AGREEMENT BETWEEN

CRYSTAL LAKE COMMUNITY CONSOLIDATED SCHOOL DISTRICT 47 BOARD OF EDUCATION

AND THE

CRYSTAL LAKE ELEMENTARY TEACHERS' ASSOCIATION IEA-NEA (CLETA)

2024-2025 2025-2026 2026-2027 2027-2028

This Agreement is made and entered into in accordance with the Illinois Educational Labor Relations Act by and between Crystal Lake Community Consolidated School District 47 Board of Education (hereinafter referred to as the BOARD) and the Crystal Lake Elementary Teachers' Association (hereinafter referred to as "CLETA")

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ARTICLE I – RECOGNITION

The Board of Education recognizes the Crystal Lake Elementary Teachers' Association, an affiliate of the Illinois Education Association and the National Education Association, as the sole negotiation agent for all Teachers, Learning Behavior Specialists, Library Media Center Specialists, Coaches (instructional), Speech and Language Pathologists, School Psychologists, School Social Workers, Interventionists, Certified School Nurses, Counselors, and Permanent Building Substitutes in matters defined as negotiable in this Agreement.

ARTICLE II – DEFINITIONS

A. CLETA

The term "CLETA" as used in this Agreement shall refer to the Crystal Lake Elementary Teachers' Association.

B. BOARD

The term "BOARD" as used in this Agreement shall refer to the Board of Education for Crystal Lake Community Consolidated School District 47.

C. EDUCATOR

The term "EDUCATOR" as used in this Agreement shall refer to those persons included in the bargaining unit described in ARTICLE I.

D. GRIEVANCE

The term "GRIEVANCE" as used in this Agreement shall refer to any claim by CLETA or any EDUCATOR that there has been a violation, misrepresentation, or misapplication of this Agreement or any established policy or practice of the BOARD.

E. DAYS

The term "DAYS" as used in this Agreement shall refer to EDUCATOR attendance days, except during the summer recess when it shall mean days on which the District Central Office shall be open, unless specifically stated otherwise.

F. FRINGE BENEFITS

The term "FRINGE BENEFITS" as used in this Agreement shall refer to monetarily valuable additions to an EDUCATOR'S base contractual salary. Among these are: paid monthly benefit/insurance dollars, paid personal leave, paid sick leave, leaves of absence, parental leave, sabbatical leave, wellness screenings, incentive payments, stipends, and reimbursements for professional expenses.

G. WAGE STATEMENT

The term "WAGE STATEMENT" as used in this Agreement shall refer to a statement provided by the District to an EDUCATOR at the beginning of each school year detailing start and end dates, position, assignment, location, FTE, lane, credits and step, base salary, and total salary amount.

H. INSTRUCTIONAL TIME

The term "INSTRUCTIONAL TIME" as used in this Agreement shall refer to the time students are present for instruction on student attendance days.

I. WORKDAY

The term "WORKDAY" as used in this Agreement shall refer to day(s) during which bargaining unit members are required by contract to render service.

ARTICLE III - ORGANIZATIONAL STRUCTURE

A. ATTAINING OBJECTIVES

Attainment of educational objectives of the District requires mutual understanding and cooperation between the BOARD, the administrative and supervisory staff, and other licensed employees. To this end, free and open exchange of views is desirable and necessary, with all parties participating in deliberations leading to the determination of matters defined as negotiable in ARTICLE IV, Section C of this Agreement.

B. LICENSED EDUCATORS

It is recognized that teaching is a profession requiring specialized educational qualifications. As evidence of its acceptance of the responsibilities of EDUCATORS, CLETA endorses the Illinois School Code. It is further recognized that EDUCATORS have the right to join, or not to join, any organization for their professional or economic improvement.

C. BOARD OF EDUCATION

It is recognized that the legal responsibility for education is vested in the local Board of Education, and that this responsibility of final decision-making cannot be delegated. The BOARD as employer shall not be required to bargain over matters of inherent managerial policy, which shall include such areas of direction or policy as the functions of the employer, standards of services, its overall budget, the organizational structure and selection of new employees and direction of employees. The BOARD, however, shall be required to bargain collectively with regard to policy matters directly affecting wages, hours and terms and conditions of employment as well as the impact thereon. The BOARD agrees to participate in good faith negotiations as provided herein.

D. SUPERINTENDENT

The Superintendent is the chief executive officer of the BOARD and the person to whom it looks for educational leadership. In this capacity, the Superintendent shall recommend to the BOARD a course of action on all matters relating to negotiations.

E. GENERAL

Nothing contained in this Agreement, unless expressly so stated, will be construed to deprive the BOARD or any EDUCATOR of any right afforded by law. Enforcement of any right afforded by law (as opposed to rights created or recognized in this Agreement) shall be had exclusively through the procedures afforded by that law, and not the procedures established by this Agreement, except as expressly stated herein.

F. COMMUNICATIONS

The BOARD and CLETA recognize the importance of communication in maintaining good relationships. The BOARD and CLETA encourage attendance and participation in all District meetings. It is the responsibility of all District employees to access and read information made available by the BOARD, CLETA, and Administration.

1. The BOARD, CLETA President and/or designee(s) and the Superintendent and/or designee(s) will meet annually within two (2) weeks of the start of each school year to discuss common issues regarding the school year and establish any other meeting dates for the remainder of the school year.

2. The BOARD will make available on the District website all BOARD and BOARD committee meeting dates and locations. Meeting agendas will be posted prior to the scheduled meeting dates.

3. The BOARD will make available on the District website the BOARD meeting agenda in compliance with the timelines in the Open Meetings Act and the complete BOARD minutes after they are approved by the BOARD.

4. The BOARD will make available on the District website information regarding committees formed to provide evaluation of or feedback on departmental initiatives.

5. The email address employeefeedback@d47.org can be used by EDUCATORS to make inquiries or provide feedback to the BOARD and Administration.

6. Other requests for meetings between the BOARD and CLETA shall be made through the Superintendent or designee, and such meetings will be scheduled, provided that reasonable effort has been made to resolve the issue with the Administration prior to the meeting.

ARTICLE IV - COLLECTIVE BARGAINING

A. NEGOTIATIONS

Designated representatives of the BOARD and CLETA shall undertake the negotiations provided for herein. Negotiation meetings will be held at reasonable times and places to be agreed upon by the parties. If negotiations are requested by either party, they shall be initiated in accordance with the Illinois Education Labor Relations Act.

B. INFORMATION

CLETA shall be furnished, upon request, the annual financial statement, and the annual adopted budget and other regularly and routinely prepared financial information pertinent to negotiations, which are public records. In addition, the BOARD will grant reasonable requests for other non-confidential information, which may be necessary to negotiations. Where copies of material are not readily available, CLETA shall pay a reasonable cost thereof. Nothing herein shall require the administrative staff to research or assemble information.

C. SCOPE

The BOARD and CLETA agree that negotiations, in good faith, may encompass all aspects as defined by the Illinois Education Labor Relations Act.

The negotiating parties may call upon competent professional and/or lay representatives for negotiations assistance.

D. AGREEMENT

When a tentative Agreement is reached on all matters being negotiated, a proposed written memorandum of understanding embodying tentative negotiated agreements will be submitted to the CLETA membership for ratification and the BOARD for approval.

Such document, if ratified/approved by both parties, will become a part of the official minutes of the BOARD and, insofar as appropriate, shall become an appendix to this Agreement. Following ratification/approval, both parties will receive an electronic finalized copy of the Agreement in Microsoft Word format. When necessary, provisions in the Agreement shall be reflected in the individual EDUCATOR'S WAGE STATEMENT. The Agreement shall not discriminate against any EDUCATOR, regardless of membership or non-membership in CLETA.

This Agreement documents all known matters regarding wages, hours and terms and conditions of employment that currently exist and are completed by EDUCATORS. Any proposed change will be bargained in accordance with the Illinois Educational Labor Relations Act.

E. IMPASSE

If after a reasonable period of negotiation and within forty-five (45) calendar days of the scheduled start of the forthcoming school year, the BOARD and CLETA have reached an impasse, either party may petition to initiate mediation. The procedures for mediation will be as defined in the Illinois Educational Labor Relations Act.

F. NO STRIKE PROVISION

Both parties recognize the desirability of continuous operation of the instructional program during the norma1 school year and the avoidance of disputes, which threaten to interfere with such operations. Since the parties have an established comprehensive grievance procedure under which unresolved disputes may be settled by an impartial third party, the parties have removed the basic cause of work interruptions during the period of this Agreement. CLETA agrees that it will not, during the period of this Agreement, directly or indirectly, engage in or honor any other strike (as defined by the Illinois Educational Labor Relations Act), which may occur against the Employer.

ARTICLE V - DURATION OF AGREEMENT

This Agreement will be effective as of the first day of the 2024-2025 school year and shall continue through the day before the first school day of 2028-2029 school year.

This Agreement shall remain in effect after the end date in Paragraph 1 unless notice is given pursuant to the Illinois Educational Labor Relations Act by either party of its desire to amend or modify the Agreement.

ARTICLE VI - VALIDITY

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

ARTICLE VII - CLETA RIGHTS AND RESPONSIBILITIES

A. GENERAL MEMBERSHIP MEETINGS

CLETA shall have the right to hold general membership meetings before or after school on District property, provided such meetings do not interfere with any aspect of the instructional program and provided that if such meetings entail additional maintenance or custodial expenses, CLETA shall pay such expenses. Application for such use shall be submitted to the principal of the building at least twenty-four (24) hours in advance of the intended time of use. If the meeting shall involve more than twelve (12) persons and less than ninety percent (90%) of those attending are employees of the District, a request for permission to use the building shall be made through the Operations Department at least forty-eight (48) hours in advance of the time of intended use, and such request shall be processed in accordance with the written policy of the BOARD. In cases of emergency, the above time limitations may be suspended.

B. USE OF DISTRICT EQUIPMENT

Authorized CLETA members shall have the right to use on-site District office equipment, e-mail with approval from the building principal for building use and the Superintendent or designee for District use, and other types of media, when approval for such use has been granted by the administrator responsible for such items. CLETA shall pay the cost of all material, supplies, and the cost of any repairs' incidental to such use.

C. COMMUNICATION WITH MEMBERS

Only authorized representatives of CLETA shall have the right to post notices on bulletin boards provided in the school building for that purpose and use the faculty mailboxes and e-mail with approval (from the principal for building use and the Superintendent or designee for District use) for communications of CLETA meetings, elections and the results thereof, and notices of educational and social activities. CLETA business announcements may be read over the intercom system in each school building before or after school by an authorized representative of CLETA. A list of such authorized representatives shall be provided to the Superintendent or designee each year by CLETA no later than October 1st. All CLETA notices will be identified as such.

D. REPORTS AT MEETINGS

The CLETA Representative(s) will be given an opportunity at each building faculty meeting to present brief reports or announcements.

E. CONFIDENTIALITY

Matters relating to supervisor-EDUCATOR or BOARD-EDUCATOR relationships shall not be discussed in the presence of students.

F. ASSOCIATION LEAVE

The CLETA President or designee(s) shall be granted release time, without loss of pay or benefits, to attend to CLETA business as from time to time may be necessary. Notification of release time shall be submitted in writing one (1) week prior to the release time to the principal of the building and the Superintendent or designee by the President or designee of CLETA. Such release time shall not exceed twenty (20) DAYS per school year. CLETA may seek approval from the Superintendent or designee for additional DAYS as needed for union business. Substitute costs will be paid by the District.

G. ASSOCIATION INFORMATION

The CLETA President or designee shall furnish to the Business Office annually by October 1st, the names of the principle officers, the amounts of the initiation fee, if any, and the amount of dues the members must pay.

H. UNSAFE OR HAZARDOUS WORKING CONDITIONS

A safety committee will be created with equal members designated by CLETA and the BOARD that shall meet annually to discuss measures to assist and support EDUCATORS concerning safety policies.

Building administrators shall review applicable safety procedures with staff at the start of each school year to provide assistance and support to EDUCATORS.

The BOARD policies are always publicly available via the District website.

ARTICLE VIII – GRIEVANCE

A. DEFINITIONS

The term "GRIEVANCE" as used in this Agreement shall refer to any claim by CLETA or any EDUCATOR that there has been a violation, misrepresentation, or misapplication of this Agreement or any established policy or practice of the BOARD.

The term "DAYS" as used in this Agreement shall refer to EDUCATOR attendance days, except during the summer recess when it shall mean days on which the District Central Office shall be open, unless specifically stated otherwise.

B. PURPOSE

The primary purpose of the GRIEVANCE procedure is to secure solutions at the lowest possible level and at the earliest possible time.

C. PROCEDURE

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

1. STEP ONE:

The EDUCATOR or CLETA must present the GRIEVANCE in writing to the supervisor immediately involved within twenty (20) DAYS from the date of the occurrence giving rise to the GRIEVANCE or twenty (20) DAYS from the date when the EDUCATOR should reasonably have had knowledge of the occurrence giving rise to the GRIEVANCE. A meeting to discuss the GRIEVANCE shall be held within ten (10) DAYS of the filing of the GRIEVANCE. The supervisor shall provide a written answer of the GRIEVANCE to the aggrieved EDUCATOR and CLETA no later than ten (10) DAYS following the meeting including reasons for the decision.

2. STEP TWO:

a. If the GRIEVANCE is not resolved at Step One or the 10-day time limit expires without the issuance of the supervisor's written reply, then the EDUCATOR or CLETA may, in writing, refer the GRIEVANCE to Human Resources within ten (10) DAYS after the receipt of the Step One answer.

b. Human Resources shall arrange for a meeting with the EDUCATOR and/or CLETA to take place within ten (10) DAYS of Human Resources' receipt of the GRIEVANCE/appeal. Upon conclusion of the meeting, Human Resources shall, within ten (10) DAYS, provide a written decision with reasons to CLETA and the EDUCATOR.

3. STEP THREE:

a. If the GRIEVANCE is not resolved at Step Two or the 10-day time limit expires without the issuance of Human Resources' written reply, then the EDUCATOR or CLETA may, in writing, refer the GRIEVANCE to the Superintendent or designee within ten (10) DAYS after the receipt of the Step Two answer.

b. The Superintendent or designee shall arrange for a meeting with the EDUCATOR and/or CLETA to take place within ten (10) DAYS of the Superintendent's receipt of the GRIEVANCE/appeal. Upon conclusion of the meeting, the Superintendent or designee shall, within ten (10) DAYS, provide a written decision with reasons to CLETA and the EDUCATOR.

4. STEP FOUR:

a. If the GRIEVANCE is not resolved at Step Three or the 10-day time limit expires without the issuance of the Superintendent's written reply, then the EDUCATOR or CLETA may, in writing, refer the GRIEVANCE to the BOARD within ten (10) DAYS after the receipt of the Step Three answer. Alternatively, the EDUCATOR or CLETA may proceed directly to STEP FIVE.

b. The BOARD shall arrange for a meeting with the EDUCATOR and/or CLETA to take place within ten (10) DAYS of the BOARD'S receipt of the GRIEVANCE/appeal. Upon conclusion of the meeting, the BOARD shall, within ten (10) DAYS, provide a written decision with reasons to CLETA and the EDUCATOR.

