AGREEMENT BETWEEN
THE BOARD OF EDUCATION
AND
THE FACULTY ASSOCIATION OF
NORTHBROOK SCHOOL DISTRICT 27
2023-2028

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COMMITMENT TO COLLABORATION

The Board of Education of Northbrook School District 27 and the Northbrook School District 27 Faculty Association believe in a collaborative relationship. To this end, they are committed to a partnership among the teachers, the Board of Education, and the Administration in order to foster open communication and mutual respect. The parties commit to regular dialogue between the Administration and Faculty to address topics and issues of concern to the parties. This is done in order to focus their collaborative efforts toward the on-going welfare of the School District, students, teachers, parents, Board of Education and the Administration.

The following collective bargaining agreement demonstrates the parties' commitment to the collaborative process and their commitment to regular dialogue to address the interests and concerns of the parties.

ARTICLE I - Recognition

Section 1.1 Association Membership

The Board of Education of School District 27, Cook County, Northbrook, Illinois ("Board of Education") recognizes the District 27 Faculty Association ("Association") as the sole and exclusive negotiating agent for regularly employed full- and part-time certificated teachers, nurses and social workers, who hold appropriate certificates from the Illinois Office of Education, with the exception of psychologists.

Section 1.2 Negotiating Agent

The Board of Education agrees not to negotiate with any other teachers' organization, individual teacher, or group of teachers with regard to negotiable items as defined in Article I, Section 1.3, unless otherwise provided for in this Agreement or unless mutually agreed to by the parties during the term of this Agreement. Nothing herein, however, shall in any way prevent or otherwise impair the right of any teacher from discussing or otherwise communicating with the Board of Education or Administration on any matter, including those set forth in Article I, Section 1.3.

Section 1.3 Negotiable Items

The Association and the Board of Education agree that areas subject to good-faith negotiation shall encompass only the following items:

1.3a Basic salary schedule

1.3b Stipends for additional training

1.3c Stipends for extra duties

1.3d Intra-district travel – a minimum of 15 minutes be added for intra-district travel, which shall not interfere with the individual's plan time and duty-free lunch,and will be implemented for the term of this agreement.

1.3e Insurance programs

1.3f Payroll deductions

1.3g Leaves

1.3h Negotiation procedures

1.3i Recognition

1.3j Grievance procedures

1.3k Other fringe benefits

1.3l Term of Agreement

1.3m Teacher and Association rights

1.3n Teaching day and work load

1.3o Professional development

1.3p Emergency school closing

1.3q Retirement

1.3r Teacher protection

1.3s Nothing in this section shall in any way limit either party from placing any item on the table for negotiations pertaining to contracts, which will become effective after the expiration of this Agreement.

ARTICLE II - Negotiations Procedures

Section 2.1 Joint Negotiations Committee

Representatives designated by the Board of Education and representatives designated by the Association shall constitute a Joint Negotiations Committee ("JNC").

Section 2.2 Good Faith Negotiating

The parties agree that their duly designated representatives shall negotiate in good faith with respect to those items which are defined as negotiable pursuant to Article I, Section 1.3. Facts, opinions, and proposals will be exchanged freely during JNC meetings in an effort to reach mutual understanding and agreement.

Section 2.3 Communications

Communications with the Board of Education shall be through the Superintendent or the Board of Education's designated representative. Communications with the Association shall be through the President of the Association or the Association's designated representative. In all cases, communications between meetings shall be in writing, except in the case of an emergency, which prohibits the use of written communication.

Section 2.4 Consultants

Either party may utilize the services of consultants in deliberations.

Section 2.5 Schedule of Meetings

The date, time, place, and agenda of the next JNC meeting shall be established before adjournment of any meeting.

Section 2.6 Decision-Making Authority

It is the mutual responsibility of the Board of Education and the Association that their representatives shall be empowered with necessary authority to make and consider proposals, counter proposals and tentative agreements.

Section 2.7 Tentative Agreements

All tentative agreements shall be written and signed by the spokesperson of the

respective teams at the JNC meeting when the tentative agreement is reached (when possible). Signed copies shall be given to each group.

Section 2.8 Caucus

Either team may caucus at any time during the negotiating sessions. A caucus meeting may not last longer than fifteen minutes; and if more than fifteen minutes is required for the caucus meeting, the JNC meeting shall be adjourned and a new meeting date established unless an extension of the meeting and/or caucus is mutually agreeable.

Section 2.9 Cancellation of Meetings

Postponement or cancellation of the JNC meeting shall be at the request of either party. Any such request should be made at least twenty-four (24) hours in advance of the meeting (when possible). However, in the event that a majority of either group is unable to attend, the proposed meeting shall be canceled and a new date selected.

Section 2.10 Ratification

The Agreement or any phase of it shall be considered tentative until the entire Agreement is negotiated and ratified by the Board of Education and the Association, unless otherwise agreed.

Section 2.11 Impasse

When an impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by whichever party declaring the impasse to appoint a mediator in accordance with its rules. In the event the Federal Mediation and Conciliation Service is unavailable or unacceptable to both parties, the American Arbitration Association or the Illinois Educational Labor Relations Board (IELRB) shall be requested by both parties to appoint a mediator in accordance with its rules. The mediator shall meet as soon as possible with the parties or their representatives, or both, either jointly or separately, and take such steps as he/she may deem appropriate to persuade the parties to resolve their differences and effect a mutually acceptable agreement. The cost of mediation shall be equally shared by the Board of Education and the Association. The mediator shall not be empowered to make public any recommendations for settlement.

ARTICLE III - Teacher and Association Rights

Section 3.1 Non-Discrimination

Teachers shall have the right to organize, join or assist the Association and to participate in professional negotiations with the Board of Education. Certificated professional employees shall also have the right, without discrimination from the Board of Education or Association, to refrain from any or all of such activities. The Board of Education shall not discriminate against any teacher for reasons of their membership in the Association, or the lack thereof, participation in negotiation with the Board of Education, or the institution of any grievance under this Agreement.

The Association shall not discriminate against any teacher by reason of non-membership in the Association except for benefits, which the Association provides as direct part of membership in the Association.

Section 3.2 Parental Complaints

If a parent has a complaint against a teacher, the first attempt to resolve the complaint should be handled at the building level. The principal will encourage the parent to resolve the issue directly with the teacher involved. If a parent or teacher is not satisfied with such discussion, a conference may be requested in which the building principal, parent, and teacher may be present. If the complaint cannot be settled at the building level and requires subsequent action involving the superintendent or designee, the complainant must put the complaint in writing and affix their signature. A copy shall be given to the teacher. At any point in this process, a teacher may request representation.

Section 3.3 Teacher Right to Representation

When a teacher is required, or chooses, to appear before the Board of Education or the Superintendent or their designee concerning any matter which could adversely affect their employment, their teaching position, or their salary, the teacher shall be entitled to choose that an Association representative be present if they so desire. Further, when a teacher is required to appear before the Board of Education or the Superintendent concerning any matter which could adversely affect their employment, their teaching position, or their salary, they shall be advised in writing a minimum of five (5) calendar days prior to the meeting of the reasons for the appearance.

