$55,034	\$56,727	\$58,420	\$60,114	4
5	\$47,414	\$48,684	\$49,954	\$51,224	\$55,034	\$56,727	\$58,420	\$60,114	\$61,807	5
6	\$48,684	\$49,954	\$51,224	\$52,494	\$56,727	\$58,420	\$60,114	\$61,807	\$63,500	6
7	\$49,954	\$51,224	\$52,494	\$53,764	\$58,420	\$60,114	\$61,807	\$63,500	\$65,194	7
8	\$51,224	\$52,494	\$53,764	\$55,034	\$60,114	\$61,807	\$63,500	\$65,194	\$66,887	8
9	\$52,494	\$53,764	\$55,034	\$56,304	\$61,807	\$63,500	\$65,194	\$66,887	\$68,580	9
10	\$53,764	\$55,034	\$56,304	\$57,574	\$63,500	\$65,194	\$66,887	\$68,580	\$70,274	10
11		\$56,304	\$57,574	\$58,844	\$65,194	\$66,887	\$68,580	\$70,274	\$71,967	11
12			\$58,844	\$60,114	\$66,887	\$68,580	\$70,274	\$71,967	\$73,660	12
13				\$61,384	\$68,580	\$70,274	\$71,967	\$73,660	\$75,354	13
14					\$70,274	\$71,967	\$73,660	\$75,354	\$77,047	14
15					\$71,967	\$73,660	\$75,354	\$77,047	\$78,740	15
16					\$73,660	\$75,354	\$77,047	\$78,740	\$80,434	16
17					\$75,354	\$77,047	\$78,740	\$80,434	\$82,127	17
18					\$77,047	\$78,740	\$80,434	\$82,127	\$83,820	18
19						\$80,434	\$82,127	\$83,820	\$85,514	19
20							\$83,820	\$85,514	\$87,207	20
21								\$87,207	\$88,900	21
22									\$90,594	22
23									\$92,287	23
24									\$93,980	24

Any teacher who remains at the top level of MA+32 column will receive a longevity payment of \$1,250.00.

2025- \$46,520.34 W/ TRS
2026

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	STEP
1	\$46,520	\$47,916	\$49,312	\$50,707	\$53,033	\$54,894	\$56,755	\$58,616	\$60,476	1
2	\$47,916	\$49,312	\$50,707	\$52,103	\$54,894	\$56,755	\$58,616	\$60,476	\$62,337	2
3	\$49,312	\$50,707	\$52,103	\$53,498	\$56,755	\$58,616	\$60,476	\$62,337	\$64,198	3
4	\$50,707	\$52,103	\$53,498	\$54,894	\$58,616	\$60,476	\$62,337	\$64,198	\$66,059	4
5	\$52,103	\$53,498	\$54,894	\$56,290	\$60,476	\$62,337	\$64,198	\$66,059	\$67,920	5
6	\$53,498	\$54,894	\$56,290	\$57,685	\$62,337	\$64,198	\$66,059	\$67,920	\$69,781	6
7	\$54,894	\$56,290	\$57,685	\$59,081	\$64,198	\$66,059	\$67,920	\$69,781	\$71,641	7
8	\$56,290	\$57,685	\$59,081	\$60,476	\$66,059	\$67,920	\$69,781	\$71,641	\$73,502	8
9	\$57,685	\$59,081	\$60,476	\$61,872	\$67,920	\$69,781	\$71,641	\$73,502	\$75,363	9
10	\$59,081	\$60,476	\$61,872	\$63,268	\$69,781	\$71,641	\$73,502	\$75,363	\$77,224	10
11		\$61,872	\$63,268	\$64,663	\$71,641	\$73,502	\$75,363	\$77,224	\$79,085	11
12			\$64,663	\$66,059	\$73,502	\$75,363	\$77,224	\$79,085	\$80,945	12
13				\$67,454	\$75,363	\$77,224	\$79,085	\$80,945	\$82,806	13
14					\$77,224	\$79,085	\$80,945	\$82,806	\$84,667	14
15					\$79,085	\$80,945	\$82,806	\$84,667	\$86,528	15
16					\$80,945	\$82,806	\$84,667	\$86,528	\$88,389	16
17					\$82,806	\$84,667	\$86,528	\$88,389	\$90,249	17
18					\$84,667	\$86,528	\$88,389	\$90,249	\$92,110	18
19						\$88,389	\$90,249	\$92,110	\$93,971	19
20							\$92,110	\$93,971	\$95,832	20
21								\$95,832	\$97,693	21
22									\$99,554	22
23									\$101,414	23
24									\$103,275	24