5. STEP FIVE:

CLETA may appeal the determination of either the Superintendent (STEP THREE) or the BOARD (STEP FOUR) by submitting a demand in writing within twenty (20) DAYS of such decision that the matter be carried forward to final and binding arbitration. The arbitrator shall be selected from a panel to be secured from the American Arbitration Association (AAA).

a. Neither the BOARD nor CLETA shall be permitted to assert any ground before the arbitrator, which was not previously disclosed to the other party.

b. The arbitrator shall have no power to alter the terms of this Agreement.

c. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitration and the AAA shall be divided equally between the BOARD and CLETA.

d. If either party requests a transcript of the proceedings, that party shall bear the full costs for the transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the BOARD and CLETA.

e. CLETA shall be able to designate up to one (1) representative who shall be released without loss of pay for the purpose of attending each arbitration hearing provided CLETA reimburses the BOARD for the cost of the substitute.

D. GUIDELINES

1. Nothing contained in this section or elsewhere in this Agreement shall be construed to prevent any EDUCATOR from discussing a problem with the Administration and having it adjusted without intervention or representation from CLETA.

2. Any EDUCATOR has a right to be represented in the GRIEVANCE procedure. The EDUCATOR shall be present at any GRIEVANCE discussion when the Administration and/or CLETA deem it necessary, and the EDUCATOR is available. When an EDUCATOR is requested to be present at a GRIEVANCE hearing, illness or other incapacity of the EDUCATOR shall be grounds for extension of the GRIEVANCE procedure time limits.

3. When an EDUCATOR is not represented by CLETA, on its request, CLETA shall have the right to have its representative present at the formal steps of the GRIEVANCE procedure. Further, no negotiated GRIEVANCE settlement shall be inconsistent with the provisions of this Agreement unless the BOARD and CLETA agree otherwise.

4. The BOARD shall furnish CLETA with relevant public information concerning a pending GRIEVANCE provided this shall not require the BOARD to research or compile data not readily available to it.

5. No reprisals of any kind shall be taken by the BOARD or Administration against any EDUCATOR because of his/her participation in this GRIEVANCE procedure.

6. All GRIEVANCE meetings shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, and will be held insofar as possible after regular school hours or during non-teaching time of the EDUCATOR involved. Should the processing or investigation of any GRIEVANCE require that an EDUCATOR or CLETA representative be released from their regular assignment, this release time will be without loss of pay.

7. Any investigation or other handling of any GRIEVANCE by the grievant or CLETA shall be conducted so that no interference or interruption of the instructional program and related activities will occur.

8. All records dealing with the processing of a GRIEVANCE shall be filed separately from the personnel file of the participant(s).

9. A GRIEVANCE may be withdrawn at any level without establishing precedent, and if withdrawn, shall be treated as though never having been filed.

10. The BOARD and CLETA agree that any individual EDUCATOR may, in good faith, present a complaint to the immediate supervisor. If satisfaction is not reached, the EDUCATOR may present

the complaint to the Superintendent or designee. If the decision reached is not satisfactory, the EDUCATOR may present the complaint to the BOARD at a regularly scheduled meeting. The complaint may be heard in executive session if so requested. No reprisal against the EDUCATOR shall result from this procedure. The decision of the BOARD is final.

11. Time limits may be extended by mutual written consent of both parties. If the parties agree to place a GRIEVANCE on hold, the GRIEVANCE shall not remain on hold for more than ninety (90) DAYS. After ninety (90) DAYS, the GRIEVANCE shall be deemed withdrawn.

ARTICLE IX - LEAVES OF ABSENCE

A. PAID LEAVES OF ABSENCE

1. SICK DAYS

a. At the beginning of each school year, each full-time EDUCATOR will be credited with fifteen (15) days of sick leave with pay. Sick leave may be used in accordance with Section 5/24-6 of the Illinois School Code (105 ILCS 5/24-6), as may be amended from time to time.

b. The definition of sick leave is contained at 105 ILCS 5/24-6, as may be amended from time to time: personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption.

c. The definition of immediate family is contained at 105 ILCS 5/24-6, as may be amended from time to time: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

d. EDUCATORS regularly employed less than 1.0 full-time equivalent (FTE) are entitled to a proportion of fifteen (15) days sick leave, in the same proportion as their hours of employment are to full-time employment.

e. Sick days can be taken in half (1/2) or full day increments.

f. Unused sick leave shall roll over from year to year with unlimited accumulation.

g. When an EDUCATOR has used all accumulated sick leave, he/she may apply for the Sick Leave Bank, if the EDUCATOR is eligible.

2. SICK LEAVE BANK

The purpose of the Sick Leave Bank is to provide for chronic or serious illness up to 120 sick days in any school year to a full-time EDUCATOR when days are needed to complete the elimination period required for disability insurance. Sick Leave Bank is designed to provide financial relief to an EDUCATOR by providing sick days during an extended illness or serious illness of an immediate family member, as defined in Section 5/24-6 of the Illinois School Code, as may be amended from time to time (105 ILCS 5/24-6) (see subparagraph A.3, above, for definitions). In order to provide consistency for students in the classroom and for the well-being of the EDUCATOR, Sick Leave Bank days shall be taken in 5-DAY increments. Exceptions may be made by the Sick Leave Bank Committee on a case-by-case basis.

a. Administration

The Sick Leave Bank will be managed by a Sick Leave Bank Committee consisting of two (2) EDUCATORS appointed by CLETA and one (1) administrator appointed by the Superintendent or

designee. This Committee will manage all Sick Leave Bank days awarded to EDUCATORS. Reports to members of the Sick Leave Bank will be completed according to Sick Leave Bank rules and regulations.

b. Procedures

i. All EDUCATORS are eligible to participate in the Sick Leave Bank.

ii. EDUCATORS will automatically be enrolled in the Sick Leave Bank unless they make a written request not to join the Sick Leave Bank. Each EDUCATOR will contribute one (1) day per year for the first four (4) years of employment for a total of four (4) days to complete normal contribution requirements (not to exceed four days per EDUCATOR unless the Sick Leave Bank falls below 200 days). Days donated are recorded as consumed on the EDUCATOR'S official record of accumulated sick leave.

iii. An EDUCATOR must have contributed to the most recent request for sick days in order to be eligible for Sick Leave Bank.

iv. In most cases, all accumulated sick days must be used before Sick Leave Bank days are awarded to an EDUCATOR.

v. EDUCATORS may apply for withdrawal of days from the Sick Leave Bank any time after enrollment. A Sick Leave Bank Withdrawal Application can be obtained from Human Resources.

c. Operation Guidelines

i. The Board of Education will match each employee day contributed each year.

ii. The Sick Leave Bank may provide bereavement days.

iii. Days will be added to the Sick Leave Bank in the following manner:

1. Whenever the days in the Sick Leave Bank reach 200 or less, a request for a contribution will be sent to the enrolled EDUCATORS.

2. An EDUCATOR must have contributed in the last request to be eligible.

3. A request will be made for days unless such request would put the total days over 1,200.

4. The Sick Leave Bank Procedure can be found on the District website within the staff password-protected portal.

iv. The balance of Sick Leave Bank days will be reported to the CLETA President on the first Monday of each month.

3. PERSONAL LEAVE

a. At the beginning of each school year, each full-time EDUCATOR will be credited with three (3) days of personal leave equivalent to the individual EDUCATOR'S WORKDAY without loss of pay. The EDUCATOR shall notify the building administrator at least forty-eight (48) hours prior to using a personal day, when possible, via the District's absence reporting system. Days can be taken in half (1/2) or full day increments.

b. Unused personal days will be converted to accumulated sick leave days at the end of each school year.

c. The WORKDAY immediately preceding or following a legal holiday, summer vacation, school breaks, and each day after May 15th to the end of the school year shall not be available for personal leave. Unusual circumstances can be appealed to the Human Resources Department. Application shall be made through the building administrator, with final approval determined by the Superintendent or designee. Two weeks advanced noticed is preferred, if possible.

d. Denials of these requests are subject to normal GRIEVANCE procedures as outlined in ARTICLE VIII of this Agreement.

4. PROFESSIONAL LEAVE

Administration may grant time off and reimburse reasonable expenses for in-service training activities when such training appears justified by the potential benefits to the District. The granting or denying of such leave as to one (1) EDUCATOR shall not be considered precedential with respect to the granting or denying subsequent requests either by the same EDUCATOR or other EDUCATORS.

5. BEREAVEMENT LEAVE

In case of a death in the immediate family, sick or personal days may be used in accordance with Section 5/24-6 of the Illinois School Code (105 ILCS 5/24-6), as may be amended from time to time, to allow for attendance at the wake, funeral and/or travel time. Immediate family is defined as: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians. For purposes of bereavement leave only the definition of 'immediate family' includes individuals who stand in a significant relationship with the EDUCATOR.

6. JURY DUTY

An EDUCATOR called for jury duty will be paid his/her salary for those days and will turn over to the District the amount received for being a juror, exclusive of monies paid or costs incurred for travel expenses, meals, and days not counted as working days, paid holidays, or weekend jury pay.

7. GRANDPARENT LEAVE

An EDUCATOR may use any combination of their available sick and/or personal days for a total of five (5) days to visit a grandchild surrounding the time of his/her birth. The time off must be within thirty (30) calendar days of the birth of the grandchild and can only be taken by the EDUCATOR once per grandchild. The EDUCATOR may not extend the five (5) days leave by taking additional available personal days adjacent to any sick/grandparent days.

B. NON-PAID LEAVES OF ABSENCE

While on any unpaid leave of absence, an EDUCATOR shall have the option to remain an active participant in the State Teacher Retirement System and/or other FRINGE BENEFITS program by contributing the full amount required.

Upon returning from an approved leave of absence, the EDUCATOR will be returned to the same or equivalent position in the District with no loss in benefits that accrued before the leave began. He/she shall advise the Human Resources Department in writing by the end of the first workweek in January, if at all possible, with the latest date of notification being February 1st. In the case of a reduction in force, procedures outlined in the Illinois School Code (105 ILCS 5/24-12) will be followed.

Any EDUCATOR who has been employed one-hundred twenty (120) days within a school year shall be entitled to such advancement on the salary schedule as he/she would have had if the leave had not been granted. If the leave exceeds the year in which such leave commenced, the second year shall not be considered for step advancement on the salary schedule.

1. GENERAL LEAVE OF ABSENCE

The BOARD may grant a leave of absence without pay to a tenured EDUCATOR for a purpose that it, in its discretion, deems appropriate and beneficial to the District for a period of up to one (1) school year upon such terms and conditions as the BOARD may elect. The granting, withholding, or conditioning of such leave of absence will be non-precedential with respect to any other request for such leave by such EDUCATOR or any other EDUCATOR.

2. FAMILY AND MEDICAL LEAVE ACT (FMLA)

a. Term of Leave:

Family and Medical Leave is granted to an eligible employee for up to twelve (12) weeks per school year (July 1 – June 30). Spouses employed by the District are jointly entitled to a combined total of twelve (12) weeks of Family and Medical Leave.

b. Eligibility and Purpose of Leave:

All EDUCATORS who have been employed by the District for one (1) full school year shall be eligible for unpaid Family Medical Leave. Family Medical Leave shall include leaves for the EDUCATOR'S own serious health condition, for the birth and care of the EDUCATOR'S newborn child, placement with the EDUCATOR of a child for adoption or foster care, and for the care of the EDUCATOR'S child, spouse, or family member with a serious health condition as provided in the Family and Medical Leave Act.

c. Notice:

The EDUCATOR will submit a written request for leave at least thirty (30) days prior to the start of the leave. If the leave is not foreseeable, the request should be submitted as soon as practical. The request will specify the estimated beginning and ending dates of the leave if possible.

d. Benefits:

During an approved leave of absence, the District will continue an EDUCATOR'S health benefits that would have been provided if he/she was working. The EDUCATOR is responsible for paying his/her portion of the cost of coverage. Late payments may result in cancellation of coverage.

e. Return to Work:

i. Before returning to work from a Medical Leave, the EDUCATOR must submit a health care provider's written certification that he/she is able to return to work. Failure to provide the certification may result in the denial or delay of return to work.

ii. If the EDUCATOR is medically released to return to work earlier than expected (or if on non-medical leave, desiring to work sooner than expected), the EDUCATOR must give the District the earliest practical notice of the expected date of availability.

iii. If the EDUCATOR anticipates the need to extend a leave, he/she must request an extension at least two (2) weeks before the expiration of the authorized leave period. If the need for extension is not foreseeable, the EDUCATOR must give the earliest practical notice.

iv. If the EDUCATOR fails to return to work at the end of his/her authorized leave period, the EDUCATOR will be deemed to have voluntarily resigned.

3. PARENT/CHILD REARING LEAVE OF ABSENCE

A tenured EDUCATOR who has entered upon contractual continued service will be eligible for parental/child-rearing leave with limited benefits, subject to the following conditions (special circumstances for non-tenured EDUCATORS should be submitted to Human Resources):

a. The EDUCATOR will make a written request for leave by advising the Superintendent or designee at least thirty (30) days prior to the expected date of birth or adoption. The request will specify the estimated beginning and ending dates of the leave.

b. A parental/child-rearing leave may be granted to a non-tenured EDUCATOR under unusual circumstances by action of the BOARD, subject to all the conditions applicable to a tenured EDUCATOR, and provided the term of such leave will not be considered in computing full-time employment under Section 24-11 of the Illinois School Code (105 ILCS 5/24-11) for purposes of the continuous employment necessary to attain contractual continued service status. The granting of parental/child-rearing leave to any non-tenured EDUCATOR will not constitute a precedent for the granting or withholding of leave to any other non-tenured EDUCATOR. Each request will be judged on its own merits and will be within the sole discretion of the Superintendent or designee. Additional conditions or restrictions may be established for any such leave, provided nothing herein shall be construed as requiring any non-tenured EDUCATOR to apply for such leave or to accept the conditions established thereof.

c. Any EDUCATOR desiring adoption leave as a result of becoming an adoptive parent will notify the Superintendent or designee, in writing, when it appears that the adoption is imminent. Leave will be granted upon satisfactory written notification to the Superintendent or designee of the date the child is expected to be received. It will be the responsibility of the applying EDUCATOR to keep the Superintendent or designee informed on the status of the proceedings, and as soon as known, the expected date of the delivery of the child. The EDUCATOR may use extended personal leave or FMLA leave for personal business related to the adoption process (i.e., travel, appointments, etc.).

d. After consultation with the tenured or non-tenured EDUCATOR, the Superintendent or designee will prepare a plan for the commencement and termination of such leave, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree. The leave will not exceed the balance of the school term in which it commences and two (2) additional years. An EDUCATOR requesting the next full year will be required to state his/her intent to return, if possible, prior to the end of the first week of January in the year the leave terminates with the latest date of notification being February 1st.

e. BOARD paid health and/or life insurance benefits shall continue at the contractual rate for the EDUCATOR for the first twelve (12) weeks of leave (in conjunction with FMLA leave). Thereafter the EDUCATOR may maintain insurance and/or life insurance benefits by making timely payments of all premiums, which may be due to the District's Benefits Specialist or elsewhere pursuant to its direction.

f. Sick leave may be used during the period of the parental/child rearing leave for any disability due to pregnancy or recovery, which will run concurrently with the FMLA leave.

g. Sick Leave Bank may be used if there is a significant health condition for the mother or the child.

h. TRS offers short-term disability benefits in some circumstances. Contact TRS for more information (http://www.trsil.org).