Section 3.4 Personnel File

Each teacher shall have the right, upon request, to review the contents of their own personnel file and to place therein written reactions to any of these contents. Such review shall be by appointment during regular office business hours and in the presence of a designated employee of the Board of Education. No teacher shall remove any material from a personnel file; however, a teacher shall have the right to receive a copy, upon request, of all items in their personnel file, with the exception of letters of recommendation used to secure employment. Copies of any material made by the District office personnel will be made at the usual and customary cost.

The Board of Education shall send to each employee a copy of any materials critical to the teacher's performance at the time the material is placed in the employee's file. Furthermore, the teacher shall have the right to place in this file letters of commendation.

Section 3.5 Payment of Dues

The Board of Education shall deduct from each bargaining unit member's pay their current dues from the Association. A list of names and a payroll deduction schedule will be given to the Assistant Superintendent for Finance & Operations by the Treasurer of the Association. Deductions begin no later than December of each school year. All dues deducted by the Board of Education shall be remitted to the Association no later than twenty (20) days after such deductions are made. The Association shall hold the Board of Education harmless for all claims and liabilities for which the Board of Education may be subjected as a result of this withholding of money pursuant to this section.

Section 3.6 Notification of Job Assignment

Teachers shall be given written notice of their grade level and/or subject assignments for the coming school year no later than May 31 of the current school year. In the event changes in such assignments are required, the teacher affected shall be notified promptly and allowed to resign if the assignment is unacceptable without the Board of Education exercising its power under the School Code to seek certificate revocation.

Section 3.7 Association Use of Facilities and Equipment

The Association shall have the right to hold general membership and/or building meetings for its members on school property provided such meetings in no way interfere with the regular educational program for students and provided that if such meetings entail maintenance or custodial expenses, the Association shall pay such costs. Request for use shall be submitted to the Superintendent or their designee at least twenty-four (24) hours in advance of the time of intended use.

A. The Association shall have the right to use the School District's regular communication devices. A copy of the material distributed in this manner shall be sent to the Superintendent or their designee, except for personal or confidential communications among officers of the Association.

B. Association members shall have the right to use school equipment for Association business. Approval for such use shall be granted by the administrator responsible for such equipment, with the understanding that the Association shall pay the cost of all materials and supplies and the cost of any repairs incident to such use of said equipment.

C. The Association members shall have the right to use space on the bulletin board located in each faculty lounge for posting of notices of activities and other matters of Association concern, so long as the authorship (individual or organization) of the material is evident.

D. The Association shall have the right to store reasonable files on school property, the location of said files as approved by the Superintendent or their designee.

Section 3.8 Association Items for Board of Education Agenda

When requested by the Association, the Board of Education shall place on the agenda of its next regular Board of Education meeting for consideration any matters brought to its attention by the Association as long as these matters have been discussed with the Superintendent at least five (5) calendar days prior to the regular meeting. This procedure shall be used only after any said issue, which is to be presented to the Board of Education, cannot be resolved between the Superintendent and the Association. For purposes of this section, no issue may be presented which is defined as being grievable under the terms of this Agreement.

Section 3.9 Board of Education Meeting Agendas and Minutes

Board Meeting Dates, Agendas, and Approved Minutes are available to all stakeholders on the District website.

Section 3.10 Provision of Information (Board of Education to Association)

Upon request, the Board of Education shall provide the Association a copy of regularly prepared public information necessary for negotiations or the processing of any grievance, such as the current annual audit, the annual adopted budget, current annual financial reports, register of certificated personnel and pupil membership data, provided

that any extraordinary cost in preparing any copy shall be borne by the Association and provided that this section shall not require the Board of Education or the Administration to research, assemble, or specially prepare any data.

Section 3.11 Provision of Information (Association to Board of Education)

Upon request, the Association shall provide the Board of Education a copy of regularly prepared public information necessary for negotiation or the processing of any grievance, such as the current audit, the adopted budget, current annual financial reports, provided that any extraordinary cost of preparing any copy shall be borne by the Board of Education and provided that this section shall not require the Association to research, assemble, or specially prepare any data.

Section 3.12 New Employee Information

Employee information of newly hired teachers shall be provided to the Association within ten (10) days after their employment, or change in employment status.

Section 3.13 Excused Absence for Association Business

In the event the Association desires to send its representatives to attend the annual meetings of its State or National affiliate or attend to other Association business, these teachers shall be excused for such purposes for not more than fourteen (14) school days in the aggregate provided that the Association promptly reimburses the School District for the cost of substitute teachers, and that a written request for such absence shall be submitted to the office of the Superintendent at least seven (7) calendar days in advance, whenever possible, specifying the precise individuals and dates. These days shall not be charged against personal or sick leave days. Additional days may be granted at the discretion of the Superintendent and approved by the Board of Education.

Section 3.14 Distribution of Agreement

The final Agreement shall be prepared promptly following ratification by the parties so that each teacher in the district has access to it. The Agreement will be accessible in electronic format on the district website under the Staff Portal.

Section 3.15 Association Meetings with Superintendent

The Association representatives and the Superintendent or their designee, and/or representatives from the Board of Education shall meet upon request of either party, but

not more than once a month unless mutually agreed to by both parties, for the purpose of discussing a variety of topics.

Section 3.16 In-District Attendance of Employees' Children

Children of a teacher in the District will be permitted to attend school in District 27 tuition free, as long as the educational program can be met within the regular setting, not causing the school district to hire specialized staff or pay out-of-district tuition. The value of the benefit will be the per capita tuition charge. In accordance with Internal Revenue Service (IRS) guidelines, this provision is a non-cash taxable fringe benefit.

Placement of pupils will be at the discretion of the Administration.

Section 3.17 Monthly Association Meeting

No district function which requires teacher participation shall be scheduled between 3:45 p.m. and 6 p.m. on the third Tuesday of each month so that the Association may hold meetings.

ARTICLE IV - Grievance Procedure

Section 4.1 Misinterpretation of Agreement

Any claim by the Association or a teacher that there has been a misinterpretation which is manifested in a violation or misapplication of the terms of this Agreement shall be a grievance. "Days" as defined in this article means days on which the District 27 Administrative Center is open.

Section 4.2 Informal Grievance Procedure

Every teacher covered by the Agreement shall have the right to present problems or grievances with or without representation. Nothing contained herein shall be construed as limiting the right of any teacher having a problem or grievance to discuss the matter informally with their supervisor and having the problem or grievance adjusted without intervention of the Association, provided that the adjustment is not inconsistent with the terms of this Agreement.

Section 4.3 Formal Grievance Procedure

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

A. The teacher, the Association, or both may present the grievance in writing to the supervisor immediately involved, who shall arrange for a meeting to take place within seven (7) days after receipt of the grievance. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the Agreement allegedly violated, and shall state the specific remedy requested. Such grievance shall be filed within twenty-eight (28) days of the date that the teacher should reasonably be aware of the event giving rise to the grievance.

   The principal or other administrator who has authority to make a decision on the grievance shall make such decision and communicate it in writing to the teacher and Association within eight (8) days after the meeting.

B. In the event a grievance has not been satisfactorily resolved as the first step as outlined in Section 4.3 A of this Article, the grievant shall refer the grievance to the Superintendent or their official designee within eight (8) days after receipt of the

supervisor's written decision or answer at the first step. Within fourteen (14) days after such written grievance has been received by the Superintendent, the Superintendent or their designee shall hold a hearing with the grievant and a representative of the grievant, if desired, to resolve the grievance. Upon conclusion of the hearing, the Superintendent shall submit his written decision with reasons to the teacher and the Association within ten (10) days.