Any teacher who remains at the top level of MA+32 column will receive a longevity payment of \$1,250.00.

Salary Schedule 2026-2027

2026- 2027 \$43,205.59 W-O/ TRS

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	STEP
1	\$43,206	\$44,502	\$45,798	\$47,094	\$49,254	\$50,983	\$52,711	\$54,439	\$56,167	1
2	\$44,502	\$45,798	\$47,094	\$48,390	\$50,983	\$52,711	\$54,439	\$56,167	\$57,895	2
3	\$45,798	\$47,094	\$48,390	\$49,686	\$52,711	\$54,439	\$56,167	\$57,895	\$59,624	3
4	\$47,094	\$48,390	\$49,686	\$50,983	\$54,439	\$56,167	\$57,895	\$59,624	\$61,352	4
5	\$48,390	\$49,686	\$50,983	\$52,279	\$56,167	\$57,895	\$59,624	\$61,352	\$63,080	5
6	\$49,686	\$50,983	\$52,279	\$53,575	\$57,895	\$59,624	\$61,352	\$63,080	\$64,808	6
7	\$50,983	\$52,279	\$53,575	\$54,871	\$59,624	\$61,352	\$63,080	\$64,808	\$66,537	7
8	\$52,279	\$53,575	\$54,871	\$56,167	\$61,352	\$63,080	\$64,808	\$66,537	\$68,265	8
9	\$53,575	\$54,871	\$56,167	\$57,463	\$63,080	\$64,808	\$66,537	\$68,265	\$69,993	9
10	\$54,871	\$56,167	\$57,463	\$58,760	\$64,808	\$66,537	\$68,265	\$69,993	\$71,721	10
11		\$57,463	\$58,760	\$60,056	\$66,537	\$68,265	\$69,993	\$71,721	\$73,450	11
12			\$60,056	\$61,352	\$68,265	\$69,993	\$71,721	\$73,449	\$75,178	12
13				\$62,648	\$69,993	\$71,721	\$73,450	\$75,178	\$76,906	13
14					\$71,721	\$73,450	\$75,178	\$76,906	\$78,634	14
15					\$73,450	\$75,178	\$76,906	\$78,634	\$80,362	15
16					\$75,178	\$76,906	\$78,634	\$80,362	\$82,091	16
17					\$76,906	\$78,634	\$80,362	\$82,091	\$83,819	17
18					\$78,634	\$80,362	\$82,091	\$83,819	\$85,547	18
19						\$82,091	\$83,819	\$85,547	\$87,275	19
20							\$85,547	\$87,275	\$89,004	20
21								\$89,003	\$90,732	21
22									\$92,460	22
23									\$94,188	23
24									\$95,916	24

Any teacher who remains at the top level of MA+32 column will receive a longevity payment of \$1,250.00.