4. MILITARY LEAVE

a. A military leave of absence shall be granted to any EDUCATOR who shall be inducted, recalled, or enlists for military duty in any branch of the armed forces of the United States. The leave shall be for the period of active duty in the armed forces.

b. EDUCATORS who are family members of military personnel may use either personal or sick days to attend graduations, pre- and post-deployment leaves, and any other situation that is deemed necessary.

C. SABBATICAL LEAVE

Any EDUCATOR who has satisfactorily completed six (6) consecutive years of full-time teaching and/or administrative service in District 47 may apply for sabbatical leave. An EDUCATOR who wishes to apply for sabbatical leave must submit his/her application in writing to Human Resources. A sabbatical leave screening committee will consider all sabbatical leave requests. This committee will be composed of one (1) member of the CLETA executive board, one (1) member of the BOARD, and the Superintendent or designee. The screening committee will present a recommendation to the Superintendent or designee who will submit the recommendation to the BOARD. Sabbatical leaves shall be governed by Section 5/24-6.1 of the Illinois School Code, as may be amended from time to time. The Sabbatical Procedure and forms can be found on the District website within the staff password-protected portal.

D. RELIGIOUS LEAVE

The BOARD shall accommodate requests in compliance with the law for an unpaid leave based on a sincerely held religious observance, practice, or belief that prohibits an EDUCATOR from working on a religious holiday that falls on a WORKDAY.

ARTICLE X- FLEX TIME FOR SCHOOL SOCIAL WORKERS, SCHOOL COUNSELORS AND SCHOOL PSYCHOLOGISTS

Counselors, school social workers, and school psychologists shall receive five (5) hours of designated plan time per full week during INSTRUCTIONAL TIME. Plan time will occur in at least twenty (20) minute blocks. The BOARD and CLETA agree the professional responsibilities of counselors, school social workers and school psychologists may, on occasion, extend beyond the seven and half (7.5) hour WORKDAY. The parties also agree that the daily schedules of counselors, school social workers, and school psychologists are more fluid and flexible than other EDUCATORS. For this reason, the BOARD and CLETA agree that in order to ensure plan time for this group, weekly schedules will be shared with the building administration on the first WORKDAY of each week. During INSTRUCTIONAL TIME, it would be preferred that plan time not overlap between counselors, school social workers, or school psychologists working in the same location so that someone is always available to assist with students and/or crises. When a crisis during the school day occurs, building administration will determine if and how long a counselor, school social worker, or school psychologist needs to be involved. If the crisis extends into and/or causes a counselor, school social worker and/or school psychologist to miss plan time, the weekly schedule will be reviewed by the building administration in consultation with the counselor, school social worker, and/or school psychologist to see where plan time could be flexed in the weekly schedule (i.e., reserved time for a student but the student was absent, canceled meeting, or a meeting that the counselor, school social worker, and/or school psychologist could be excused from). Finding the time for the EDUACATOR to receive their plan time should be the first and top priority. When time cannot be found, the counselor, school social worker, and/or school psychologist should complete a timesheet and submit it to the building administrator within a week of the missed plan time for a signature for submission to the Business Office.

Flex time may be earned by counselors, school social workers, and school psychologists for direct service to students and/or families and in coordination with community agencies that extend beyond the WORKDAY provided it meets the following criteria. Flex time is not available for use by other groups or positions. Timesheets must be received by the Business Office within the month the work was performed or by the end of the following month.

A. EARNING FLEX TIME

1. The earning of flex time must be agreed upon in advance by the building administrator and the counselor, school social worker, and/or school psychologist and will be documented on a timesheet. Activities eligible for earning flex time are those that extend beyond the school day because of the needs of the student or the nature of the crisis. Examples of situations during which flex time can be earned include, but are not limited to, crisis and evening parent/family counseling sessions resulting from a restorative discipline/justice practice.

2. Flex time shall be earned in half-hour increments and is accruable in the school year in which it is earned.

3. Flex time can only be earned for duties that are in no other way being compensated.

4. Flex time may not be earned for duties performed outside of the school day that can be completed within the school day.

5. Counselors, school social workers, and/or school psychologists are permitted to volunteer for activities beyond the WORKDAY without asking to accrue flex time. Duties performed without prior administrator approval will be considered as voluntary.

B. USING FLEX TIME

1. Accrued flex time may be used to reduce work time in the DAYS scheduled for the counselor, school social worker, and/or school psychologist at the end of the school year or may be used in half-hour increments by mutual agreement between the building administrator and the counselor, school social worker, and/or school psychologist.

2. All unused flex time will lapse at the end of the contract year or upon resignation or termination of the counselor, school social worker, and/or school psychologist.

3. Accrued flex time does not follow a counselor, school social worker, and/or school psychologist who voluntarily requests to transfer to a different site during the school year.

4. No monetary reimbursement shall be awarded for flex time.

5. All records of flex time will be maintained by a building administrator.

ARTICLE XI – RETIREMENT

A. QUALIFICATIONS

Eligibility for District 47 retirement benefits is contingent upon:

1. Meeting the Illinois Teachers' Retirement System's (TRS) criteria for retirement benefits;

2. Have at least thirteen (13) years accrued teaching service (full-time) in District 47 at the time of retirement;

3. Employment in District 47 during the employee's final year;

4. Must retire no later than the end of the school year during which the EDUCATOR attains 35 years of TRS creditable service including any unused sick leave that will be submitted to TRS for creditable service; and

5. Must submit to the Human Resources Department a TRS benefits report with the EDUCATOR'S date of retirement.

B. TIMELINE

1. An EDUCATOR who qualifies for a non-discounted (per TRS guidelines) annuity upon retirement must apply for benefits no later than June 30, up to four (4) years prior to the date of retirement.

a. For the 2024-2025 school year only, an EDUCATOR must provide notice by March 15, 2025, to receive the 6% base salary increase during the 2024-2025 school year.

2. An EDUCATOR who qualifies for a discounted (per TRS guidelines) annuity upon retirement must apply for benefits no later than June 30, one (1) year prior to the date of retirement.

3. The BOARD must take action on retirement applications no later than the second regularly scheduled BOARD meeting following the deadline.

C. FINANCIAL INCENTIVES RELATED TO SERVICE CREDIT AND AGE

An EDUCATOR must select one (1) of the following options based on their age and service credit.

1. Discounted Annuity –

a. Eligibility Requirements

i. Age 55 to 59 with twenty (20) to thirty-four (34) years of TRS creditable service.

1) Post Retirement Payment: An EDUCATOR who qualifies for a discounted annuity upon retirement shall receive a payment equal to 4% multiplied by the number of years of age over 55, multiplied by the EDUCATOR'S final year teaching salary. The payment will be made after the final day of work, after the final paycheck for regular earnings is issued and at least thirty (30) calendar days after the date of retirement.

2. Non-Discounted (Fully Vested Annuity) –

a. Eligibility Requirements:

i. At least age 55 with 35 years of TRS creditable service, or at least age 60 with at least 10 years of TRS creditable service, or at least age 62 with at least five (5) years of TRS creditable service;

ii. Must submit irrevocable notice of retirement no more than four (4) years prior to the school year at the end of which the EDUCATOR will retire; and

iii. Must not cause the District to pay a TRS employer contribution for salary increases in excess of 6%.

If the EDUCATOR provides less than four (4) years notice of retirement, the District will look back to ensure the EDUCATOR did not receive more than 6% over the EDUCATOR's

prior year's TRS creditable earnings during the final (4) years of employment with the District immediately preceding retirement with TRS.

b. 6% Base Salary Increase: An eligible EDUCATOR shall receive a 6% increase over the prior year's base salary for up to the final four (4) years of employment with the District.

D. NUMBER

The BOARD shall annually establish the number of EDUCATORS who may receive District 47 retirement benefits.

E. INSURANCE BENEFITS

1. To be eligible for this benefit, the EDUCATOR cannot cause the District to pay a TRS excess salary contribution and must meet all other requirements for retirees set forth in Section C of this Article.

2. Approved retirees will receive $2,700.00 annually to be applied toward the current Teacher's Retirement System Insurance Program (TRIP).

3. Insurance benefits terminate after five (5) years after their retirement date or when the EDUCATOR becomes Medicare eligible, whichever is first.

F. EMPLOYER PENALTIES

Employer shall pay all employer excess salary contributions as determined by the Teacher's Retirement System.

G. UPGRADE

Upgrade charges for service credit earned related to the 2.2 TRS formula are the responsibility of the EDUCATOR and not the BOARD.

H. SICK LEAVE BONUS

For EDUCATORS eligible to receive benefits from the Illinois Teachers' Retirement System (TRS) who have a minimum of thirteen (13) years continuous uninterrupted service with District 47, a bonus of fifty ($50.00) dollars will be paid for any sick days earned in District 47 that are not eligible to be used toward service credit for TRS. Payment for such days will not exceed three hundred forty (340) days. This payment will be made after the final day of work, after the final paycheck for regular earnings is issued, and at least thirty (30) calendar days after the date of retirement.

I. RETIREMENT TRACK EARNINGS

EDUCATORS who have been approved for participation in a retirement incentive shall not be assigned or perform duties that will cause them to earn more than 6% over their prior year's total TRS creditable earnings. To help avoid exceeding the 6% limit, prior to October 1st, EDUCATORS who have been approved for participation in a retirement incentive will be notified by Human Resources and the Business Office of the amount of extra duty and stipends they are able to earn for the school year without causing a TRS excess salary contribution. The Human Resources and the Business Office will also notify the building principals of EDUCATORS in their building who have been approved for participation in a retirement incentive and the amount of extra duty and stipends they are able to earn for the school year without causing a TRS excess salary contribution. Before an EDUCATOR participating in the retirement incentive accepts such a new assignment/duty that he/she did not perform the prior school year, the EDUCATOR and the principal must confirm that the new assignment/duty will not cause the EDUCATOR to earn more than 6% over their prior year's total TRS creditable earnings. Eligible extra duty and stipends include, but are not

limited to, instructional extra duty, supervisory extra duty, stipends listed in Appendix A of the Agreement, and completion of District 47 coursework that is not used for salary schedule credit.

J. NOTICE OF RETIREMENT

The BOARD may allow the EDUCATOR to rescind his/her letter of retirement because of serious illness or life changing circumstances provided the EDUCATOR returns to the BOARD any nonexempt TRS creditable earnings paid to the EDUCATOR in excess of the amount the EDUCATOR would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

ARTICLE XII - INSURANCE

All full-time District 47 EDUCATORS are eligible to participate in the District's approved insurance programs. Coverage is available for health, dental, life, long-term disability, vision, accident, and critical illness.

A. INSURANCE COMMITTEE

The insurance program will be reviewed annually by a District Insurance Committee, which will include five (5) CLETA representatives. The Insurance Committee will be formed by March 1st each year. Two committee meetings will be scheduled prior to open enrollment, however, the Insurance Committee may, by agreement, elect to meet only once or more than twice as needed. Follow up communications will be sent electronically, or an additional meeting may be scheduled. The schedule of meetings will be determined by the end of each school year. The Insurance Committee is charged with the following responsibilities, to include, but are not limited to:

1. Reviewing costs of plans to consider potential plan options. Discussion will be reflected in meeting minutes.

2. Researching vendors.

3. Researching various plan options

4. Recommending changes to the plans designed to reduce or eliminate any increase in the insurance premiums.

5. The District Benefits Specialist will record meeting minutes. Meeting minutes will be taken and provided to all committee members within fifteen (15) DAYS of each meeting.

B. HEALTH/DENTAL/VISION INSURANCE

The BOARD shall pay the following percentages for insurance premiums for all eligible EDUCATORS covered under this Agreement as shown below:

HEALTH

Plan Choice	HMO	HDHP (PPO)
Employee	100%	90%
The District will contribute the following amount towards dependent plans after deducting the employee only portion. If two (2) District EDUCATORS are married, they may elect to apply the combined BOARD contribution for single premiums and utilize it for family insurance purposes.		
Employee +1	75%	45%
Family	60%	30%

DENTAL

Plan Choice	
Employee	100%
The District will contribute the following amount towards dependent plans after deducting the employee only portion. If two (2) District EDUCATORS are married, they may elect to apply the combined BOARD contribution for single premiums and utilize it for family insurance purposes.	
Employee +1	10%
Family	10%

VISION

Plan Choice	CORE	UPGRADED
Employee	100%	20%
The district will contribute the following amount towards dependent plans after deducting the employee only portion. If two (2) District EDUCATORS are married, they may elect to apply the combined BOARD contribution for single premiums and utilize it for family insurance purposes.		
Family	100%	20%

C. ANNUAL WELLNESS SCREENING

The BOARD shall offer, at its own expense, an annual wellness screening for all full-time EDUCATORS covered. Those EDUCATORS who do not elect to obtain a wellness screening or do not otherwise provide evidence of obtaining a wellness screening from his/her own physician shall contribute an additional $20 per month toward the cost of insurance coverage. For the purpose of the screening, annual refers to the period of twelve (12) months beginning the first day of each school year. The Human Resources Department will provide annual notification of wellness screening procedures. The wellness screening procedure and forms can be found on the District website within the staff password-protected portal.

D. LIFE INSURANCE

The BOARD will provide, at its own expense, each full-time EDUCATOR with $10,000 group term life insurance.

E. SECTION 125 FLEXIBLE SPENDING

The BOARD will extend Section 125 flexible spending benefits to its full-time EDUCATORS. Coverage will extend to qualified benefits under Section 125 of the Internal Revenue Code for qualified health care and dependent care expenses.

1. The BOARD will have the right to select the administrating agent of the IRS Section 125 individual accounts.

2. Each full-time EDUCATOR may take the maximum payroll deduction for medical expenses and the maximum payroll deduction for dependent care expenses that are allowable under the IRS regulation. It remains the full-time EDUCATOR'S responsibility to make sure that the deduction meets the IRS regulation.

F. OPTING OUT OF INSURANCE

An EDUCATOR may opt-out of District 47's Health, Dental, or Vision plans if covered under another medical insurance plan. If an EDUCATOR chooses this option and is enrolled in another PPO or HMO plan, the District will deposit $500 annually running concurrent with the first payroll in January into a traditional Flexible Spending Account that can be used for qualified medical, dental, and vision expenses. If an EDUCATOR chooses this option and is enrolled in another High Deductible Health plan with an HSA, the District will deposit $500 annually running concurrent with the first payroll in January into a Limited Flexible Spending Account, which can be used for qualified dental and vision expenses. Submitting proof of other medical insurance coverage is required to be submitted to the Benefit Specialist following the open enrollment period and prior to December 15 of each year to be eligible for the annual $500 deposit.