C. In the event a grievance has not been resolved satisfactorily at the second step as outlined in Section 4.3 B of this Article, the grievant may submit the grievance to binding arbitration. A request to enter into such arbitration shall be submitted in writing by the complaining party to the Board of Education and the American Arbitration Association within eight (8) days after receipt of the Superintendent's written decision. The arbitration proceeding shall be conducted by an arbitrator in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association. The American Arbitration Association will be requested to provide a panel of thirteen (13) arbitrators. Each of the two parties will alternately strike one name at a time from a panel until only one name shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be binding.

D. The arbitrator shall have no power to amend, modify, ignore or add to the provisions of this Agreement. Their authority shall be strictly limited to deciding only the issue or issues presented to them in writing, and their decision must be based solely upon their interpretation of the meaning or application of the expressed relevant language of this Agreement.

E. Each party shall bear the full cost for its representation in the arbitration. The cost of the arbitrator and the American Arbitration Association shall be shared equally between the Board of Education and the Association or, in the case of a non-association member, by the teacher.

F. Neither the Board of Education nor the Association shall be permitted to assert any grounds before the arbitrator that were not previously disclosed to the other party.

G. The arbitrator will award appropriate relief to either the teacher, the Association, or the Board of Education.

Section 4.4 Non-Building Level Grievance

A grievance involving an administrator other than at the building level may be filed at the second step.

Section 4.5 Association Right to Grieve

The Board of Education acknowledges the right of the Association to participate in the processing of a grievance at any formal level.

Section 4.6 Provision of Public Information (Board of Education to Association)

The Board of Education shall furnish the Association with relevant public information concerning any pending grievance providing this shall not require the Board of Education to research or compile data not readily available to it.

Section 4.7 No Reprisals

No reprisals of any kind shall be taken by the Board of Education, school administration, or the Association against any teacher because of their participation in the grievance procedure.

Section 4.8 Hearing and Conferences

Hearings and conferences relative to any grievance shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present to attend. Such hearings and conferences will be held, insofar as possible, after regular school hours or during non-teaching time of personnel involved. In the event that it is not possible for the Administration to meet with the arbitrator outside the regular school day, up to three (3) grievants shall be excused with no loss of pay.

Section 4.9 Grievance Records

All records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

Section 4.10 Withdrawal of a Grievance

A grievance may be withdrawn by the grievant at any level without establishing a precedent.

Section 4.11 Failure to Act on a Grievance

The failure of a teacher or the Association to act on any grievance within the prescribed time limits shall act as a bar to any further appeal and shall terminate all such grievance claims. An administrator's failure to give a decision within the time limits prescribed shall

permit the grievant to proceed with the next step. The time limits may be extended with the written mutual agreement of the grievant and the immediately affected supervisor.

ARTICLE V - Emergency School Closing

Section 5.1 Notification

When an emergency confronts the District or a school, notification of the District or individual school will be activated as soon as possible using procedures for internal and external communications.

Section 5.2 Cancellation of Leave Days and Sick Days

When the schools and school offices are officially closed by the Superintendent, all approved leave days and sick days will be canceled.

Section 5.3 Absence Due to Inclement Weather

If schools are not officially closed by the Superintendent, teachers who are unable to report for work as scheduled because of inclement weather shall be charged with loss of pay or a personal business leave day because of such failure to report. Sick leave shall not be used for absences from school for reasons related to inclement weather.

ARTICLE VI - Professional Development

Section 6.1 Purpose

The ultimate goal of professional development is to improve student achievement through high quality teaching. Professional development must provide for the continuous improvement of professional practice and address the needs of each individual on the staff. It must provide opportunities for teachers to attain pedagogical content knowledge as well as build their instructional leadership skills.

Section 6.2 Implementation

All professional development programs are under the authority of the Assistant Superintendent for Curriculum, Instruction, and Assessment and the Director of Human Resources and Student Services. All district-wide professional development programs will be planned in conjunction with the Professional Development Committee (PDC), under the leadership of the Assistant Superintendent for Curriculum, Instruction, and Assessment and Director of Human Resources and Student Services. The PDC includes teachers from each of the schools, the Superintendent, principals, and other administrators.

District-wide professional development activities shall take place on non-student attendance days. In addition, 10 total hours of after-school professional development are required of all teachers. Each building will form an In-service Time (IST) committee to collaborate with the principal to plan after-school sessions. The committees will meet each spring for the following year and in the late fall of each year to review the plans. The sessions need not be consistent from building to building.

Nothing contained in this section herein shall be construed to mean that the Superintendent cannot meet with the staff on a district-wide basis or staff members during the school day or that the Assistant Superintendents and Director of Human Resources and Student Services may not meet with groups of teachers at times other than the scheduled district-wide programs.

Section 6.3 Content and Process

Both parties agree that the content of professional development should be based on district, school, and individual educational goals which are determined as a result of a periodic needs assessment. The strategies used for implementing professional development will reflect adult learning theory and recognized standards for professional development.

Section 6.4 Release Time

Teachers are encouraged to visit other classrooms, either in District 27 or elsewhere, or participate in professional meetings where educational value is gained from the visit.

Visits may be taken either at the initiative of the teacher or administration, provided previous approval is secured from the Superintendent. Approved expenses shall be paid by the district; travel shall be reimbursed at the rate of the Internal Revenue Service stipulated maximum rate per mile. The Administration shall provide a substitute teacher for all teachers who are visiting elsewhere, except for the speech/language pathologist, counselor, and social worker**.**

ARTICLE VII - Teaching Day

Section 7.1 Regular Workday

The Hickory Point workday shall be from 7:55 a.m. to 3:10 p.m., the Shabonee workday shall be from 8:10 a.m. to 3:25 p.m.; and, the Wood Oaks workday shall be from 8:10 a.m. to 3:35 p.m. The Board of Education reserves the right to change the beginning and ending hours set forth in this Section, so long as the total workday is not increased or extended past 3:40 p.m. During each workday, the teacher shall be entitled to a duty-free lunch period equal to that of the students.

The parties understand and agree that the professional duties of teachers require attendance at regularly scheduled and occasional meetings during and outside the regular workday although no additional compensation will be paid. To accomplish these professional duties, the parties further agree that the teachers will be available at reasonable times for these meetings during and outside the regular workday. Examples of regularly scheduled meetings may include, but are not limited to: team, curricular content, Multi-Tier Systems of Support (MTSS), and staff meetings. Moreover, the parties acknowledge and agree that voluntary teacher participation in certain meetings is encouraged but not required. Such voluntary participation is not compensated. Examples of voluntary meetings may include but are not limited to Positive Behavior Interventions and Supports (PBIS), Middle School Committee, Student Safety, Building-level Professional Development, etc.

Section 7.2 Extended Workday

During each school year, teachers shall be expected to attend no more than six (6) functions as the Superintendent may from time to time direct which are outside the regular school day. Examples include but are not limited to parent/teacher conference nights, curriculum open house, and supervision of a student performance. However, additional functions may be scheduled at the building level by the building principal with approval of the Superintendent, but teachers' attendance will not be required at these additional functions.

Four of the six functions are parent/teacher conferences which will be held on two evenings twice each year. The calendar for conferences is developed annually by the Faculty Association and the Administration. Typically, the conference schedule reflects one evening of conferences after a regular student attendance day and a second evening after a student non-attendance and modified teacher attendance day. All teachers will be in attendance for the full conference schedule.