2026- 2027 \$47,478.66 W/ TRS

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	STEP
1	\$47,479	\$48,903	\$50,327	\$51,752	\$54,126	\$56,025	\$57,924	\$59,823	\$61,722	1
2	\$48,903	\$50,327	\$51,752	\$53,176	\$56,025	\$57,924	\$59,823	\$61,722	\$63,621	2
3	\$50,327	\$51,752	\$53,176	\$54,600	\$57,924	\$59,823	\$61,722	\$63,621	\$65,521	3
4	\$51,752	\$53,176	\$54,600	\$56,025	\$59,823	\$61,722	\$63,621	\$65,521	\$67,420	4
5	\$53,176	\$54,600	\$56,025	\$57,449	\$61,722	\$63,621	\$65,521	\$67,420	\$69,319	5
6	\$54,600	\$56,025	\$57,449	\$58,874	\$63,621	\$65,521	\$67,420	\$69,319	\$71,218	6
7	\$56,025	\$57,449	\$58,874	\$60,298	\$65,521	\$67,420	\$69,319	\$71,218	\$73,117	7
8	\$57,449	\$58,874	\$60,298	\$61,722	\$67,420	\$69,319	\$71,218	\$73,117	\$75,016	8
9	\$58,874	\$60,298	\$61,722	\$63,147	\$69,319	\$71,218	\$73,117	\$75,016	\$76,915	9
10	\$60,298	\$61,722	\$63,147	\$64,571	\$71,218	\$73,117	\$75,016	\$76,915	\$78,815	10
11		\$63,147	\$64,571	\$65,995	\$73,117	\$75,016	\$76,915	\$78,815	\$80,714	11
12			\$65,995	\$67,420	\$75,016	\$76,915	\$78,815	\$80,714	\$82,613	12
13				\$68,844	\$76,915	\$78,815	\$80,714	\$82,613	\$84,512	13
14					\$78,815	\$80,714	\$82,613	\$84,512	\$86,411	14
15					\$80,714	\$82,613	\$84,512	\$86,411	\$88,310	15
16					\$82,613	\$84,512	\$86,411	\$88,310	\$90,209	16
17					\$84,512	\$86,411	\$88,310	\$90,209	\$92,109	17
18					\$86,411	\$88,310	\$90,209	\$92,109	\$94,008	18
19						\$90,209	\$92,109	\$94,008	\$95,907	19
20							\$94,008	\$95,907	\$97,806	20
21								\$97,806	\$99,705	21
22									\$101,604	22
23									\$103,503	23
24									\$105,403	24

Any teacher who remains at the top level of MA+32 column will receive a longevity payment of \$1,250.00.

**APPENDIX B
CATEGORY**

Group	
<u>Group I</u>	Head Boys' Basketball, Head Football, Head Girls' Basketball, Division Chairpersons.
<u>Group II**</u>	Head Wrestling, Head Volleyball, Head Baseball, Head Softball, Band Director, Student Publications Director, Head Girls' Track, Head Boys' Track, Head Cross-Country, Head Girls' Soccer, Head Boys' Soccer, Cavalettes.
<u>Group III***</u>	Assistant Football, Assistant Boys' Basketball, Assistant Girls' Basketball, Vocal Music, Head Girls' Tennis, Head Boy's Tennis, Head Girls' Bowling, Head Boy's Bowling, Head Girls' Golf, Head Boys' Golf, School Musical Director, Head Boys' Swim, Head Girls' Swim, Fall Head Cheerleading, Winter Head Cheerleading^.
<u>Group IV</u>	Assistant Baseball, Assistant Wrestling, Assistant Track, Assistant Softball, Intramurals, Assistant Volleyball, Assistant Band Director, Assistant Choral Director, Assistant Girls' Soccer, Assistant Boys' Soccer.
<u>Group V</u>	Assistant Girls' Swim, Assistant Boys' Swim, FFA, Weightlifting, Assistant Girls' Tennis, Assistant Boys' Tennis, Assistant Golf, Drama Club, Scholastic Bowl Coach, Student Council (two positions), Assistant Cross-Country, Renaissance Advisor (two positions), Link Crew (two positions), Assistant Girls' Golf, Assistant Boys' Golf, Cardio Supervisor, Fall Assistant Cheerleading, Winter Assistant Cheerleading^.
<u>Group VI</u>	Special Olympics Coach, Jazz Ensemble, Senior Class Advisor, Key Club, LEAD, Foreign Language, Chamber Choir, GSA Sponsor, Junior Class Advisor.
<u>Group VII</u>	Assistant Scholastic Bowl Coach, Green Team, Computer Club, FBLA (Future Business Leaders of America), Technology Club, Debate Team Sponsor, Bass Fishing Sponsor, Teens on Prevention (TOPS), Color Guard (Marching Band Season), Winter Guard (Winter Season), Art Club, Interact Club.
<u>Group VIII</u>	Assistant Special Olympics Coach, Freshman/Sophomore Class Advisor, Group Interpretation, Pit Orchestra, Head Chess.
<u>Group IX</u>	FCCLA (Family Career and Community Leaders of America), LP Honor Society, Science Research Club, Math Club, WYSE Coordinator, Skills USA.