G. HEALTH SAVINGS ACCOUNT

If an EDUCATOR chooses to enroll in a High Deductible Health Plan with a Health Savings Account (HSA), the BOARD will deposit $300.00 annually into the EDUCATOR's HSA running concurrent with the first payroll in January. Additionally, the BOARD will match up to an additional $375.00 (BOARD max contribution of $675.00). HSA bank account information must be provided to the Benefit Specialist following the open enrollment period and prior to December 15 of each year to be eligible for this benefit. It remains the EDUCATOR's responsibility to make sure that the contributions meet IRS regulations.

ARTICLE XIII - PROFESSIONAL RESPONSIBILITIES

CLETA and the BOARD are committed to employing and sustaining quality employees to enhance and maximize teaching and learning for the students. To that end, CLETA and the BOARD have agreed on the creation of a Professional Development Committee, Meeting Guidelines, and Plan Time Allotments and Guidelines to support EDUCATORS' professional responsibilities.

A. PROFESSIONAL DEVELOPMENT COMMITTEE:

The Professional Development Committee advises and reviews District professional development. This committee will meet at least three (3) times a year in alignment with the D47U class approval timeline to manage district-wide professional development and D47U (the in-district professional development classes taught by district employees). The D47U professional learning will consist of professional development classes to develop and expand best teaching practices in District educators. Curriculum work, committees, and pilots are neither included in D47U nor under the direction of the committee. Building level professional development will be the responsibility of the Building Leadership Team (BLT). The Professional Development Committee is comprised of people selected by District Administrators and CLETA-selected members representing all stakeholders. The number of people selected by Administrators on the committee shall not exceed the number of CLETA members on the committee. Participation on the committee is voluntary. One District Administrator and one (1) CLETA member will co-chair the committee. Meeting minutes will be taken and provided to all committee members, the CLETA President, and the Assistant Superintendent of Curriculum, Instruction and Assessment. The Professional Development Committee is charged with the following responsibilities, to include, but are not limited to:

1. Actively seek input from administrators and EDUCATORS regarding the type of District-wide professional development and D47U classes needed.

2. Create, and review annually, an evaluation form, which can be used for all professional development sessions in order to improve future professional development sessions, in addition to required State evaluation forms.

3. Receive and evaluate ongoing feedback regarding professional development and D47U courses.

4. Suggest format(s) for differentiation for the various groups.

5. Create guidelines for D47U class offerings, requirements, and restrictions.

6. Review D47U proposals and determine class offerings based on D47U guidelines.

7. Create and share with staff a yearly timeline consisting of course proposal window, course dates, registration window, and a payment schedule for instructors and participants, prior to the start of each school year.

B. MEETING GUIDELINES

The District believes in providing flexibility for work schedules and accommodating employees' work/life balance. However, the schedule for meetings and plan time for EDUCATORS must be dictated by the needs and in the best interests of the students. As a result, each EDUCATOR'S frequency, and number of meetings to fulfill their professional responsibilities may vary weekly and monthly based on their individual role. A reasonable effort will be made by administration to minimize the number of meetings held prior to the student day for elementary and following the student day at the middle school that are not directly tied to students and/or curriculum (i.e., faculty meetings, safety/operations meetings, etc.). These guidelines do not apply to meetings that are considered professional development, have a primary focus on curriculum and/or student problem solving, and/or are voluntary in nature such as an EDUCATOR's participation on a committee and/or performing an extra duty.

C. ELEMENTARY PLAN TIME ALLOTMENTS

Plan Time for Elementary EDUCATORS shall be allotted as follows:

1. Elementary Classroom EDUCATORS shall include all kindergarten through fifth grade classroom EDUCATORS and the District's K-5 self-contained programs. Such EDUCATORS shall receive five (5) hours of designated plan time per full week during INSTRUCTIONAL TIME. Plan time will occur in at least sixty (60) minute blocks.

2. Elementary Encore EDUCATORS shall include kindergarten through fifth grade Art, Music, Physical Education, STEM (Science, Technology, Engineering, and Math), and Library Media Center EDUCATORS. Such EDUCATORS shall receive five (5) hours of designated plan time per full week during INSTRUCTIONAL TIME. Plan time will occur in at least thirty (30) minute blocks.

3. All other EDUCATORS not mentioned above (excluding school psychologists, school social workers and counselors that are covered in Article X, as well as building substitutes) that are covered under Article I shall receive five (5) hours of designated plan time per week during INSTRUCTIONAL TIME in at least thirty (30) minute blocks.

D. MIDDLE SCHOOL PLAN TIME ALLOTMENTS

Plan Time for Middle School EDUCATORS shall be allotted as follows:

1. Middle School Classroom EDUCATORS shall include sixth grade through eighth grade classroom EDUCATORS and the District's 6-8 self-contained programs. Such EDUCATORS shall receive four hundred and thirty (430) minutes of designated plan time per full week during INSTRUCTIONAL TIME.

2. Middle School Encore EDUCATORS shall include sixth grade through eighth grade Art, Music, Physical Education, Family and Consumer Sciences, Health, Foreign Language, and STEM (Science, Technology, Engineering, and Math) EDUCATORS. Such EDUCATORS shall receive at least four hundred and twenty-five (425) minutes of designated plan time per full week during

INSTRUCTIONAL TIME.

3. All other EDUCATORS not mentioned above (excluding school psychologists, school social workers, and counselors that are covered in Article X, as well as building substitutes) that are covered under Article I shall receive three hundred (300) minutes of designated plan time per full week during INSTRUCTIONAL TIME.

E. PREK PLAN TIME ALLOTMENTS

Plan Time for PreK EDUCATORS shall be allotted as follows:

1. PreK Classroom EDUCATORS shall include all PreK classroom EDUCATORS and the District's PreK self-contained programs. Such EDUCATORS shall receive five (5) hours of designated plan time per full week during INSTRUCTIONAL TIME. Plan time will occur in at least thirty (30) minute blocks.

2. All other EDUCATORS not mentioned above (excluding school psychologists, school social workers, and counselors that are covered in Article X, as well as permanent building substitutes) that are covered under Article I shall receive five (5) hours of designated plan time per full week during INSTRUCTIONAL TIME. Plan time will occur in at least thirty (30) minute blocks.

PreK Early Release Days shall be non-attendance days for students; however, EDUCATORS will be responsible for providing at-home activities for the students on these days. Per the Preschool for All (PFA) Grant, time will be allocated in the morning and/or afternoon for Family Connection. Curriculum work, PLC time, or professional development with District or building administration will also be a part of these days. All PreK EDUCATORS will attend the building session for professional development or building topics with all staff.

F. PLAN TIME GUIDELINES (PREK-8)

The aforementioned plan time allocations for EDUCATORS may be reduced in any given week due to:

1. An event included on the school calendar such as an early release day, institute day, assembly, or holiday;

2. An emergency day, sick day, personal day, dock day or field trip; or

3. EDUCATORS voluntarily choosing not to use designated plan time in order to participate in another activity/event/professional responsibility.

4. Up to one (1) hour per week may be utilized for data review and curriculum as directed by the Administration.

G. PART-TIME EDUCATOR PLAN TIME ALLOTMENTS

EDUCATORS regularly employed less than 1.0 full-time equivalent (FTE) are entitled to a proportion of plan time for their job classification in the same proportion as their hours of employment are to fulltime employment.

H. RELEASE DAYS

All full-time special education EDUCATORS shall have three (3) student-free days per school year (to be used in either full or half (.5) day increments) used to work on scheduling, to collaborate with related staff, to complete IEP/Re-Evaluation paperwork, progress reports, data collection and analysis, and prepare for Extended School Year (ESY). Special education EDUCATORS regularly employed less than 1.0 full-time

equivalent (FTE) are entitled to a proportion of release time for their job classification in the same proportion as their hours of employment are to full-time employment.

ARTICLE XIV - PROFESSIONAL DEVELOPMENT - INCENTIVES & PROCEDURES

The purpose of professional development is to improve instruction and increase student achievement. Professional development must address District goals, building initiatives, and maintaining highly qualified licensed professionals.

A. PARAMETERS

The BOARD offers incentives to EDUCATORS to continue their education by earning graduate credits related to degree programs and/or courses that relate to the Illinois Professional Teaching Standards.

Reimbursement for graduate level coursework pertaining to Educational Leadership and administrative licensure for the state of Illinois is provided within the following parameters: 1) the EDUCATOR already holds a Master's degree and is pursuing an additional Master's degree or 2) the EDUCATOR has been employed in the District for a minimum of 7 years as an EDUCATOR and has received evaluation ratings of proficient and/or excellent on all evaluations.

The District has the discretion to grant tuition reimbursement for an EDUCATOR that has less than seven (7) years of experience in the District if the District has determined there is a significant need to add to the administrative candidate pool. If/When the District has determined that a need exists to increase the administrative candidate pool, a communication will be distributed to all EDUCATORS letting them know that reimbursement would be available for a specific timeframe waiving the parameters above.

EDUCATORS enrolled in an Educational Leadership program that may not meet the parameters set above may request that the course syllabus and/or description be reviewed by the Human Resources Department for possible reimbursement based on a relevance to teaching responsibilities.

B. CREDITS EARNED

Credits earned shall be subject to the following:

1. Credits earned shall be for graduate level courses and non-traditional types of programs such as distance learning graduate level courses from a college or university that is recognized by the Illinois State Board of Education or accredited by the state in which the university is located. All coursework shall be related to the Illinois Professional Teaching Standards. Alternative certification/licensure may be pursued with prior approval by the Superintendent or designee for the purpose of addressing a need of the District. Courses must all be pre-approved by the Superintendent or designee in order to apply toward movement on the salary schedule.

2. Undergraduate coursework may be approved for salary schedule credit in unique circumstances by the Superintendent or designee.

3. Only eighteen (18) credits per year will be approved for salary schedule advancement. This 18-credit limitation does not apply to mandated District coursework. EDUCATORS enrolled in a cohort program requiring more than eighteen (18) credits in one (1) year may apply for a waiver from Human Resources.

4. Credit hours earned other than semester hours need to be converted to semester hours based on the conversion appropriate to each education institution.

5. Horizontal movement on the salary schedule shall be granted for the satisfactory completion (grade "B" or better, or "pass" if grading system is pass/fail) of graduate courses from a college or university that is recognized by the Illinois State Board of Education or accredited by the state in which the university is located. Such movement shall occur at the beginning of each school term, provided pre-approval of the coursework has been granted by the Superintendent or designee prior to the onset of such school term. If the pre-approved coursework causing the movement is going to be completed during the months of June, July, and August, an official grade card or official transcript provided by the registrar of the college or university shall be similarly filed by October 1st. In addition, mid-year horizontal movement will be granted upon completion of Masters' degree or other post-graduate degree. Intention of such movement at mid-year must be submitted in writing to the Superintendent or designee by the first day of student attendance of the fall semester in which completion of degree is expected. Evidence of mid-year completion of a Masters' degree is due to the Superintendent or designee by February 1st.

6. Credit toward horizontal movement on the salary schedule shall also be granted for the satisfactory completion of District 47 coursework. However, during the enrollment process for District 47 coursework, the EDUCATOR must choose to receive either credit toward horizontal movement on the salary schedule or stipend for the coursework (described below). Once a course is completed and processed by the instructor/District, no changes will be made in the EDUCATOR'S selection of salary schedule credit or stipend.

C. REMUNERATION PROCEDURES

1. The BOARD will provide partial tuition reimbursement to EDUCATORS for credits described above.

2. The BOARD will also provide a stipend to EDUCATORS for District 47 coursework, except that when an EDUCATOR elects horizontal movement on the salary schedule for District 47 coursework, he/she waives the right to a stipend.

3. Amount of Remuneration

   a. An EDUCATOR shall receive remuneration for tuition at a rate of $200.00 per credit hour or the actual cost of the credit hour, whichever is less.

   b. An EDUCATOR shall receive remuneration for a maximum of $1,400 per contract year for any combination of graduate credits and/or District 47 coursework when in a non-degree program.

   c. An EDUCATOR shall receive remuneration for a maximum of $1,900 per contract year for any combination of graduate credits and/or District 47 coursework when pursuant to a degree program.

   d. An EDUCATOR shall receive a stipend of $150 per credit for District 47 coursework, except when the EDUCATOR chooses salary schedule credit and waives the $150 stipend.

4. Request for tuition reimbursement shall be made to the Human Resources Department at least fifteen (15) WORKDAYS prior to that month's BOARD meeting date. Upon receipt of official grade card or transcript, the Human Resources Department shall submit a request for remuneration at the next regular meeting of the BOARD provided the information is submitted in time for the Business Office to include the request in the BOARD Packet. If the information is not submitted in time for the next regular meeting of the BOARD, the request will be submitted for approval at the following regular meeting of the BOARD. Upon approval by the BOARD, the EDUCATOR will receive reimbursement.

D. INTEREST FREE LOANS

The District shall provide, upon application, interest-free loans for tuition for approved course work leading toward a Masters' degree, approved course work, or to gain an endorsement. A maximum of $5000 per applicant may be requested annually. The District shall pay the university or college directly. Repayment of such loans shall be made over the remainder of the contract year through payroll deduction.

E. REQUIRED TRAINING SESSIONS

1. EDUCATORS must complete all mandated trainings within the timelines established by the Superintendent or designee.

2. No mandatory trainings will be required for returning staff during the summer months when school is not in session.

3. The District will provide time for EDUCATORS to complete mandated trainings, including state-mandated trainings, during the EDUCATOR WORKDAY when students are not in attendance. In the event that the number of state-mandated trainings increases during the term of this Agreement, the District shall not be required to allot more time for their completion than what is available based on the schedule in place as of the first day of the 2024-2025 school year.

4. New EDUCATORS are required to attend new employee orientation and trainings as part of their onboarding process not to exceed 15 hours total time required within the first school year.

ARTICLE XV - SUPERVISORY EXTRA DUTIES

A. The method for filling supervisory extra duties will be on a voluntary basis.

B. The reimbursement for supervisory extra duties assumed by an EDUCATOR shall be $23.23 per hour gross pay during the 2024-2025 school year. Each following year the pay rate will increase by the Consumer Price Index (CPI). Supervisory duties will be reimbursed following the submission of a completed timesheet by the EDUCATOR reflecting actual work performed.

C. Duties classified as "supervisory" shall include: AM and PM bus/playground supervision, lunchroom/lunchtime playground supervision, and Saturday detention supervision. Such duties will be organized based on the needs of the schools as determined by the building administration. EDUCATORS are responsible for arranging for a substitute to cover their extra duty assignment in order to attend mandatory meetings (i.e. faculty meeting, pre- and post-conference, etc.).

D. For supervisory duty positions not filled on the first day of school, or that occur during the school year, all EDUCATORS who do not have a supervisory extra duty will be notified and asked if they will fill a vacancy.

ARTICLE XVI - INSTRUCTIONAL EXTRA DUTIES

A. The rate of pay for instructional extra duties shall be $35.95 per hour gross pay during the 2024-2025 school year. Each following year the pay rate will increase by the annual Consumer Price Index (CPI) for that fiscal year. Instructional duties will be reimbursed on a quarterly basis for actual work performed by the EDUCATOR.