The parties acknowledge and agree that certain teaching assignments, by their nature, require attendance at functions in excess of the six (6) noted above. Teachers agree that

such additional attendance at additional functions is inherent in their teaching responsibilities and shall not be additionally compensated.

ARTICLE VIII - Teaching Load

Section 8.1 Equalization of Professional Duties

A reasonable attempt shall be given to equalization of the teaching load, including teaching time, class size, and the nature of the subject and pupils taught. Substantial variance from the normal teaching load, such as double classes or extra teaching periods, will be compensated according to the provisions of Article XIV, Section 14.3.

The Superintendent and the teacher will mutually seek agreement regarding duties in place of the regular teaching load.

The Board of Education agrees to make a reasonable effort to:

- maintain instructional planning time;
- obtain substitute teachers for all academic and special area-teachers; and,
- provide 150 minutes per week of instructional planning time in reasonable increments of not less than 15 minutes for special area teachers (e.g., art, music, physical education, library, and special education).

Section 8.2 Work Year

The teachers' work year shall be 180 days (174 student instructional days, four teacher in-service days, and two parent/teacher conference days) and at the option of the Board of Education, four (4) additional days may be added to the work year at the per diem rate. The primary purpose of these days will be for professional development of the staff but may also be used as additional student contact days. Should the State of Illinois mandate an adjustment in the number of school days, the calendar will be adjusted accordingly and the parties will meet and reasonably consider the impact of such changes.

ARTICLE IX – Teacher Evaluation

The Teacher Supervision/Evaluation Plan shall be collaboratively developed by representatives from the Association and the Administration. All mandates dictated by Illinois School Code (105 ILCS 5/24A) that pertain to teacher evaluation shall be followed. The Teacher Supervision/Evaluation Plan shall be published as a separate document and distributed to each certified staff member.

ARTICLE X - Leaves

Section 10.1 Sick Leave

Full-time teachers shall be granted sixteen (16) sick days at full compensation during each school year. Part-time teachers shall be entitled to a prorated share of sick leave days. No limit will be placed on the number of accumulated sick days. Sick days may be used for the following:

- illness and medical appointments for the employee, immediate family, or a person(s) sharing the teacher's residence on a permanent basis;
- quarantine at home;
- birth, adoption, or receiving a child in the home for adoption or foster care; or,
- bereavement.

Additional sick days may be granted to teachers at the discretion of the Board of Education, upon written application to the Superintendent.

Section 10.2 Personal Business

Full time teachers shall be granted three (3) days at full compensation during each school year for the purpose of attending to their personal business. Part-time teachers shall be entitled to a prorated share of personal business days. Personal business days are granted for the purpose of transacting or attending to legal, business, religious, household or family matters that require absence during work hours. Those leave of absence days which are not used by the end of the school year shall be added to accumulated sick leave days. No reason needs to be given for the said personal leave days used during each year, except for those circumstances outlined in "C" below.

Application must be made to and prior approval granted by the Superintendent before leave is taken. Procedures for submitting requests for any type of leave under this section must be in accordance with the following:

A. Requests for leave shall be submitted to the principal in advance so that ample time exists to process the request. In case of extreme emergency, the request may be submitted immediately after returning from the leave.

B. Upon the recommendation of the principal, the request is forwarded to the Superintendent's office for consideration and action.

C. The workday immediately preceding or immediately following a legal holiday or school recess shall not be recognized as a personal leave day. Exceptions are subject to the approval of the Superintendent or designee.

Section 10.3 Family Medical Leave Act (FMLA)

The provision of this leave will be administered in accordance with the Board's Family and Medical Leave Act Policy, 5:185.

Section 10.4 Parental Leave

Commensurate with the birth of a child, a teacher may use forty (40) sick leave days, to the extent that the employee has them accumulated, within the first 12 months of the child's life.

Additional accumulated sick days may be used provided the employee submits to the district a medical statement from the attending physician indicating the medical necessity for such additional leave. A second medical opinion may be requested by the Board of Education.

The Board of Education shall require the teacher to furnish a medical statement as to their ability to perform their professional duties not later than the fifth month of pregnancy, and then thereafter as may be necessary.

Use of sick days for adoption or receiving a child into the home for adoption shall be governed identical to that of birth of a child.

Use of sick days for receiving a child into the home for foster care shall be limited to five (5) consecutive work days.

Section 10.5 Extended Parental Leave for Tenured Teachers

A tenured teacher who is parenting a newborn or has adopted a child may request an extended parental leave of absence without pay according to the following:

If the initial leave of absence begins prior to February 1, the tenured teacher shall be granted a leave of absence until the first day of the following school year.

If the initial leave of absence begins after February 1, the tenured teacher shall be granted a leave of absence for the remainder of that school year and the following school year.

Any tenured teacher who has been granted a leave of absence after February 1 during a school year and desires to return to a teaching position the following school year must notify in writing the Superintendent of this request no later than March 1 prior to the following school year.

A tenured teacher granted parental leave will have medical, life, and dental insurance continued during the parental leave; and any tenured teacher granted parental leave who has completed one semester or more of the school term prior to the leave shall be considered to have completed a full year for the purposes of advancement on the salary schedule. As a condition of granting a second consecutive year of a leave of absence, the teacher will pay all insurance premiums during the second year of the leave.

Section 10.6 General Leave of Absence

A tenured teacher may be granted a leave of absence by the Board of Education for up to two (2) years without pay. To qualify, a teacher shall state their intention to return to the district. A teacher granted a one-year leave of absence shall be carried under the provisions of medical, life, and dental insurance, the same as if they were currently employed with the District. As a condition of granting a second consecutive year of a leave of absence, the teacher will pay all insurance premiums during the second year of the leave.

If the teacher is employed during this leave of absence and has a duplication of insurance through their employer, then the Board of Education would terminate the insurance program.

Section 10.7 Sabbatical Leave

Teachers having rendered satisfactory service in District 27 for six (6) consecutive years may be eligible for a one (1) year sabbatical leave, subject to the provisions of Article 5/24-6.1 of the School Code of Illinois.

The number of teachers on leave for study shall be limited to no more than two teachers during any school year. Teachers on sabbatical leave shall be eligible for all benefits granted to regular employees.

Teachers who are granted this leave for a graduate study program shall be advanced one (1) step on the salary schedule.

Section 10.8 Military Obligation

The Board of Education and Association will agree to follow Federal and State requirements as set forth by the Uniformed Services Employment and Reemployment Rights Act, when a teacher is required to be absent due to military service of any kind.

Section 10.9 Jury Duty

The Board of Education shall pay the regular salary less any compensation received by staff members called to serve on a jury in a court of law. Staff members who are called to serve on such jury duty shall receive the Internal Revenue Service stipulated maximum rate per mile to and from the court of law where said jury duty is taking place.

ARTICLE XI– Insurance Benefits

Section 11.1 Health Insurance and Option Money

A. Health Insurance

The Board of Education will provide each employee with medical insurance with equivalent benefits in the aggregate of those currently provided, excluding the teacher's share of the premium increase.

It should be understood that the Board of Education plan provides this medical insurance coverage and other elections are the responsibility of the individual.

Employees who provide sole support for their families shall be given one-half the full family medical coverage, and with ten (10) or more years of employment in the School District, family board paid coverage, excluding the teacher's share of the premium increase.