*District pays .1098901% in retirement contribution.

**If one person serves as both Head Cheer and Assist Cheer, the Head Cheer Coach shall receive 40% of the Group IV stipend in the fall season and 60% of the Group IV stipend winter/competition season in addition to the Group II head coach stipend.

*** If one person coaches both boys' and girls' track they will be paid on Group I.

^ Cheer coaches attend all boys' basketball game home games, all conference away games, and state series as well as Mendota, Hall, Streator, and St. Bede as scheduled (home and/or away, no tournaments.)

APPENDIX B

DIFFERENTIAL SCHEDULE 2024-2025

Base

\$	41,378.00		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8+	Increment	Increment
	16.70%	Group I	\$6,910	\$7,083	\$7,256	\$7,428	\$7,601	\$7,774	\$7,947	\$8,119	0.025	\$173
	13.20%	Group II	\$5,462	\$5,626	\$5,790	\$5,953	\$6,117	\$6,281	\$6,445	\$6,609	0.03	\$164
	10.00%	Group III	\$4,138	\$4,303	\$4,469	\$4,634	\$4,800	\$4,965	\$5,131	\$5,296	0.04	\$166
	8.10%	Group IV	\$3,352	\$3,511	\$3,670	\$3,829	\$3,988	\$4,148	\$4,307	\$4,466	0.0475	\$159
	6.50%	Group V	\$2,690	\$2,844	\$2,999	\$3,154	\$3,308	\$3,463	\$3,617	\$3,772	0.0575	\$155
	5.10%	Group VI	\$2,110	\$2,258	\$2,406	\$2,553	\$2,701	\$2,849	\$2,997	\$3,144	0.07	\$148
	3.14%	Group VII	\$1,299	\$1,397	\$1,494	\$1,592	\$1,689	\$1,786	\$1,884	\$1,981	0.075	\$97
	2.90%	Group VIII	\$1,200	\$1,290	\$1,380	\$1,470	\$1,560	\$1,650	\$1,740	\$1,830	0.075	\$90
	2.10%	Group IX	\$869	\$934	\$999	\$1,064	\$1,130	\$1,195	\$1,260	\$1,325	0.075	\$65

DIFFERENTIAL SCHEDULE 2025-2026

Base

\$	42,334.00		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8+	Increment	Increment
	16.70%	Group I	\$7,070	\$7,247	\$7,423	\$7,600	\$7,777	\$7,954	\$8,130	\$8,307	0.025	\$177
	13.20%	Group II	\$5,588	\$5,756	\$5,923	\$6,091	\$6,259	\$6,426	\$6,594	\$6,762	0.03	\$168
	10.00%	Group III	\$4,233	\$4,403	\$4,572	\$4,741	\$4,911	\$5,080	\$5,249	\$5,419	0.04	\$169
	8.10%	Group IV	\$3,429	\$3,592	\$3,755	\$3,918	\$4,081	\$4,243	\$4,406	\$4,569	0.0475	\$163
	6.50%	Group V	\$2,752	\$2,910	\$3,068	\$3,226	\$3,385	\$3,543	\$3,701	\$3,859	0.0575	\$158
	5.10%	Group VI	\$2,159	\$2,310	\$2,461	\$2,612	\$2,764	\$2,915	\$3,066	\$3,217	0.07	\$151
	3.14%	Group VII	\$1,329	\$1,429	\$1,529	\$1,628	\$1,728	\$1,828	\$1,927	\$2,027	0.075	\$100
	2.90%	Group VIII	\$1,228	\$1,320	\$1,412	\$1,504	\$1,596	\$1,688	\$1,780	\$1,872	0.075	\$92
	2.10%	Group IX	\$889	\$956	\$1,022	\$1,089	\$1,156	\$1,222	\$1,289	\$1,356	0.075	\$67