B. The following guidelines shall apply to all instructional extra duties:

1. Elementary (K-5)

a. 270 (two-hundred and seventy) total hours will be allocated per building. Hours for the 3 activities listed below will be managed by the building administration who will submit the distribution of hours in an electronic spreadsheet to the building CLETA representative and the Business Office by October 15th of each school year. Hours will be allocated as follows:

i. Performing Arts (20-50 hours)
ii. Patrol (20-40 hours)
iii. Chorus (20-50 hours)

b. Elementary School Band - 40 hours (per full-time band teacher)

i. Solo and Ensemble Festival (10)
ii. One (1) individual evening band concert per elementary school in Fall/Winter (6)
iii. One (1) mass evening band concert with the three (3) elementary schools the teacher has been assigned to, which is held at a middle school in the spring in conjunction with one (1) of the middle school bands (2)
iv. Recruiting for Beginning Band (18)
v. Back to School Night for two (2) of the three (3) elementary schools (4)

Elementary band is scheduled before INSTRUCTIONAL TIME, but during the EDUCATOR WORKDAY. Full-time elementary band teachers will have an overload due to providing full band practice and 8 (30 minutes) lessons per day. Each elementary band teacher will be assigned to three (3) schools per week. The overload will be calculated in accordance with the language in Article XVI.G.2.

c. The range of hours is to be determined by the building administration in conjunction with the activity sponsor. Hours not used for the B.1.a activities may be used for additional student activities at the discretion of the building administration. All activities must be determined by December 15th each year. No additional activity may be paid more than thirty (30) hours.

2. Middle School (6-8)

a. Instructional duty hours will be managed by the building administration who will submit the distribution of hours in an electronic spreadsheet to the building CLETA representative and the Business Office by October 15th each year.

i. Conference Sports - Fox Valley Conference athletic activities: Cross Country (3 coaches), Volleyball (2 coaches), Basketball (2 boys and 2 girls coaches), Wrestling (2 coaches), Track (6 coaches), Cheerleading (1 coach), and Pompons (1 coach).

C. ATHLETIC COACHING

The pay rates listed below are inclusive of years of experience in District 47. The years subsequent to 2026-2027 will increase in accordance with the Consumer Price Index (CPI) with a 5% cap.

Year (Same Activity)	2024-2025	2025-2026	2026-2027	2027-2028
1	$3,460	$3,530	$3,600	$3,600 + CPI
2-4	$3,520	$3,590	$3,660	$3,660 + CPI
5-7	$3,570	$3,640	$3,710	$3,710 + CPI
8+	$3,625	$3,700	$3,775	$3,775 + CPI

i. Intramural Sports – Fifty (50) hours per coach/activity. The following intramural sports will be offered at each middle school: volleyball, girls' basketball, boys' basketball, and dance club. Actual number of coaches/activities will vary depending upon student participation.

ii. Middle School Band – Sixty-two (62) hours (per full-time band teacher):

a. Solo and Ensemble Festival (10)
b. Fox Valley Honors Band (9)
c. Full Band Festivals/Contests (16)
d. Evening Band Concerts per middle school (9)
e. Recruiting for Beginning Band (18)

Middle school band is scheduled during INSTRUCTIONAL TIME. As a result, full-time middle school band teachers will have an overload. Middle school band teachers shall be scheduled for 3 (40 minute) full band practices daily and 4 (43 minutes) blocks of lessons daily. The overload will be calculated in accordance with the language in Article XVI.G.2.

iv. Activities/Clubs – One thousand and one hundred (1,100) hours per building as follows:

a. Scholastic Bowl (maximum of 100 hours per middle school)
b. Science Olympiad (maximum of 100 hours per middle school)
  i. State Science Olympiad (maximum of 100 hours per sponsor)
  ii. If extended travel and an overnight stay is required: $250 per day
c. Performing Arts (100 - 150 hours)
d. Media (50 - 150 hours)
e. Student Government (50 - 150 hours)
f. Yearbook (75 - 125 hours)
g. Top Jazz Band (60 - 75 hours)
h. Top Chorus (50 - 125 hours)
i. Second Chorus (50 - 125 hours)
**(At least 20 students must participate in each chorus to hold the activity.)

b. The range of hours is to be determined by the building administration in conjunction with the activity sponsor. Distribution of hours should be representative of student participation. The goal is to engage the maximum number of students with quality activities.

c. Hours not used for activities listed in B.2a.iv may be used for additional student activities at the discretion of the building administration. All activities must be determined by December 15th. No additional activity may be paid more than thirty (30) hours.

D. EDUCATORS are responsible for arranging for a substitute to cover their extra duty assignment in order to attend mandatory meetings (i.e. faculty meeting, pre- and post- conference, etc.).

E. The BOARD will provide funds for District-wide approved afterhours academic competitions. Application will be made as needed through the building administration in concert with the sponsor involved. Final approval will be the responsibility of the Superintendent or designee.

F. Post-season stipends for EDUCATORS who coach the Illinois Elementary School Association (IESA) sports of Cross Country, Track, and Wrestling will be as follows when a student(s) qualifies and participates in the event:

a. Regional (if applicable) – Each approved Wrestling coach will be paid for ten (10) hours at the instructional extra duty rate.

b. Sectional – Each approved Wrestling, Cross Country, and Track and Field coach will be paid for ten (10) hours at the instructional extra duty rate.

c. State – Each approved Wrestling, Cross Country, and Track and Field coach will be paid for ten (10) hours at the instructional extra duty rate.

d. When extended travel and an overnight stay is required, each approved coach, athletic director, or designee will be paid $750.

e. Approved staff attending IESA post-season events shall have lodging (when the event is greater than one (1) hour from the District), transportation, mileage reimbursement for one (1) vehicle, and reimbursement for meals.

The number of approved coaches will vary depending upon student participation in postseason events. If only a portion of the team or an individual team member advances to the post-season, the number of coaches approved for post-season coaching stipends for each sport shall be determined by the building administration with the input of the building athletic director. If not all coaches on a team are approved, the coaches may mutually agree to divide the approved stipend amount among all the coaches.

For safety reasons (staff and students), there should always be at least two (2) coaches assigned. For state-level participation, one (1) athletic director can attend and be counted towards the two (2) coach minimum. If the required number of coaches (or athletic director) cannot attend the event, the applicable building administrator shall designate another coach or, if no other coaches are available, another District employee to attend in his/her place.

G. If during the term of this Agreement the BOARD shall create any additional extra duties, the rate of pay will be as agreed upon in ARTICLE XVI, Section A. All openings/changes will be posted by the principal in a space mutually agreed upon with the building CLETA representative(s).

H. Additional Teaching/Supervision Responsibility (Elementary and Middle School)

1. Short term – All EDUCATORS who teach extra classes on a day-to-day basis by substituting for another EDUCATOR shall be paid at the instructional extra duty rate for the duration of this Agreement. The instructional extra duty hourly rate will be adjusted for the class period length. Example: hourly rate of $35.95 x .75 = $26.96 for a middle school class period length of 45 minutes.

2. Long term – If it becomes necessary for an EDUCATOR to teach one (1) additional class period on a long-term basis, the formula for calculating salary for this additional load is as follows: Stipend = 16.67% of the annual salary schedule rate for teaching one (1) additional class period for a school year. For teaching for a trimester or two (2) trimesters the amount will be prorated as follows:

a. Trimester – 5.56%
b. Two (2) Trimesters – 11.12%

3. Scorers and Timers shall be paid for the 2024-2025 school year at a rate of $20.00 per hour. The hourly rate shall increase by the applicable Consumer Price Index (CPI subject to a 5% cap) each of the remaining years of this Agreement. EDUCATORS shall have first right of refusal before it is opened to other employees or the public.

4. Bilingual/Dual Language EDUCATORS who translate curriculum and teach in two (2) languages shall receive $250/trimester ($750/year).

5. The District may assign one (1) permanent building substitute, if available, within the District to each Elementary LMC for the last five (5) full days of school to allow time to complete end of year job duties.

ARTICLE XVII - ADDITIONAL PAID DUTIES (STIPENDS)

Additional duties/roles that occur or are fulfilled outside of the contractual day/year are compensated based on Appendix A - STIPENDS. Each duty has a job description that is available in the Human Resources Department for those interested. Stipend duties are assigned through a joint process of an EDUCATOR demonstrating interest/applying for a duty and administration selecting EDUCATOR(S) who are qualified from those demonstrating interest/applying. An EDUCATOR who satisfactorily fulfills the responsibilities of the position may choose to continue in the role in the subsequent contractual year. The Administration will provide written feedback to the EDUCATOR in the event there are unsatisfactory performance concerns. If an EDUCATOR does not satisfactorily fulfill the responsibilities of the position, the Administration reserves the right to reassign the position. The EDUCATOR will be notified of the decision to reassign the position by the last day of the school year. The procedural elements of this paragraph are grievable and arbitrable, but the determination that job performance is unsatisfactory is not grievable or arbitrable. If the employee believes the determination to reassign the position based on job performance was inaccurate, the employee may request a meeting with Human Resources and appeal the decision. All stipends will have the appropriate payroll deductions made at the time of payment.

ARTICLE XVIII – EDUCATOR EVALUATION

An EDUCATOR evaluation committee comprised of CLETA members and Administrators shall meet annually to review the licensed staff evaluation process and tools to ensure they comply with applicable state and/or federal law. The number of Administrators on the committee shall not exceed the number of CLETA members on the committee. To the extent the District's evaluation process and tools exceed the applicable state and/or federal requirements, the District's process and tools shall apply. The licensed staff evaluation can be found on the District website within the staff password-protected portal.

ARTICLE XIX - JUST CAUSE DISCIPLINE

No EDUCATOR shall be disciplined without Just Cause. Discipline includes, but is not limited to, documented warnings, reprimands, suspensions, and discharge.

Written reprimands or warnings shall be defined as a separate document apart from the EDUCATOR'S evaluation form. The administration may document verbal warnings via email so long as the documentation is conspicuously labeled as a verbal warning and so long as the verbal warning is not placed in the EDUCATOR'S personnel file. It is specifically agreed that this section shall not apply to a decision by the BOARD to terminate an EDUCATOR or to not renew the contract of an EDUCATOR.

Criteria for determining Just Cause is located in the District Employee Handbook on the District website within the staff password-protected portal.

ARTICLE XX - JOB SHARING

Job sharing is a voluntary employment arrangement in which two (2) currently employed tenured EDUCATORS share one (1) full-time position. The job share program is available on a very limited basis.

1. EDUCATORS interested in job sharing shall submit a Job Share Proposal to their Principal by February 1 of the year preceding the school year for which the job share arrangement is requested.

   a. The Job Share Proposal will be detailed and will include Teaching Responsibilities, Assignments, Professional Responsibilities, and any other special considerations that need to be in place.

b. Upon preliminary approval by the Principal, the plan shall be forwarded to the Assistant Superintendent of Human Resources for potential approval.

i. The granting or denial of a job-sharing arrangement does not set a precedent with respect to the granting or denial of future job-sharing arrangements.

ii. Refusal to grant a job-sharing proposal is not subject to the GRIEVANCE procedure.

c. The District will notify job sharing applicants in writing of the status of their request by April 1 of each year.

d. If one (1) job-sharing partner vacates their assignment for whatever reason, the job-sharing situation will be evaluated for continuation.

i. If it is determined that the job-sharing arrangement will continue, it is expected that when a job-sharing role is vacated, a replacement will be found through normal recruitment procedures for filing vacancies within one (1) month of the date the vacancy occurs.

ii. If such does not occur, it is expected the job being shared will be returned to full-time status.

ARTICLE XXI - INTERNAL TRANSFER

EDUCATORS are encouraged to apply for internal openings, if interested. However, such applications may not be considered if submitted after August 15th for the upcoming school year. If an EDUCATOR applies for an internal opening prior to August 15th, as a professional courtesy, all currently employed EDUCATORS will be contacted regarding their application. If an interview is required, a reasonable effort will be made to schedule the interview outside of work hours. Internal transfer refers to moves between positions covered under this Agreement. The internal transfer procedures are located on the District website within the staff password-protected portal. Voluntary transfers will be considered before involuntary transfers.

A. VOLUNTARY TRANSFER

The following process will be followed for all posted openings:

1. Open positions will be posted using the District's on-line application system.

2. Human Resources will send an email to all employees providing a link to the job posting providing the specifics about the position and how to apply.

3. Positions will be posted internally for five (5) days prior to being posted on external websites and/or with professional organizations outside of District 47.

4. All currently employed certified staff will be contacted regarding their application. Contact may range from an email notifying the employee that their application has been received to an interview with the hiring administrator.

5. Selected candidates will be contacted and interviewed for the position. Internal applicants will be considered but not necessarily granted an interview.

All applicants will be contacted once the position has been filled. Contact may range from an email notifying the employee that the position has been filled to a call from the administrator with details regarding the position.

B. INVOLUNTARY TRANSFER

From time to time, the involuntary transfer of an EDUCATOR may become necessary due to pupil distribution, instructional requirements, and/or for other reasons. When a reduction in the number of EDUCATORS in a school or grade level is necessary, volunteers shall be given consideration, and the Voluntary Transfer process will be followed.

District Administration will discuss with the CLETA President prior to the transfer process the needs of the District and the process being used to determine the transfers needed. The decision to involuntary transfer an EDUCATOR is within the sole discretion of the Administration.

Any EDUCATOR who is involuntarily transferring classrooms or buildings will have boxes provided by the District for packing of District-owned materials. The District will also be responsible for moving these boxes/materials to the new classroom.

The District may consider the following criteria in filling the vacancies (listed in no particular order):

a. Qualifications, including years in the subject area, degrees, overall teaching experience, and evaluations.

b. Seniority

c. Balancing the skill set of EDUCATORS within the grade level, subject area, and/or building(s)

d. Needs of the students

e. Previous involuntary transfers within the last three (3) years

C. NOTIFICATION OF ASSIGNMENT

All EDUCATORS will be notified of their position for the following school year before the last day of the school year. If there is a change in position after the last day of the school year, the District will promptly notify the EDUCATOR.

ARTICLE XXII - TRAVEL & MILEAGE REIMBURSEMENT

As outlined in the Mileage Reimbursement Procedure, District 47 shall pay for authorized mileage reimbursement between schools by EDUCATORS at the rate recognized by the U.S. Internal Revenue Service. No travel expenses shall be paid for required in-District professional meetings or institute days.

As outlined in the Travel Reimbursement Procedure, District 47 shall pay for authorized out-of-District travel expenditures by EDUCATORS at the rate recognized by the U.S. Internal Revenue Service. The travel and mileage reimbursement procedures are located on the District website within the staff password-protected portal.

ARTICLE XXIII - PHYSICAL EXAMINATION

All EDUCATORS must have a physical examination on record in the Human Resources Department no later than the first day the EDUCATOR begins work in the District. Cost of this physical is to be borne by the EDUCATOR. No further physical examination is to be required except upon special request by the BOARD. The cost of a requested physical examination will be borne by the BOARD.

ARTICLE XXIV - SALARY SCHEDULE

A. EDUCATORS shall be paid according to the attached salary schedules for the duration of this Agreement.

B. EDUCATORS who work extra days shall be paid at his/her per diem (base salary divided by 180 WORKDAYS). All work performed on extra days shall be approved by a supervisor and the schedule of when the extra days will be worked shall be mutually agreed upon by the supervisor and EDUCATOR.