Employees who have ten (10) or more years of experience in the School District and have utilized the family medical coverage for the past five (5) consecutive years shall be provided with family board paid coverage, excluding the teacher's share of the premium increase.

B. Option Money

Employees who carry Single, Family Employee Paid, or no District insurance coverage are eligible for Option Money. Option Money is a reimbursable amount according to the following schedule:

- School year 2023-2024 $800
- School year 2024-2025 $800
- School year 2025-2026 $800
- School year 2026-2027 $800
- School year 2027-2028 $800

The parties agree to reopen negotiations regarding financial benefits should the State of Illinois implement a pension cost shift and/or property tax freeze.

Reimbursement requests for Option Money must include certification that Option Money is the only funding vehicle for this expense.

Insurance

- Single medical insurance premium
- Family medical insurance premium
- Family dental insurance premium

Physical Examinations

Vision Coverage

- Exams
- Contact Lenses
- Glasses

Related Expenses

Other medically related items (including but not limited to)

- Hearing Aids
- Back Brace
- Orthotics
- Knee Brace
- Wigs
- Prosthetics

Therapy/Procedures

- Psychotherapy
- Chiropractic Services
- Acupuncture

Wellness Programs (including but not limited to)

- Smoke-free Programs
- Nutritional Counseling
- Homeopathic Medical Services

Note: Other medically-related items and wellness programs will typically be approved by the Superintendent when accompanied by a doctor's prescription and when it is not eligible for reimbursement under medical/dental insurance.

Section 11.2 Dental Insurance

The Board of Education shall provide each employee with dental insurance, which includes the following coverage:

- Diagnostic, Preventative, and Palliative
- Restorative, Non-surgical Periodontics, Endodontics, Oral Surgery

- Restorative, Prosthodontics, Surgical Periodontics
- Orthodontics

Employees who provide sole support for their families shall be given one-half the full family dental coverage, and with ten (10) or more years of employment in the School District, family board paid coverage, excluding the teacher's share of the premium increase.

Employees who have ten (10) or more years of experience in the School District and have utilized the family coverage for the past five (5) consecutive years in the dental insurance program shall be provided with family board paid coverage, excluding the teacher's share of the premium increase.

Should a different dental insurance program of comparable cost be selected by the Board of Education in accordance with Federal and State laws, such program shall become part of the salary program.

Section 11.3 Premiums

All of the shared percentages for premium costs from prior Agreements will remain in effect and, in each calendar year of this Agreement, the Board of Education will pay sixty (60) percent and the employee will pay forty (40) percent of the premium increase over the previous calendar year.

Section 11.4 Family Coverage

During the calendar years 2023-2028, eligibility for family coverage shall be determined as under Article XI, Section 11.1 A., but the Board of Education payment shall be as set forth in Section 11.3.

Section 11.5 Term Life Insurance

The Board of Education shall provide each employee with term life insurance including an accidental death and dismemberment provision in the amount of $50,000 for the term of this contract. Such policies shall contain a convertible clause. Spouses may be added to this life insurance group, provided the teachers pay the full cost of coverage, and further provided, that the additions do not increase the premium charged for teachers.

Section 11.6 Long Term Disability

The Board of Education shall provide each employee with long term disability coverage, which shall provide the following benefits:

- 60 percent of base salary less offsets;
- 180-day elimination period;
- coverage to age 65/graded to age 70, and
- maximum per month benefit of $4,000.

Salary in this program is paid on a monthly basis.

Section 11.7 Salary Reduction Plan

The Board of Education shall provide a Salary Reduction Plan (under the guidelines of IRS Section 125) for those employees who qualify to pay insurance premiums with pre-tax dollars, defer dependent care and/or medical care expenses.

Section 11.8 Insurance benefits for half-time teachers

Teachers who work half-time or more shall receive full insurance benefits. Teachers who work less than half-time are not eligible for any benefits in this Article XI-Insurance Benefits.

ARTICLE XII - Fringe Benefits

Section 12.1 Tuition Reimbursement

A program of continued formal education is encouraged. The Board of Education may, upon the recommendation of the Superintendent, approve remuneration in total or in part related to the following procedures:

Preliminary application must be made to the Superintendent in writing before the applicant registers for the course or courses. The form to request coursework can be accessed on the Staff Portal, under Personnel Documents, on the district website.

A. Application for reimbursement shall be made to the Superintendent upon successful completion of the course(s). The final grade for the course must be submitted along with documentation of expenses for tuition, textbooks, and other required fees. The reimbursement form for coursework can be accessed on the Staff Portal, under Personnel Documents, on the district website.

B. Courses should not exceed nine (9) semester hours per fiscal year, unless a special plan is approved by the Superintendent.

C. Remuneration for tuition will be up to $420 per semester hour for the duration of the Agreement (the 2023-2024 school year through the 2027-2028 school year). The parties agree to reopen negotiations regarding financial benefits should the State of Illinois implement a pension cost shift and/or property tax freeze.

D. Upon completion of a degree, an official transcript must be provided for the personnel file.

E. The Teacher must provide an entire school year of service following any year in which reimbursement was paid. Should a teacher voluntarily leave the district without providing such service, they will reimburse the district all funds for said course work, books and fees, and other expenses paid by the Board of Education the previous year. These funds will be deducted from the employee's final paycheck in June. If the employee leaves the district after June 30, they shall pay said funds back to the district by December 31 of that year.

Section 12.2 Eligibility for Lane Change

A. All coursework must be from a recognized institution of higher learning and be pre-approved by the Superintendent to be eligible for reimbursement and/or movement on the salary schedule.

B. A teacher beginning a program of study for degree status must have the program of study pre-approved by the Superintendent.

C. All credit hours are to receive the approval of the Superintendent prior to being credited on the MA+30 salary lane and are to be closely related to the teacher's present school position and/or the School District's professional development program.

D. Unless otherwise approved by the Superintendent, graduate courses not approved for reimbursement may not be used for credit on the MA+15 or MA+30 salary lane.

E. There are two points in the school year in which a lane change can be requested: prior to the first paycheck of the school year or by January 31.

Section 12.3 Retirement Program

To be eligible for participation in this program, employees as described in Article I, Section 1.1, must be eligible to retire pursuant to the requirements of the Teacher Retirement System (TRS) without incurring any penalty to the District and must meet one of the two following qualifications:

A. Qualifications:

1. Teachers with 15+ years of consecutive service:

The teacher must have completed, at the time of retirement, at least fifteen (15) consecutive years of full-time employment in the School District immediately preceding retirement, and must have notified the Superintendent of their intention to participate in this program as described in Section 12.3 B. below.

2. Teachers with 20 years of accumulated service:

The teacher must have completed, at the time of retirement, at least twenty (20) years of accumulated service which may include full-time, part-time (as calculated by the TRS formula), or non-consecutive years of service.

B. Retirement Provisions:

1. District has established an IRC Section 115 Trust for all end-of-career staff members in this Agreement. The Trust has been established for both employer contribution and employee compensation deferral. The employee deferral is for any compensation that would exceed the End-of-Career State Retirement Cap.

2. Post-retirement health care provision: The Board of Education shall make an employer contribution of $690 per month during each of the last four years of employment ($33,120 total) into an IRC Section 115 Trust. The Trust shall be used by the retiree for post-retirement health care expenses.