DIFFERENTIAL SCHEDULE 2026-2027

Base

\$	43,206.00		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8+	Increment	Increment
	16.70%	Group I	\$7,215	\$7,396	\$7,576	\$7,757	\$7,937	\$8,117	\$8,298	\$8,478	0.025	\$180
	13.20%	Group II	\$5,703	\$5,874	\$6,045	\$6,216	\$6,388	\$6,559	\$6,730	\$6,901	0.03	\$171
	10.00%	Group III	\$4,321	\$4,493	\$4,666	\$4,839	\$5,012	\$5,185	\$5,358	\$5,530	0.04	\$173
	8.10%	Group IV	\$3,500	\$3,666	\$3,832	\$3,998	\$4,165	\$4,331	\$4,497	\$4,663	0.0475	\$166
	6.50%	Group V	\$2,808	\$2,970	\$3,131	\$3,293	\$3,454	\$3,616	\$3,777	\$3,939	0.0575	\$161
	5.10%	Group VI	\$2,204	\$2,358	\$2,512	\$2,666	\$2,820	\$2,975	\$3,129	\$3,283	0.07	\$154
	3.14%	Group VII	\$1,357	\$1,458	\$1,560	\$1,662	\$1,764	\$1,865	\$1,967	\$2,069	0.075	\$102
	2.90%	Group VIII	\$1,253	\$1,347	\$1,441	\$1,535	\$1,629	\$1,723	\$1,817	\$1,911	0.075	\$94
	2.10%	Group IX	\$907	\$975	\$1,043	\$1,111	\$1,180	\$1,248	\$1,316	\$1,384	0.075	\$68

APPENDIX C

ARTICLE SALARY AND RATES OF PAY

Non-Salary Schedule Compensation	2024-2025 3.5%	2025-2026 Freeze	2026-2027 Freeze
Detention (per hour)	\$40.80	\$40.80	\$40.80
Driver's Education (per hour)	\$41.63	\$41.63	\$41.63
Homebound Tutor (per hour)	\$37.08	\$37.08	\$37.08
Internal Sub (per period)	\$33.39	\$33.39	\$33.39
Maintenance Days (per day)	\$231.65	\$231.65	\$231.65
Saturday School (per hour)	\$40.80	\$40.80	\$40.80
Study Hall (75+) (per semester)	\$712.75	\$712.75	\$712.75
Summer School (per hour)	\$42.62	\$42.62	\$42.62
Non-Skilled Indoor (per contest)	\$36.18	\$36.18	\$36.18
Non-Skilled Outdoor (per contest)	\$42.18	\$42.18	\$42.18
Skilled Indoor/Outdoor (per contest)	\$45.90	\$45.90	\$45.90
<p>IHSA Tournaments (home & away) double the amounts above whether one game or two.</p> <p align="center">TRS will be paid on activities eligible for TRS credit.</p>			

APPENDIX D

ARTICLE INSURANCE

Policy	Deductible	Board Contribution		
		<u>24/25</u>	<u>25/26</u>	<u>26/27</u>
\$500 POLICY *				
- Single	\$500.00	83%	83%	83%
- Single+Spouse	\$1,000.00	77%	77%	77%
- Single+Child(ren)	\$1,000.00	77%	77%	77%
- Family	\$1,000.00	75%	75%	75%
HIGH-DEDUCTIBLE #				
- Single	\$3,200.00	87%	87%	87%
- Single+Spouse	\$6,400.00	87%	87%	87%
- Single+Child(ren)	\$6,400.00	87%	87%	87%
- Family	\$6,400.00	85%	85%	85%

* This plan shall be available only to the extent it would not cause any Cadillac tax to the District.

The deductibles for the single and family options shall be the minimum deductibles under that plan necessary to avoid Cadillac tax and qualify as a high deductible plan.