Employees serving in the following EDUCATOR positions listed below and who worked such positions during the 2020-2021 school year shall be grandfathered into the extra days beyond the normal one hundred and eighty (180) WORKDAYS listed below unless the EDUCATOR and his/her supervisor mutually agree to a lesser number of extra days. If there is no mutual agreement, the number of extra days will remain the same as was provided in the 2020-2021 school year.

- School Psychologist/School Social Worker: 10 days
- Dual Language Coach/Literacy Coach/MTSS Coach: 10 days
- Middle School Instructional Coach: 11 days

Non-Grandfathered EDUCATORS who are assigned to one (1) of the following EDUCATOR positions may be assigned extra days by the Administration provided the number of extra days does not exceed five (5).

- Certified School Nurse
- School Psychologist
- School Social Worker
- School Counselor
- Coach (Instructional or MTSS)
- Reading Recovery Lead Teacher

Opportunities for extra days need to be communicated to the appropriate EDUCATORS as follows: Summer dates (End of the school year - June 15) - Known by April 1st. List for days for the beginning of the school year (July 1 - first day of school) – Known by May 1st of the previous school year (i.e., 2024-25 school year needs to be known by 5/1/24). Opportunities must be outside of contract hours and agreed upon by Administration.

C. Schedule Adjustments:

1. The length of the school year for EDUCATORS covered by this Agreement shall not exceed one hundred and eighty (180) employment days. An EDUCATOR'S per diem daily rate is calculated by taking his/her annual salary from the salary schedule divided by 180. By October 15th of each school year, the Business Office will submit to the CLETA President or designee a list of any EDUCATOR positions that exceed one hundred and eighty (180) days.

2. EDUCATORS may obtain horizontal movement on the salary schedule pursuant to ARTICLE XIV - PROFESSIONAL DEVELOPMENT – INCENTIVES & PROCEDURES. Horizontal movement on the salary schedule is allowed for the satisfactory completion (grade "B" or better, or "pass" if grading system is pass/fail) of graduate courses from a college or university that is recognized by the Illinois State Board of Education or accredited by the state in which the university is located. All coursework shall be directly related to the Illinois Professional Teaching Standards.

3. EDUCATORS will move into the Masters' column of the salary schedule upon the completion of a graduate degree program provided pre-approval of the post-graduate degree program has been approved by the Superintendent or designee.

4. After an EDUCATOR is in the lowest step of lane MA+50 (step 29) for one (1) year, the EDUCATOR will receive a 3% increase each year thereafter for the duration of the Agreement.

5. Vertical movement of one (1) step per year on the salary schedule will take place at the beginning of each school year.

6. Step placement for new hires will be rounded to the nearest step. Any accumulation of less than .5 will be rounded down. Increments of .5 or more will be placed on the next highest step.

7. The District Administration is solely responsible for placing new hires on the salary schedule but shall not place new hires at higher than step seven (7) unless the vacancy is for a "hard-to-staff position" as defined by the State Board of Education or has been identified as a critical need by the local school board.

8. The BOARD and CLETA will endeavor to move towards an indexed salary schedule in future Agreements.

9. Commencing in the 2024-2025 school year, school psychologists, school social workers, counselors, and speech language pathologists will be placed at MA+32. Currently employed school psychologists, school social workers, counselors, and speech language pathologists who are below MA+32 will be moved to MA+32 in 2024-2025, but there will be no retroactive pay for years employed prior to 2024-2025.

10. Permanent substitutes are scheduled to work for one hundred and seventy eight (178) days, as opposed to the one hundred and eighty (180) day allotment outlined in Article XXIV(B). Permanent substitutes shall be placed at BA, step 1, prorated for 178/180 days.

ARTICLE XXV – PAYROLL

A. WAGE STATEMENT

At the beginning of each school year, each EDUCATOR shall receive a WAGE STATEMENT.

B. UNION DUES

The District provides CLETA the option to have a payroll deduction for CLETA dues. The deduction may be initiated or adjusted by CLETA, by submitting such request to the Superintendent or designee by the 1st of any month. The initial list for each contract year must be received on or before September 10th. Any change made after the initial list, will be taken beginning the next available payroll. Start dates of changes should be clarified with the Business Office to ensure that CLETA has given the correct per pay deduction.

The list supplied by CLETA must indicate the member's name and the amount of per pay deduction. Deductions will be taken each payroll beginning in October and ending in June of each year, allowing for up to twenty (20) deductions per the current payroll calendar.

Dues collected will be forwarded to CLETA following each pay period with a listing of EDUCATORS and deduction taken.

C. PAYROLL CHECKS

Payments will be made bi-weekly as indicated on the "Teaching Staff Payroll Calendar." The bi- weekly payroll amount is calculated by dividing the annual salary by the number of payroll dates in a given contract year. A 5-year payroll calendar, which is mutually agreed upon annually by the Business Office and

CLETA, is located on the District website within the staff password-protected portal. By September 1 of each school year, the Business Office will post on the staff password-protected portal of the District's website the current year's extra duty rates and in what month the quarterly payments will be made for such duties. An EDUCATOR who is not enrolled in direct deposit will receive his/her check at the home building assignment indicated on the WAGE STATEMENT.

Each EDUCATOR will automatically receive their remaining checks for the contractual year on the first full payroll period following the last day of school, which is indicated on the payroll calendar, unless they indicate their preference to continue to receive bi-weekly paychecks throughout the summer on the form provided by Administration. This form shall be submitted to the Business Office electronically on or before May 10th of the current school year.

D. PAYROLL DEDUCTIONS

The following deductions will be applied to each EDUCATOR'S bi-weekly paychecks:

1. Income Tax Deduction – as set forth by the IRS and State of Illinois based upon a completed W-4 form.

2. Illinois Teacher's Retirement System (TRS) Contributions – as approved by TRS.

3. Medicare Contribution – currently 1.45% of gross pay, or as amended.

4. Union Dues – as provided by CLETA leadership.

5. Tax Sheltered Annuity Deductions (optional) – as authorized in your Salary Reduction Authorization Form. (note: only deducted from the first two (2) payrolls of each month for months having more than two (2) payrolls)

6. Insurance Deduction (optional) – For all eligible, full time EDUCATORS. Represents any cost of insurance coverage beyond the BOARD monthly insurance benefit allowance. Coverage includes Medical $10,000 Life and Accidental Death and Dismemberment, Long Term Disability, Vision, and Dental Insurance. Any insurance coverage currently in effect with the District will remain in force until a "life event change" and/or the annual open enrollment. (note: only deducted from the first two (2) payrolls of each month for months having more than two (2) payrolls)

ARTICLE XXVI - WITHHOLDING OF ANNUAL PAY INCREASE

The BOARD has the right to freeze an EDUCATOR'S salary at the present placement in a cell during the current school term when there is just cause (i.e., specific determination by the BOARD that the EDUCATOR'S performance has been unsatisfactory based on the District 47 Evaluation Program and Illinois School Code). In compliance with the Evaluation Program, if remediation is satisfactorily completed the EDUCATOR, shall be reinstated to the cell on the salary schedule to which the EDUCATOR would have been entitled if remediation had not taken place. The new salary shall commence with the first pay period in the new school term following the remediation year.

The EDUCATOR may within ten (10) calendar days of the BOARD action make a binding election either to utilize the GRIEVANCE procedure in this Agreement or have the option of appearing before the BOARD at a closed meeting to discuss the recommendation and may be accompanied thereat by a CLETA/IEA representative. Failure to make such an election shall constitute a waiver of either remedy.

ARTICLE XXVII - PAYMENT TO TEACHERS' RETIREMENT SYSTEM

A. The BOARD shall contribute the following percentages towards EDUCATORS' TRS contribution based on years of seniority in the District as a licensed staff member (as listed on the annual Seniority list):

Years of Seniority (YOS)

	0-9 YOS	10 to 20 YOS	21+ YOS
2024-2025	0%	0%	0%
2025-2026	0%	1%	3%
2026-2027	0%	1%	3%
2027-2028	0%	1%	3%

B. In accordance with the above paragraph, pursuant to the Contribution Rate Schedule of the State of Illinois Teachers' Retirement System, the BOARD shall remit for each EDUCATOR the sum equal to the EDUCATOR'S salary times the Member TRS retirement contribution rate for that year times the EDUCATOR'S salary to be applied for the retirement account of such EDUCATOR provided that the District shall only deduct an amount from the EDUCATOR'S pay consistent with the percentage of TRS covered by the BOARD pursuant to Paragraph A above. Pursuant to the Contribution Rate Schedule of the State of Illinois Teachers' Retirement System, the BOARD shall deduct and remit the sum equal to the EDUCATOR'S salary times the Member THIS (insurance) contribution rate for that year times the EDUCATOR'S salary for the insurance contribution for the Teachers Retirement System Insurance Plan. In addition, the BOARD will deduct and remit the Member TRS retirement contribution rate from any payments made to EDUCATORS pursuant to ARTICLE XV and XVI to be applied to the retirement account of such EDUCATOR (provided that the District shall only deduct an amount from the EDUCATOR'S pay consistent with the percentage of TRS covered by the BOARD pursuant to Paragraph A above) and the Member THIS (insurance) contribution rate for the insurance contribution to the Teachers' Retirement System Insurance Plan. It is the intent of the parties by this Agreement to qualify these payments under Section 414(h) of the Internal Revenue Code. The EDUCATORS have no right or claim to the fund so remitted except as they may subsequently become available upon retirement or resignation from the State of Illinois Teachers' Retirement System.

C. The balance of the amount due each EDUCATOR pursuant to such Compensation Schedule shall be payable to the EDUCATOR as salary in installments as otherwise provided herein, provided the BOARD shall deduct all money as required by law or as authorized by the BOARD. Such withholding shall include any and all additional amounts required to be paid to the State of Illinois Teachers' Retirement System for the account of such EDUCATORS.

D. CLETA and each EDUCATOR shall indemnify and hold harmless the BOARD, its members, its agents, and its employees from any and all claims, demands, actions, complaints, suits, or other liability by reason of faithful payments of contribution to the State of Illinois Teachers' Retirement System under the provisions of this section.

ARTICLE XXVIII - REDUCTION IN FORCE & RECALL

Reductions in force (RIF) and recall of EDUCATORS that occur during the term of this Agreement will be governed by the Illinois School Code provisions in effect at the time of the RIFs and recalls (105 ILCS 5/24-12).

A Joint Committee ("RIF Joint Committee") will meet at least annually thereafter during the term of this Agreement, said Committee will be governed by the Illinois School Code. The RIF Joint Committee will be composed of equal representation selected by the BOARD and CLETA and shall be charged with addressing the matters set forth in 105 ILCS 5/24-12(c), paragraphs (1) through (5), as may be amended from time to time.

ARTICLE XXIX - SIGNATURES

The BOARD and the CLETA do hereby agree to all wages, hours, terms, and conditions of employment as listed in this collective bargaining Agreement for the 2024-2025, 2025-2026, 2026-2027, 2027-2028 school terms.

ARTICLE XXX – TERMS AND EFFECTS OF THE AGREEMENT

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto and any individual(s) they represent. The terms and conditions of this Agreement may be modified by alteration, change, addition to, or deletion only through the voluntary, mutual consent of the parties in a written amendment executed in accordance with the provisions of this Agreement.

_____	_____
President, Board of Education	Date
_____	_____
Vice-President, Board of Education	Date
_____	_____
CLETA President	Date
_____	_____
CLETA Vice President	Date

SALARY SCHEDULE 2024-2025

2024-2025 Salary Schedule (without TRS)												
	BA	BA+8	BA+16	BA+24	BA+40	MA	MA+8	MA+16	MA+24	MA+32	MA+50	
1	$44,477	$45,811	$47,146	$48,480	$49,814	$52,038	$53,373	$54,040	$55,374	$56,486	$58,710	1
2	$45,811	$47,186	$48,560	$49,813	$51,184	$53,469	$54,840	$55,526	$56,897	$58,039	$60,324	2
3	$47,186	$48,601	$50,017	$51,183	$52,592	$54,940	$56,348	$57,053	$58,461	$59,635	$61,832	3
4	$48,601	$49,938	$51,392	$52,591	$54,038	$56,451	$57,898	$58,622	$59,923	$61,126	$63,378	4
5	$49,938	$51,311	$52,806	$54,037	$55,524	$58,003	$59,490	$60,087	$61,421	$62,654	$64,963	5
6	$51,311	$52,722	$54,258	$55,523	$57,051	$59,598	$60,977	$61,589	$62,957	$64,221	$66,587	6
7	$52,722	$54,172	$55,750	$56,911	$58,477	$61,088	$62,502	$63,129	$64,530	$65,826	$68,251	7
8	$54,172	$55,662	$57,283	$58,334	$59,939	$62,615	$64,064	$64,707	$66,144	$67,472	$69,958	8
9	$55,662	$57,193	$58,715	$59,792	$61,438	$64,180	$65,666	$66,325	$67,797	$69,159	$71,707	9
10	$57,193	$58,765	$60,183	$61,287	$62,974	$65,785	$67,308	$67,983	$69,492	$70,888	$73,248	10
11	$58,765	$60,234	$61,688	$62,819	$64,548	$67,430	$68,990	$69,683	$71,230	$72,412	$74,823	11
12	$60,234	$61,740	$63,230	$64,390	$66,162	$69,115	$70,715	$71,425	$72,761	$73,969	$76,432	12
13	$61,740	$63,284	$64,810	$65,999	$67,816	$70,843	$72,483	$72,960	$74,325	$75,559	$78,075	13
14	$63,284	$64,866	$66,431	$67,649	$69,511	$72,614	$74,041	$74,529	$75,923	$77,183	$79,754	14
15	$64,866	$66,488	$68,092	$69,340	$71,006	$74,176	$75,633	$76,131	$77,556	$78,843	$81,468	15
16	$66,488	$68,150	$69,794	$70,831	$72,532	$75,770	$77,259	$77,768	$79,223	$80,538	$83,220	16
17	$68,150	$69,853	$71,294	$72,354	$74,092	$77,399	$78,920	$79,440	$80,926	$82,270	$85,009	17
18	$69,853	$71,600	$72,827	$73,910	$75,685	$79,063	$80,617	$81,148	$82,666	$84,038	$86,837	18
19		$73,139	$74,393	$75,499	$77,312	$80,763	$82,350	$82,893	$84,444	$85,845	$88,704	19
20			$75,992	$77,122	$78,974	$82,500	$84,121	$84,675	$86,259	$87,691	$90,611	20
21				$78,780	$80,672	$84,273	$85,930	$86,496	$88,114	$89,576	$92,559	21
22						$86,085	$87,777	$88,355	$90,008	$91,502	$94,549	22
23							$89,664	$90,255	$91,943	$93,469	$96,582	23
24								$92,195	$93,920	$95,479	$98,659	24
25									$95,940	$97,532	$100,780	25
26										$99,629	$102,947	26
27											$105,160	27
28											$107,421	28
29											$109,730	29

NOTE: The numbering system used on the salary schedule may not represent years of service. TRS to be paid based upon years of seniority.