3. The retiring teacher will be paid a $40,000 retirement recognition to be dispersed as delineated below and no increase shall exceed the End-of-Career State Retirement Cap over the previous year's total TRS creditable earnings. The remainder of the $40,000 retirement recognition will be paid in a post-retirement check by September 30 following the last full year of teaching.

Intent to retire 2024 – 2032 – Those staff members who will retire in June 2024 through June 2032 are subject to End-of-Career State Retirement Cap. Therefore, any compensation that would cause the retiree to exceed the End-of-Career State Retirement Cap will have those dollars deferred to their IRC Section 115 Trust for post-retirement health care costs.

Intent to retire 2024 – If the staff member has not reached the End-of-Career State Retirement Cap, upon notice to the Superintendent no later than April 1, 2020 of intent to retire June 2024, a portion of the $40,000 retirement recognition will be added to the total creditable earnings in the school years 2020-2021, 2021-2022, 2022-2023, and 2023-2024 in increments not to exceed the End-of-Career State Retirement Cap increase over the previous year's total creditable earnings.

Intent to retire 2025 – If the staff member has not reached the End-of-Career State Retirement Cap, upon notice to the Superintendent no later than April 1, 2021 of intent to retire June 2025, a portion of the $40,000 retirement recognition will be added to the total creditable earnings in the school years 2021-2022, 2022-2023, 2023-2024, and 2024-2025 in increments not to exceed the End-of-Career State Retirement Cap increase over the previous year's total creditable earnings.

Intent to retire 2026 – If the staff member has not reached the End-of-Career State Retirement Cap, upon notice to the Superintendent no

later than April 1, 2022 of intent to retire June 2026, a portion of the $40,000 retirement recognition will be added to the total creditable earnings in the school years 2022-2023, 2023-2024, 2024-2025, and 2025-2026 in increments not to exceed the End-of-Career State Retirement Cap increase over the previous year's total creditable earnings.

Intent to retire 2027 – If the staff member has not reached the End-of-Career State Retirement Cap, upon notice to the Superintendent no later than April 1, 2023 of intent to retire June 2027, a portion of the $40,000 retirement recognition will be added to the total creditable earnings in the school years 2023-2024, 2024-2025, 2025-2026, and 2026-2027 in increments not to exceed the End-of-Career State Retirement Cap increase over the previous year's total creditable earnings.

Intent to retire 2028 – If the staff member has not reached the End-of-Career State Retirement Cap, upon notice to the Superintendent no later than April 1, 2024 of intent to retire June 2028, a portion of the $40,000 retirement recognition will be added to the total creditable earnings in the school years 2024-2025, 2025-2026, 2026-2027, and 2027-2028 in increments not to exceed the End-of-Career State Retirement Cap increase over the previous year's total creditable earnings.

Intent to retire 2029 – If the staff member has not reached the End-of-Career State Retirement Cap, upon notice to the Superintendent no later than April 1, 2025 of intent to retire June 2029, a portion of the $40,000 retirement recognition will be added to the total creditable earnings in the school years 2025-2026, 2026-2027, 2027-2028, and 2028-2029 in increments not to exceed the End-of-Career State Retirement Cap increase over the previous year's total creditable earnings.

Intent to retire 2030 – If the staff member has not reached the End-of-Career State Retirement Cap, upon notice to the Superintendent no later than April 1, 2026 of intent to retire June 2030, a portion of the $40,000 retirement recognition will be added to the total creditable earnings in the school years 2026-2027, 2027-2028, 2028-2029, and 2029-2030 in increments not to exceed the End-of-Career State Retirement Cap increase over the previous year's total creditable earnings.

Intent to retire 2031 – If the staff member has not reached the End-of-Career State Retirement Cap, upon notice to the Superintendent no later than April 1, 2027 of intent to retire June 2031, a portion of the $40,000 retirement recognition will be added to the total creditable earnings

in the school years 2027-2028, 2028-2029, 2029-2030, and 2030-2031 in increments not to exceed the End-of-Career State Retirement Cap increase over the previous year's total creditable earnings.

Intent to retire 2032 – If the staff member has not reached the End-of-Career State Retirement Cap, upon notice to the Superintendent no later than April 1, 2028 of intent to retire June 2032, a portion of the $40,000 retirement recognition will be added to the total creditable earnings in the school years 2028-2029, 2029-2030, 2030-2031, and 2031-2032 in increments not to exceed the End-of-Career State Retirement Cap increase over the previous year's total creditable earnings.

The parties agree to reopen negotiations regarding financial benefits should the State of Illinois implement a pension cost shift and/or property tax freeze.

Section 12.4 End-of-Career Retirement for Those Not Eligible for the Retirement Recognition

1. District has established an IRC Section 115 Trust for all end-of-career staff members in this Agreement. The Trust has been established for both employer contribution and employee compensation deferral. The employee deferral is for any compensation that would exceed the End-of-Career State Retirement Cap.

2. Those staff members who will retire in June 2024 through June 2032, are subject to the End-of-Career State Retirement Cap rule. Therefore, any compensation that would cause the retiree to exceed the End-of-Career State Retirement Cap over the previous year will have those dollars deferred to their IRC Section 115 Trust for post-retirement health care costs.

The parties agree to reopen negotiations regarding financial benefits should the State of Illinois implement a pension cost shift and/or property tax freeze.

Section 12.5 Certificate Renewal

The Board of Education will reimburse the cost of renewal of the teaching certificate of the teachers covered by this Agreement. It shall be the teacher's responsibility to furnish in a timely manner any documentation necessary to update or change data required for renewal of teaching certificates.

ARTICLE XIII - Transfer Policy

Section 13.1 Notice of Vacancy

Whenever possible, notices of vacancy, including grade level and/or subject area, will be made known to currently employed staff prior to or concurrent with public postings. Prior to the filling of any vacancy, the administrator responsible for filling or recommending the filling of such vacancy shall first review and consider all such applications for voluntary transfers submitted during the preceding twelve (12) months.

Section 13.2 Voluntary Transfer

Any classroom teacher who wishes to be considered for a different teaching assignment or wishes to be considered for transfer to a different school for the next school year shall submit a request in writing to the Superintendent no later than April 1 of the school year preceding the year for which such a transfer is being requested.

If two or more tenure teachers apply for the same vacant position, the academic qualifications, relevant teaching experience, evaluation ratings, and similar factors will be the primary considerations in filling such vacancies. Length of service in the district will only be considered if all other factors are equal. An interview will be granted to those teachers that meet the aforementioned qualifications.

Section 13.3 Involuntary Transfer

In cases where the transfer shall be considered to be involuntary by the teacher, they will notify the Superintendent, in writing, no later than ten (10) days after such assignment that the teacher does not consider the assignment to be satisfactory. If notification of a position in which the teacher was previously assigned becomes available at the school at which they are employed, the teacher will be given first consideration for the position in the building. Any teacher affected by the involuntary transfer shall be notified promptly and shall be released by the Board of Education from their contract if request is made to the Superintendent within fourteen (14) days after notice of transfer is given to the teacher.

ARTICLE XIV - Salary Program

Section 14.1 Salary Schedules

All teachers shall be paid in accordance with the Salary Schedule, Appendix A, during the 2023-2024 school year; with Salary Schedule, Appendix B, during the 2024-2025 school year; with Salary Schedule, Appendix C, during the 2025-2026 school year; with Salary Schedule, Appendix D, during the 2026-2027 school year, and with Salary Schedule, Appendix E, during the 2027-2028 school year. Part-time teachers shall be entitled to a prorated share of salary.