Years of Seniority (YOS)

	0-9 YOS	10 to 20 YOS	21+ YOS
2024-2025	0%	0%	0%
2025-2026	0%	1%	3%
2026-2027	0%	1%	3%
2027-2028	0%	1%	3%

SALARY SCHEDULE 2025-2026

SALARY SCHEDULE 2025-2026 (without TRS)												
	BA	BA+8	BA+16	BA+24	BA+40	MA	MA+8	MA+16	MA+24	MA+32	MA+50	
1	$45,491	$46,856	$48,221	$49,585	$50,950	$53,225	$55,044	$55,499	$56,864	$58,001	$60,276	1
2	$46,856	$48,262	$49,667	$51,073	$52,479	$54,688	$56,558	$57,025	$58,428	$59,596	$61,933	2
3	$48,262	$49,709	$51,157	$52,605	$53,922	$56,192	$58,113	$58,594	$60,034	$61,235	$63,482	3
4	$49,709	$51,201	$52,692	$54,052	$55,405	$57,738	$59,712	$60,205	$61,535	$62,766	$65,069	4
5	$51,201	$52,737	$54,141	$55,538	$56,928	$59,325	$61,354	$61,710	$63,074	$64,335	$66,695	5
6	$52,737	$54,187	$55,630	$57,065	$58,494	$60,957	$62,887	$63,253	$64,651	$65,944	$68,363	6
7	$54,319	$55,677	$57,160	$58,635	$60,102	$62,481	$64,460	$64,834	$66,267	$67,592	$70,072	7
8	$55,813	$57,208	$58,732	$60,247	$61,605	$64,043	$66,071	$66,455	$67,924	$69,282	$71,824	8
9	$57,347	$58,781	$60,347	$61,753	$63,145	$65,644	$67,723	$68,116	$69,622	$71,014	$73,619	9
10	$58,925	$60,398	$61,855	$63,297	$64,724	$67,285	$69,416	$69,819	$71,362	$72,789	$75,202	10
11	$60,545	$62,059	$63,402	$64,880	$66,342	$68,967	$71,151	$71,565	$73,146	$74,354	$76,819	11
12	$62,210	$63,610	$64,987	$66,502	$68,000	$70,691	$72,930	$73,354	$74,719	$75,953	$78,471	12
13	$63,765	$65,201	$66,612	$68,164	$69,700	$72,458	$74,753	$74,931	$76,325	$77,586	$80,158	13
14	$65,359	$66,831	$68,277	$69,868	$71,443	$74,270	$76,361	$76,542	$77,966	$79,254	$81,881	14
15	$66,993	$68,501	$69,984	$71,615	$73,229	$75,867	$78,002	$78,188	$79,643	$80,958	$83,642	15
16	$68,668	$70,214	$71,733	$73,405	$74,803	$77,498	$79,679	$79,869	$81,355	$82,699	$85,440	16
17	$70,385	$71,969	$73,527	$74,984	$76,412	$79,164	$81,392	$81,586	$83,104	$84,477	$87,277	17
18	$72,144	$73,769	$75,107	$76,596	$78,054	$80,866	$83,142	$83,340	$84,891	$86,293	$89,153	18
19		$75,613	$76,722	$78,243	$79,733	$82,605	$84,930	$85,132	$86,716	$88,148	$91,070	19
20			$78,372	$79,925	$81,447	$84,381	$86,756	$86,962	$88,580	$90,043	$93,028	20
21				$81,643	$83,198	$86,195	$88,621	$88,832	$90,485	$91,979	$95,028	21
22						$88,048	$90,527	$90,742	$92,430	$93,957	$97,071	22
23							$92,473	$92,693	$94,417	$95,977	$99,158	23
24								$94,686	$96,447	$98,040	$101,290	24
25									$98,521	$100,148	$103,468	25
26										$102,302	$105,693	26
27											$107,965	27
28											$110,286	28
29											$112,657	29

NOTE: The numbering system used on the salary schedule may not represent years of service. TRS to be paid based upon years of seniority.

Years of Seniority (YOS)

	0-9 YOS	10 to 20 YOS	21+ YOS
2024-2025	0%	0%	0%
2025-2026	0%	1%	3%
2026-2027	0%	1%	3%
2027-2028	0%	1%	3%

SALARY SCHEDULE 2026-2027

SALARY SCHEDULE 2026-27 (without TRS)												
	BA	BA+8	BA+16	BA+24	BA+40	MA	MA+8	MA+16	MA+24	MA+32	MA+50	
1	$46,606	$48,004	$49,402	$50,800	$52,198	$54,529	$56,626	$57,092	$58,490	$59,655	$61,986	1
2	$48,004	$49,444	$50,884	$52,324	$53,764	$56,028	$58,183	$58,662	$60,099	$61,296	$63,690	2
3	$49,444	$50,927	$52,411	$53,894	$55,243	$57,569	$59,783	$60,275	$61,751	$62,981	$65,282	3
4	$50,927	$52,455	$53,983	$55,376	$56,762	$59,152	$61,427	$61,933	$63,295	$64,556	$66,915	4
5	$52,455	$54,029	$55,467	$56,899	$58,323	$60,779	$63,116	$63,481	$64,878	$66,170	$68,587	5
6	$54,029	$55,515	$56,993	$58,464	$59,927	$62,450	$64,694	$65,068	$66,499	$67,824	$70,302	6
7	$55,650	$57,041	$58,560	$60,071	$61,575	$64,012	$66,312	$66,695	$68,162	$69,520	$72,060	7
8	$57,180	$58,610	$60,171	$61,723	$63,114	$65,612	$67,970	$68,362	$69,866	$71,258	$73,861	8
9	$58,752	$60,222	$61,825	$63,266	$64,692	$67,252	$69,669	$70,071	$71,613	$73,039	$75,708	9
10	$60,368	$61,878	$63,371	$64,848	$66,309	$68,933	$71,410	$71,823	$73,403	$74,865	$77,335	10
11	$62,028	$63,579	$64,955	$66,469	$67,967	$70,657	$73,196	$73,619	$75,238	$76,475	$78,998	11
12	$63,734	$65,169	$66,579	$68,131	$69,666	$72,423	$75,026	$75,459	$76,856	$78,119	$80,697	12
13	$65,327	$66,798	$68,244	$69,834	$71,408	$74,234	$76,901	$77,081	$78,508	$79,799	$82,431	13
14	$66,961	$68,468	$69,950	$71,580	$73,193	$76,090	$78,555	$78,739	$80,196	$81,514	$84,204	14
15	$68,635	$70,180	$71,698	$73,370	$75,023	$77,725	$80,244	$80,432	$81,920	$83,267	$86,014	15
16	$70,350	$71,934	$73,491	$75,204	$76,636	$79,397	$81,969	$82,161	$83,681	$85,057	$87,863	16
17	$72,109	$73,733	$75,328	$76,821	$78,284	$81,104	$83,731	$83,927	$85,481	$86,886	$89,753	17
18	$73,912	$75,576	$76,948	$78,472	$79,967	$82,847	$85,531	$85,732	$87,318	$88,754	$91,682	18
19		$77,465	$78,602	$80,160	$81,686	$84,629	$87,370	$87,575	$89,196	$90,662	$93,653	19
20			$80,292	$81,883	$83,442	$86,448	$89,249	$89,458	$91,114	$92,611	$95,667	20
21				$83,643	$85,236	$88,307	$91,168	$91,381	$93,072	$94,602	$97,724	21
22						$90,205	$93,128	$93,346	$95,074	$96,636	$99,825	22
23							$95,130	$95,353	$97,118	$98,714	$101,971	23
24								$97,403	$99,206	$100,836	$104,163	24
25									$101,339	$103,004	$106,403	25
26										$105,219	$108,691	26
27											$111,027	27
28											$113,415	28
29											$115,853	29

NOTE: The numbering system used on the salary schedule may not represent years of service. TRS to be paid based upon years of seniority.

Years of Seniority (YOS)

	0-9 YOS	10 to 20 YOS	21+ YOS
2024-2025	0%	0%	0%
2025-2026	0%	1%	3%
2026-2027	0%	1%	3%
2027-2028	0%	1%	3%

SALARY SCHEDULE 2027-28 (w/o TRS) - Based upon 4% Floor												
	BA	BA+8	BA+16	BA+24	BA+40	MA	MA+8	MA+16	MA+24	MA+32	MA+50	
1	$47,305	$48,724	$50,143	$51,562	$52,981	$55,347	$57,712	$58,185	$59,604	$60,787	$63,176	1
2	$48,724	$50,186	$51,647	$53,109	$54,571	$56,869	$59,299	$59,785	$61,243	$62,458	$64,913	2
3	$50,186	$51,691	$53,197	$54,702	$56,072	$58,433	$60,930	$61,429	$62,927	$64,176	$66,536	3
4	$51,691	$53,242	$54,793	$56,207	$57,613	$60,039	$62,605	$63,118	$64,501	$65,780	$68,199	4
5	$53,242	$54,839	$56,300	$57,752	$59,198	$61,691	$64,327	$64,696	$66,113	$67,425	$69,904	5
6	$54,839	$56,347	$57,848	$59,341	$60,826	$63,387	$65,935	$66,314	$67,766	$69,110	$71,652	6
7	$56,484	$57,897	$59,439	$60,972	$62,498	$64,972	$67,583	$67,972	$69,460	$70,838	$73,443	7
8	$58,038	$59,489	$61,073	$62,649	$64,061	$66,596	$69,273	$69,671	$71,197	$72,609	$75,279	8
9	$59,634	$61,125	$62,753	$64,215	$65,662	$68,261	$71,005	$71,413	$72,976	$74,424	$77,161	9
10	$61,274	$62,806	$64,321	$65,821	$67,304	$69,967	$72,780	$73,198	$74,801	$76,285	$78,820	10
11	$62,959	$64,533	$65,929	$67,466	$68,987	$71,717	$74,599	$75,028	$76,671	$77,925	$80,515	11
12	$64,690	$66,146	$67,578	$69,153	$70,711	$73,509	$76,464	$76,904	$78,319	$79,600	$82,246	12
13	$66,307	$67,800	$69,267	$70,882	$72,479	$75,347	$78,376	$78,557	$80,003	$81,312	$84,014	13
14	$67,965	$69,495	$70,999	$72,654	$74,291	$77,231	$80,061	$80,246	$81,723	$83,060	$85,820	14
15	$69,664	$71,232	$72,774	$74,470	$76,148	$78,891	$81,782	$81,971	$83,480	$84,846	$87,665	15
16	$71,406	$73,013	$74,593	$76,332	$77,786	$80,588	$83,541	$83,734	$85,275	$86,670	$89,550	16
17	$73,191	$74,839	$76,458	$77,973	$79,458	$82,320	$85,337	$85,534	$87,109	$88,533	$91,476	17
18	$75,021	$76,710	$78,102	$79,649	$81,166	$84,090	$87,172	$87,373	$88,981	$90,437	$93,442	18
19		$78,627	$79,781	$81,362	$82,911	$85,898	$89,046	$89,251	$90,894	$92,381	$95,451	19
20			$81,496	$83,111	$84,694	$87,745	$90,960	$91,170	$92,849	$94,368	$97,503	20
21				$84,898	$86,515	$89,631	$92,916	$93,131	$94,845	$96,396	$99,600	21
22						$91,558	$94,914	$95,133	$96,884	$98,469	$101,741	22
23							$96,954	$97,178	$98,967	$100,586	$103,929	23
24								$99,268	$101,095	$102,749	$106,163	24
25									$103,268	$104,958	$108,446	25
26										$107,214	$110,777	26
27											$113,159	27
28											$115,592	28
29											$118,077	29

Note: The numbering system used on the salary schedule may not represent years of service. TRS is to be paid based upon years of seniority.

Years of Seniority (YOS)

	0-9 YOS	10 to 20 YOS	21+ YOS
2024-2025	**0%**	**0%**	**0%**
2025-2026	**0%**	**1%**	**3%**
2026-2027	**0%**	**1%**	**3%**
2027-2028	**0%**	**1%**	**3%**

APPENDIX A – STIPENDS

Duty	2024-2025	2025-2026	2026-2027	2027-2028
MS Team Coordinator	$1,500	$1,500	$1,500	$1,500
Team Lead (Psych, SW, Pre-K Coord., Nurse)	$2,000	$2,000	$2,000	$2,000
Team Lead (Speech, LSBS1, Special Programs)	$1,500	$1,500	$1,500	$1,500
District Music Coordinator **	$5,000	$5,000	$5,000	$5,000
Summer School Instructor (4.75 hr/day)	$186.87	2024-2025 plus CPI	2025-2026 plus CPI	2026-2027 plus CPI
Summer Band Instructor (3 hr/day)	Dependent upon student participation	Dependent upon student participation	Dependent upon student participation	Dependent upon student participation
Curriculum Work (Full day – 8 hours)	$230	$230	$230	$230
Curriculum Work (Half Day – 4 hours)	$115	$115	$115	$115
Summer Special Education Evaluations (PreK)	$350	$350	$350	$350
Special Education Evaluations (K-7th grade summer evaluations & evaluations outside of caseload during school year)	$400	$400	$400	$400
District Coursework Instructor $900 for development/1st time taught. Then $750 for additional offerings	$900 or $750	$900 or $750	$900 or $750	$900 or $750
Mentoring (per mentee)	$500	$500	$500	$500
Bilingual/Dual Language Educators who are translating curriculum & teaching in two (2) languages	$250/trimester ($750/year)	$250/trimester ($750/year)	$250/trimester ($750/year)	$250/trimester ($750/year)
Athletic Director Stipend	$3,938.07	$3,938.07	$3,938.07	$3,938.07

*Summer rates increase by the applicable CPI annually (but not to exceed 5%) and returning EDUCATORS will receive $300.00 stipends after completing summer school assignment. Summer rates begin in summer of 2024.
**The BOARD will pay to the Music Coordinator a $5,000 stipend.

Any required work or meetings outside of the regular school year (summer work) will be paid at the per diem rate (maximum of 5 days).

MEMORANDUM OF AGREEMENT ("MOA")

This Memorandum of Agreement (hereinafter, the "Agreement") is made this 17th day of NOVEMBER, by and among the CRYSTAL LAKE ELEMENTARY TEACHERS' ASSOCIATION IEA-NEA, (hereinafter the "CLETA"), and the Crystal Lake Community Consolidated School District 47 Board of Education, (hereinafter, the "BOARD").

WHEREAS, the BOARD and the CLETA are parties to a collective bargaining agreement that extends through the day before the first school day of 2028-2029 school year (the "Agreement"); and,

WHEREAS, the Agreement provides language for all Teachers, Learning Behavior Specialists, Library Media Center Specialists, Coaches (instructional), Speech and Language Pathologists, School Psychologists, School Social Workers, Interventionists, Certified School Nurses, Counselors, and Permanent Building Substitutes, but does not set forth language for the newly organized additional position titled Dean of Students; and,

WHEREAS, the parties have discussed the issue in good faith and reached agreement as set forth herein; and,

WHEREAS, the parties desire to formally memorialize their agreement with respect to the wages, hours, and terms of employment with the Dean of Students; and,

WHEREAS, the parties acknowledge that this document is an addition to the current Agreement, which expires on the first school day of the 2028-2029 school year, and that all provisions of the current Agreement are applicable to the Dean of Students commencing in the 2025-2026 contractual year, unless this document includes changes to the current agreement provisions that are specific to the Dean of Students.

NOW, THEREFORE, in consideration of the mutual covenants and promises contained herein, the sufficiency of which is hereby acknowledged, it is hereby agreed by and among the parties as follows:

1. The language set forth below, as additional provisions of this Agreement, shall for all purposes be considered part of the Agreement:

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ARTICLE 1 - RECOGNITION

The Board of Education recognizes the Crystal Lake Elementary Teachers' Association, an affiliate of the Illinois Education Association and the National Education Association, as the sole negotiation agent for all Teachers, Learning Behavior Specialists, Library Media Center Specialists, Coaches (instructional), Speech and Language Pathologists, School Psychologists, School Social Workers, Interventionists, Certified School Nurses, Counselors, Deans of Students, and Permanent Building Substitutes in matters defined as negotiable in this Agreement.

ARTICLE XV - SUPERVISORY EXTRA DUTIES

A. The method for filling supervisory extra duties will be on a voluntary basis.

B. The reimbursement for supervisory extra duties assumed by an EDUCATOR shall be $23.23 per hour gross pay during the 2024-2025 school year. Each following year, the pay rate will increase by the Consumer Price Index (CPI). Supervisory duties will be reimbursed following the submission of a completed timesheet by the EDUCATOR reflecting actual work performed.

C. Duties classified as "supervisory" shall include: AM and PM bus/playground supervision, lunchroom/lunchtime playground supervision, and Saturday detention supervision. Such duties will be organized based on the needs of the schools as determined by the building administration. EDUCATORS are responsible for arranging for a substitute to cover their extra duty assignment in order to attend mandatory meetings (i.e., faculty meeting, pre- and post-conference, etc.).

D. For supervisory duty positions not filled on the first day of school, or that occur during the school year, all EDUCATORS who do not have a supervisory extra duty will be notified and asked if they will fill a vacancy.

E. Deans of Students are not subject to Article XV, which encompasses sections A, B, C, and D. Refer to section D of Article XXIV for information regarding supervisory extra duty compensation and assignments.

ARTICLE XXIV - SALARY SCHEDULE

D. An EDUCATOR hired as a Dean of Students shall first be placed on the salary schedule in accordance with the language of this Article of the Agreement. The EDUCATOR will then receive an additional 10% salary stipend (to be paid equally throughout the school year) based upon their placement on the salary schedule for performing the role of Dean of Students. During the 2025-2026 school year, the initial placement on the salary schedule did not result in a reduction in the total salary. Initial placement has been agreed upon by the parties for the three Deans of Students.

Deans of Students will perform the following additional responsibilities and receive an additional 10% salary stipend based upon their placement on the salary schedule (as detailed in paragraph D of this Article):

a. AM/PM Daily Bus Duty
b. Athletic games and non-athletic after school/evening events that are rotated with the (3) building administrators, not to exceed sixteen (16) events after school and one Saturday "City League" Tournament per school year.
c. After school through Activity Bus dismissal, which rotates with building administration
d. 6th Grade orientation and 8th grade end-of-year events (not to exceed 6.5 hours) to support building administration.
e. Lunch duty (all three grade levels)

2. The parties agree that this Agreement shall be admissible in evidence in any action in which the terms of this Agreement are sought to be enforced.
3. This Agreement may be executed in any number of counterparts, with each counterpart deemed to be an original, and shall be effective on the date on which it is signed by the last party to sign below.
4. The parties agree that the provisions of this Agreement are severable. If any part is found to be unenforceable, the remaining parts shall remain fully valid and enforceable to the extent compatible with the original intent of the Agreement.

This Agreement signed this 17th day of NOVEMBER, 2025.

In witness thereof;

For Crystal Lake Elementary Teachers' Association IEA-NEA	For Crystal Lake Community Consolidated School District 47 Board of Education
_____	_____
President	**President**

MEMORANDUM OF UNDERSTANDING

Crystal Lake Elementary Teacher's Association, IEA-NEA ("Union") and the Board of Education of Crystal Lake Community Consolidated School District 47 ("Board"), collectively "the Parties", are parties to a collective bargaining agreement, effective from school year 2024-2025 through school year 2027-2028 ("CBA").

WHEREAS, there is currently a statewide staffing crisis concerning School Psychologists ("SP") and Speech Language Pathologists ("SLP");

WHEREAS, the State and federal law require the Board to provide certain services to students that require SPs and SLPs;

WHEREAS, as a result of the staffing crisis, the Board has had to use subcontractors to provide SP and SLP services to students;

WHEREAS, the Union filed Grievance 2024-04 ("2024 Grievance") over the Board's use of contract SPs and SLPs and on December 23, 2024 and filed a demand for arbitration through the American Arbitration Association ("AAA"), Case No. 01-24-0009-2832;

WHEREAS, the Grievance was processed through arbitration and was heard by Arbitrator Edwin Benn, where the Parties agreed to try to resolve the disputes;

WHEREAS, on September 18, 2025, the Union filed an unfair labor practice charge with the Illinois Educational Labor Relations Board ("IELRB"), IELRB Case No. 2025-CA-0017-C ("Charge") over the Board's use of contracted SPs and SLPs;

WHEREAS, the Union also filed Grievance 2025-01 on June 23, 2025, and Grievance 2025-03 On September 4, 2025, ("2025 Grievances") which the Parties agreed to hold in abeyance while they attempted top resolve the disputes; and

WHEREAS, the Parties recognize that these disputes arise out of a mutual problem that both parties desire to amicably work together to resolve .

NOW THEREFORE, the Parties agree to the following:

1. All terms and conditions of the CBA not specifically modified by this Memorandum of Understanding ("MOU") remain in full force and effect. This MOU applies only to the positions of School Psychologist and Speech Language Pathologist. The Parties are entering into this MOU because of the staffing crisis that exists regarding SPs and SLPs. Although the Parties prefer that services be provided by full-time bargaining unit members, the Parties recognize that the services provided by SPs and SLPs are legally required services that must be provided. Accordingly, the Union recognizes that it must tolerate the use of contract SPs and SLPs while the Parties work to resolve the problem. The terms of this MOU are non-precedential, and this MOU will not be used for any purpose other than to resolve the subject 2024 Grievance, 2025 Grievances and Charge and to address the

Parties' mutual interest in alleviating the need for the utilization of contracted SPs and SLPs. This MOU shall have no value as precedent for any future matter, claim, or grievance. However, notwithstanding the above, the Parties agree that this MOU may be used in any proceeding to enforce the terms of this MOU.

2. **Execution.** This MOU becomes effective upon full execution by both Parties. This MOU may be executed in multiple counterparts, and a set of counterparts bearing the signatures of any Party hereto shall constitute the MOU as fully as if the Parties had signed a single document. The Parties agree to accept electronic copies of this MOU as if original copies. This MOU shall be considered incorporated into the CBA as Appendix B.

3. **No Retroactive Compensation.** The Parties agree that no retroactive compensation is owed under this MOU.

4. **New Hire Salary Schedule Placement (SPs and SLPs)**:

   a. The Board may place newly hired SPs and SLPs on the salary schedule at a step higher than Step 7 provided that step placement shall be equivalent to the new hire's years of experience working as a SP or SLP.

   b. When placing newly hired SPs and SLPs on the salary schedule, the Board may place the new employee at a step higher than their equivalent years of experience working as a SP or SLP provided that:
      i. The Board may only place a new employee at a step higher than their equivalent years of experience working as a SP or SLP after providing prior written notice to the Union and, if requested, will confer with the Union before proceeding with hiring a new employee.
      ii. The Board may not place a new employee more than five steps higher than their equivalent years of experience working as a SP or SLP without the prior written agreement of the Union.
      iii. The Board may not place a new employee on the salary schedule at a higher step than a current staff member with the same amount of experience as a SP or SLP without the prior written agreement of the Union.

5. **Interview of Prospective Employees and Contract Employees.** The District may utilize SPs and SLPs to assist with interviewing new employees and contract employees. Such participation shall be on a voluntary basis.

6. **Internship (Student Teaching Equivalent)**

The Board shall pay SP and SLP interns no more than BA+0, Step 1 during the internship. If the Board hires an intern as a full-time employee following their internship, the Board may grant the former intern one year of experience credit for purposes of salary schedule step placement (e.g., placement at MA+32, Step 2 upon employment as a full-time employee).

7. **Remote Teaching (School Psychologist Only)**

   a. The Parties agree to provide SPs with a hybrid work model based upon written guidelines developed in consultation with the Union, provided that the written guidelines will provide for at least the following requirements:
      i. SPs may work remotely for no more than up to two (2) days per week on a case by case basis;
      ii. The guidelines will outline the duties and responsibilities a SP may perform remotely, provided that SPs shall not be allowed to provide student service minutes remotely;
      iii. If the Board has documented performance concerns regarding any employee, and the employee has failed to resolve the concerns within a reasonable time after being notified of the concerns, the Board may revoke remote working opportunities; and
      iv. Virtual days should remain consistent on a week-to-week basis.

   Once completed, the Parties shall annually meet and review the guidelines, upon request of either party.

8. **Financial Incentives**

   A. New Employees

   New SPs and SLPs shall receive a signing bonus of $2,000.00, which shall be paid in two installments. The first installment of $1,000 shall be paid at the completion of the first school year, and the second installment of $1,000 shall be paid at the completion of the second school year. If the employee leaves the District prior to the completion of two years, they must pay back the entire amount received for the signing bonus.

   B. Referral Bonus

   Employees who refer a new SP or new SLP who is hired by the Board shall be eligible to receive a one-time $250.00 lump-sum, non-cumulative bonus. In order to be eligible, the newly hired SP or SLP must remain employed in the Board for at least 360 contractual workdays. The bonus shall be paid to the referring staff member after the newly hired staff member completes 360 contractual workdays. However, referring

employees who have submitted their retirement notice pursuant to Article XI, subsection B of the CBA shall receive the bonus as a post-retirement payout that is not considered Teachers Retirement System ("TRS") creditable earnings. This benefit shall be available to all licensed employees who refer a new SP or SLP.

C. New and Current Employees

The District agrees to the following:

1. The District shall pay the annual dues for American Speech-Language-Hearing Association (ASHA) for SLPs and National Association of School Psychologists (NASP) for SPs.

2. The District shall pay/reimburse all SPs and SLPs for required licensing fees.

Where an employee voluntarily leaves the District, and the licenses and/or dues the District paid for in accordance with this section remain in effect, the employee shall reimburse the District for the prorated amount of dues and/or license fees. In the event the employee does not have enough funds in their final paycheck to cover the reimbursement, the reimbursement shall be repaid to the District by the employee no less than thirty days after their last date of employment.

D. Longevity Payments for Consecutive Years of Service with the Board as a SP or SLP

SPs and SLPs completing five (5), ten (10), fifteen (15), and twenty (20) consecutive years of services as a Board-employed SP or SLP shall receive a one-time, non-cumulative longevity payment that does not become part of the employee's base salary. The longevity payment shall be paid to the SP or SLP upon the conclusion of each school year where a milestone is reached except as provided otherwise below. For purposes of determining eligibility, a year is defined as 180 contracted workdays as a full-time employee, provided that protected leaves do not count against an employee for purposes of determining whether an employee has completed the requisite years of service. The bonus amounts shall be as follows:

Five Years:	$500.00
Ten Years:	$1,000.00
Fifteen Years:	$1,500.00
Twenty Years:	$2,000.00

Upon the execution of this MOU, each currently employed SP and SLP shall be eligible to receive a longevity payment for their most recently achieved milestone at the conclusion of the 2025-2026 school year. For example, a SP or SLP completing their eighth consecutive year of employment as a SP or SLP in the Board during the 2025-2026 school year shall receive the five-year longevity payment at the conclusion of the

2025-2026 school year, but a SP or SLP completing their third consecutive year of employment as a SP or SLP in the Board during the 2025-2026 school year shall not be entitled to a longevity payment. Starting with the 2026-2027 school year, each SP and SLP shall receive a longevity payment upon completing a milestone year at the conclusion of that school year (e.g., a SP or SLP who completes their tenth year of employment in the 2027-2028 school year shall receive the ten year longevity payment at the conclusion of that school year). Eligible SPs or SLPs who have submitted their retirement notice pursuant to Article XI, subsection B of the CBA shall receive the longevity payment as a post-retirement payout that is not considered TRS creditable earnings.

E. Additional Pay for Current Staff

A current SP and SLP who agrees to be the individual designated SP or SLP intern supervisor shall receive a stipend in accordance with Article XVII, Additional Paid Duties on page 33 of the CBA and Appendix A on page 46 of the CBA. No more than one (1) SP or SLP may serve as a mentor for an individual intern in order to receive compensation pursuant to this Section.

9. **Continued Use of Contract SPs and SLPs**

Because the Board is legally required to provide SP and SLP services to students, the Union agrees not to challenge the Board's use of contract SPs and SLPs during the term of this MOU, so long as such use is for the purpose of meeting the Board's legal obligations to provide SP and SLP services. However, because the District must also comply with its statutory obligations regarding contracting out non-instructional bargaining unit work, in the event either Party feels that the terms of this MOU have been violated, such dispute shall be subject to the grievance procedure in the CBA. The parties recognize that this Agreement may not result in the elimination of the regular use of contract SPs and SLPs. Accordingly, prior to entering into any contract for SPs or SLPs, the District will notify the Union of any proposed contracts being brought to the Board for approval. In the event the Board continues to use contract SPs and SLPs on a regular basis (as opposed to a unique or specialized situation) one year after the date this Agreement is executed, the Parties agree to meet and review this Agreement.

10**. Withdrawal and General Release**

In exchange for the promises contained herein, the Union agrees to withdraw, with prejudice, the 2024 Grievance, the 2025 Grievances and demand for arbitration in AAA Case No. 01-24-0009-2832 and Charge in IELRB Case No. 2025-CA-0017-C within five (5) business days after this MOU is fully executed by notifying AAA and the IELRB in writing, with a copy to the Board's representatives, of the withdrawal of the Grievance and Charge.

12. **Amendments.** This MOU shall be attached to the CBA and shall remain in effect until modified in writing by both parties.

13. **Non-Admission.** It is understood by the Parties that the actions agreed to and taken hereunder are not to be construed as an admission of any liability or wrongdoing by any party. Neither party waives any rights or positions it has with respect to the issues raised in the Grievance or Charge.

14. **Applicable Law.** This MOU shall be governed by the laws of the State of Illinois.

15. **Complete Understanding.** This MOU sets forth all of the promises, agreements, conditions, and understandings between the Parties relative to the subject matter hereof.

16. **No Additional Benefits.** No promise has been made by any Party to provide any other or future consideration except as set forth in this MOU.

17. **Authority.** The signatories below represent that they have the authority to bind and sign on behalf of their respective Party.

CRYSTAL LAKE ELEMENTARY TEACHERS ASSOCIATION, IEA-NEA

By:_____
Its: President

Date: _____

BOARD OF EDUCATION OF CRYSTAL LAKE COMMUNITY CONSOLIDATED SCHOOL DISTRICT NO. 47

By:_____
Its: President

Date: _____

ATTEST:

By: _____
Its: Secretary

Date: _____