Further Salary Schedule explanation as follows:

Appendix A - Salary Schedule 2023-2024 is calculated as a 3.0% increase over the 2022-2023 Salary Schedule.

Appendix B - Salary Schedule 2024-2025 is calculated as a 3.6% increase over the 2023-2024 Salary Schedule.

Appendix C - Salary Schedule 2025-2026 is calculated as a 2.5% increase over the 2024-2025 Salary Schedule.

Appendix D - Salary Schedule 2026-2027 is calculated as a 2.5% increase over the 2025-2026 Salary Schedule with the following COLA provision: If the CPI as of December 2024 exceeds 2.5%, Appendix D will be adjusted by the actual CPI as of December 2024, not to exceed 5.0%.

Appendix E - Salary Schedule 2027-2028 is calculated as a 3.0% increase over the 2026-2027 Salary Schedule with the following COLA provision: If the CPI as of December 2025 exceeds 3.0%, Appendix E will be adjusted by the actual CPI as of December 2025, not to exceed 5.0%.

The parties agree to reopen negotiations in salary and to replace the salary schedules should the State of Illinois implement a pension cost shift and/or property tax freeze.

The Board of Education may, upon recommendation of the Superintendent, withhold an annual increment from a tenure teacher who has not performed up to reasonable expectations, provided that the teacher is so notified in writing at least sixty (60) days before the close of the school year. The salary shall not be less than the amount received by the teacher in the previous year. If the tenure teacher whose increment is to be withheld wishes to contest the decision, the teacher may invoke the grievance procedure as provided in this Agreement. The Superintendent and the tenure teacher

whose increment is to be withheld shall attend any hearings held during the grievance procedure.

Section 14.2 Recognition for Previous Teaching Experience

The Board of Education may give recognition on the salary schedule to new teachers for all relevant teaching experience that is recognized by any state teachers' retirement system or other relevant teaching experience from an accredited private school.

Section 14.3 Stipends

Duties in addition to the regular teaching load shall be mutually agreed upon by the teacher and the Superintendent before such duties are initiated, if possible, at the time the contract is signed. These duties may fall into the following categories:

A. Instructional Program

Purpose: To provide purposeful activity leading to academic quality within the school system.

Examples: Science fairs, art shows, curriculum development, curriculum articulation, surveys pertaining to the needs of the school and community, special areas of teaching, summer school, covering classes during a planning period, district-assigned tutoring outside of the regular work day, or other general short-range projects designed to further the educational processes of the district.

Remuneration: Compensation either in release time or pay shall be dependent on the nature of the project. Compensation based on an hourly rate will be computed, as stated in the chart below, for the term of the contract:

School Year	Instructional Program Stipend Rate
2023-24	$42.00 per hour
2024-25	$42.00 per hour
2025-26	$44.00 per hour
2026-27	$44.00 per hour
2027-28	$45.00 per hour

Compensation for teachers agreeing to teach an extra core academic class at Wood Oaks shall be compensated at a rate of $7,000 per class for classes that meet five days per week. Non-core electives will be compensated at a rate of $5,600 based on a five-day week. Classes that meet less than five days per week will be prorated.

District-assigned tutoring during the regular work day shall be compensated at $40 per class period at Wood Oaks.

B. Activities, Student Clubs, and Athletics

Purpose: As an encouragement to the professional staff to participate as faculty advisors.

Examples: Before and after-school student clubs, special school activities such as the school newspaper, yearbook, and athletic coaching.

Remuneration: Compensation shall be mutually agreed upon between the teacher and the Superintendent, and approved by the Board of Education prior to the assumption of duties. Compensation based on an hourly rate will be computed as stated in the chart below:

School Year	Activities, Student Clubs, and Athletics Stipend Rate
2023-24	$34.00 per hour
2024-25	$34.00 per hour
2025-26	$36.00 per hour
2026-27	$36.00 per hour
2027-28	$37.00 per hour

C. Supervision Duties

Purpose: To assume specific responsibilities in the area of supervision of students during the day.

Examples: Before and after school supervision, supervision in lieu of a duty-free lunch period, supervision at sporting events, and open-gym.

Remuneration: Compensation shall be mutually agreed upon between the teacher and the Superintendent, and approved by the Board of Education prior to the assumption of duties. Compensation based on an hourly rate will be computed as stated in the chart below:

School Year	Supervision Stipend Rate
2023-24	$32.00 per hour
2024-25	$32.00 per hour
2025-26	$34.00 per hour
2026-27	$34.00 per hour
2027-28	$35.00 per hour

The parties agree to reopen negotiations regarding financial benefits should the State of Illinois implement a pension cost shift and/or property tax freeze.

Section 14.4 Other Remuneration

Upon pre-approval by the Superintendent, additional remuneration may be added in the following fiscal year to a teacher's salary for one or both of the following:

A. Successfully completing an educational research project of specific value to either District 27 and/or the total educational community; said research being approved by the Superintendent.

B. Publication of a scholarly writing in the field of general education or in the teacher's specialization.

Application for project approval must be made in writing by the teacher to the Superintendent via the District Research Project Form.

ARTICLE XV - Reduction in Force

In the event of an anticipated reduction in force of tenured teachers during the life of this Agreement, the relevant provisions of the Illinois School Code including Section 24-12 (ILCS 5/24-12) shall govern the process.

ARTICLE XVI - No Strike Provision

The Association hereby agrees not to strike, engage in, support, or encourage any concerted refusal to render full and complete services to the School District or to engage in or support any activity whatsoever that would disrupt the operation of the Superintendent for the duration of the Agreement.

ARTICLE XVII - Effect of Agreement

Section 17.1 Validity

If any section, paragraph, sentence or clause of this Agreement is held invalid or unconstitutional, such decision shall not affect the remaining portion of this Agreement or any section or part thereof.

Section 17.2 Modifications

The parties mutually agree that this Agreement may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of both parties.

Section 17.3 Term of Agreement

This Agreement shall be effective with the commencement of the 2023-2024 school year and shall continue in effect through the day prior to the beginning of the 2028-2029 school year.

Alex Frum, President
District 27 Board of Education

Kristin Kaczmarek
District 27 Association

Northbrook School District 27
Teacher Salary Schedule
2023-2024

Step	BA	BA+.15	MA/BA+40	MA+l5	MA+30
1	$55,812	$60,083	$63,334	$64,975	$67,129
2	$57,500	$61,709	$65,250	$66,041	$69,607
3	$58,512	$62,792	$67,423	$68,258	$71,782
4	$59,867	$63,876	$68,506	$69,367	$73,913
5	$61,275	$66,043	$70,727	$71,430	$76,435
6	$62,846	$67,468	$71,811	$73,198	$78,633
7	$63,876	$69,242	$74,503	$76,279	$82,047.
8	$66,043	$70,982	$76,470	$78,899	$85,785
9	$67,031	$73,745	$79,721	$81,364	$89,366
I0	$68,664	$76,027	$82,330	$83,294	$92,924
11			$83,964	$85,771	$96,415
12			$85,201	$90,547	$98,679
13			$88,218	$93,536	$99,595
14			$91,469	$96,381	$101,782
15			$93,103	$98,256	$104,749
16			$94,782	$100,487	$107,036
17			$96,934	$102,428	$109,100
18				$104,045	$111,164
19				$105,909	$112,893
20				$108,396	$113,853
21				$110,025	$115,751
22				$112,268	$118,262
23				$114,432	$120,170
24				$115,447	$122,680
25				$117,121	$124,699
26				$118,236	$126,786
27				$119,352	$128,962
28				$120,435	$131,195
29				$122,052	$134,351
30				$123,884	$138,653

Note: To recognize a doctorate degree an annual amount of $1,500 will be added to the teacher's current salary lane and step. It will not be cumulative; the amount of $1,500 will be above the contract rate.

Northbrook School District 27
Teacher Salary Schedule
2024-2025

Step	BA	BA+15	MA/BA+40	MA+15	MA+30
I	$57,765	$62,119	$65,523	$67,065	$69,238
2	$59,607	$63,626	$67,400	$69,200	$71,798
3	$60,723	$64,742	$69,928	$70,309	$73,983
4	$62,230	$65,802	$70,581	$71,639	$76,183
5	$63,347	$68,035	$72,981	$73,610	$79,303
6	$65,021	$69,509	$74,321	$75,433	$81,288
7	$66,416	$71,334	$76,865	$78,628	$84,580
8	$68,035	$73,125	$78,841	$81,313	$88,548
9	$69,043	$75,972	$82,190	$83,973	$92,128
10	$70,783	$78,373	$84,881	$85,840	$95,793
11			$86,734	$88,400	$99,385
12			$88,062	$93,333	$102,000
13			$91,164	$96,408	$103,525
14			$94,346	$99,340	$104,920
15			$96,143	$101,283	$107,983
16			$97,817	$103,698	$110,455
17			$99,995	$105,695	$112,640
18				$107,248	$114,768
19				$109,175	$116,838
20				$111,733	$118,060
21				$113,588	$119,964
22				$115,730	$122,505
23				$117,958	$124,418
24				$119,238	$126,948
25				$120,733	$128,969
26				$121,998	$131,041
27				$123,148	$133,260
28				$124,155	$135,463
29				$125,823	$138,653
30				$127,653	$142,970

Note: To recognize a doctorate degree an annual amount of $1,500 will be added to the teacher's current salary lane and step. It will not be cumulative; the amount of $1,500 will be above the contract rate.

Northbrook School District 27

Teacher Salary Schedule

2025-2026

Step	BA	BA+15	MA/BA+40	MA+15	MA+30
1	$59,340	$63,888	$67,354	$69,198	$71,479
2	$61,146	$65,621	$69,376	$70,340	$73,943
3	$62,213	$66,776	$71,687	$72,757	$75,910
4	$63,657	$67,932	$72,830	$74,063	$78,373
5	$65,159	$70,242	$75,239	$75,877	$81,313
6	$66,834	$71,729	$76,354	$77,998	$83,498
7	$67,903	$73,608	$79,211	$81,273	$86,914
8	$70,242	$75,457	$81,322	$84,038	$91,087
9	$71,262	$78,345	$84,788	$86,680	$94,802
10	$73,019	$80,767	$87,518	$88,609	$98,478
11			$89,325	$91,270	$102,076
12			$90,580	$96,334	$104,660
13			$93,841	$99,515	$106,010
14			$97,018	$102,555	$107,817
15			$98,825	$104,520	$110,817
16			$100,558	$106,981	$113,618
17			$102,720	$109,031	$115,764
18				$110,640	$117,910
19				$112,645	$119,996
20				$115,230	$121,208
21				$117,097	$123,211
22				$119,321	$125,715
23				$121,567	$127,701
24				$122,898	$130,502
25				$124,507	$132,489
26				$125,819	$134,613
27				$127,011	$136,819
28				$128,003	$138,822
29				$129,672	$142,241
30				$131,505	$146,594

Note:

To recogniz.e a doctorate degree an annual amount of$1,500 will be added to the teacher's current salary lane and step. It will not be cumulative; the amount of$1,500 will be above the contract rate.

Northbrook School District 27
Teacher Salary Schedule
2026-2027

Step	BA	BA+15	MA/BA+40	MA+15	MA+30
1	$61,393	$66,062	$69,622	$71,440	$73,812
2	$63,251	$67,842	$71,708	$72,613	$76,535
3	$64,341	$69,029	$74,082	$74,996	$78,901
4	$65,825	$70,216	$75,256	$76,211	$81,235
5	$67,368	$72,589	$77,731	$78,505	$84,008
6	$69,088	$74,122	$78,876	$80,473	$86,419
7	$70,198	$76,050	$81,806	$83,847	$90,153
8	$72,708	$77,949	$83,979	$86,671	$94,238
9	$73,742	$80,975	$87,540	$89,383	$98,161
10	$75,635	$83,542	$90,347	$91,479	$102,052
11			$92,206	$94,214	$105,860
12			$93,493	$99,417	$108,334
13			$96,838	$102,674	$109,339
14			$100,339	$105,793	$111,715
15			$102,155	$107,878	$114,985
16			$103,977	$110,323	$117,485
17			$106,383	$112,441	$119,723
18				$114,215	$121,986
19				$116,216	$123,881
20				$118,923	$124,974
21				$120,718	$126,987
22				$123,186	$129,702
23				$125,549	$131,742
24				$126,672	$134,548
25				$128,506	$136,778
26				$129,729	$139,048
27				$130,952	$141,457
28				$132,097	$143,840
29				$133,925	$147,266
30				$135,856	$151,945

Note:
To recognize a doctorate degree an annual amount of $1,500 will be added to the teacher's current salary lane and step. It will not be cumulative; the amount of $1,500 will be above the contract rate.

Northbrook School District 27
Teacher Salary Schedule
2027-2028

Step	BA	BA+15	MA/BA+40	MA+15	MA+30
1	$63,091	$67,885	$71,543	$73,437	$75,882
2	$65,003	$69,714	$73,693	$74,644	$78,685
3	$66,117	$70,933	$76,132	$77,084	$81,116
4	$67,641	$72,152	$77,339	$78,330	$83,391
5	$69,226	$74,591	$79,881	$80,555	$86,180
6	$70,994	$76,171	$81,057	$82,534	$88,744
7	$72,116	$78,148	$84,061	$85,892	$92,476
8	$74,591	$80,099	$86,300	$88,779	$96,666
9	$75,578	$83,208	$89,897	$91,506	$100,543
10	$77,478	$85,770	$92,723	$93,591	$104,412
11			$94,634	$96,280	$108,256
12			$95,954	$101,508	$110,717
13			$99,324	$104,786	$111,836
14			$102,859	$107,865	$114,312
15			$104,649	$110,014	$117,541
16			$106,502	$112,464	$120,117
17			$108,927	$114,575	$122,630
18				$116,522	$124,891
19				$118,835	$126,706
20				$121,610	$128,183
21				$123,458	$130,196
22				$126,185	$132,960
23				$128,672	$134,996
24				$129,828	$137,823
25				$131,838	$140,047
26				$132,969	$142,297
27				$134,225	$144,747
28				$135,351	$147,199
29				$137,349	$150,603
30				$139,334	$155,360

Note:
To recognize a doctorate degree an annual amount of $1,500 will be added to the teacher's current salary lane and step. It will not be cumulative; the amount of $1,500 will be above the contract rate.