

AGREEMENT

Between

The Board of Education
Lemont Township High School District 210
Cook/DuPage Counties of Illinois

And the

Association of Lemont Teachers

July 1, 2023 - June 30, 2027

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**AGREEMENT BETWEEN THE BOARD OF EDUCATION
OF LEMONT TOWNSHIP HIGH SCHOOL DISTRICT 210
AND THE ASSOCIATION OF THE LEMONT TEACHERS**

PREAMBLE

This Agreement, between the Board of Education of District 210, Cook and DuPage Counties, Lemont, Illinois, and the Association of Lemont Teachers, incorporates a number of understandings which derive from the parties' mutual beliefs that each pupil is entitled to an education of the highest quality and that the attainment of this objective is dependent upon the quality and morale of the employees.

ARTICLE I - RECOGNITION AND BOARD RIGHTS

1.1 Recognition

The Board of Education, District 210, Cook and DuPage Counties, Lemont, Illinois, hereinafter referred to as the "Board", hereby recognizes the Association of Lemont Teachers, a local affiliate of the IEA/NEA, hereinafter referred to as the "Association", as the sole and exclusive bargaining representative for all full-time/part-time certified teaching personnel of District 210 with regard to salaries, working hours, grievances, and specific items that pertain to educational development and growth of teachers and working conditions.

1.2 Teacher Defined

As used herein the word "teacher" refers to all of the members of the bargaining unit, including, but not limited to: teacher, social worker, guidance counselor, dean, school nurse, school psychologist, LRC Director, speech pathologist, division chair, and technology integration specialist.

1.3 Board Rights

It is expressly understood and agreed that all functions, rights, power, or authority of the Administration of the School District and the Board of Education which are not specifically limited by the express language of this Agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this agreement.

ARTICLE II - TEACHER ASSOCIATION RIGHTS

2.1 Teacher Discipline

Rules and regulations governing teacher conduct shall be reasonable, and enforcement of teacher discipline shall be fair.

2.2 Non-Discrimination

The Board shall not discriminate against any teacher for reason of race, creed, color, marital status, age, sex, sexual orientation or national origin or other protected classification. See Section 2.7 below for resolution of any dispute regarding this section.

2.3 Right of Representation

When a teacher is required to appear before the Board or the Administration concerning any matter that could adversely affect the teacher's employment, the teachers' position, or the teacher's compensation, the teacher shall be provided with the reason for the meeting via email and shall be entitled to have a representative of the ALT Executive Board present. When a teacher is required to appear before the Board, the teacher shall be advised of the reason(s) for the meeting in writing at least five (5) work days prior to the Board meeting, except in the case of an extreme emergency, in which case the teacher shall be notified as soon as possible.

2.4 Personnel File

The official personnel file for each teacher shall be maintained in the District Office. No evaluative material shall be placed in the file unless the teacher has had an opportunity to read such material. The teacher shall acknowledge that he/she has read any materials evaluative in nature by affixing his/her signature on the copy to be filed. Each teacher shall have the right, within forty-eight (48) hours of making a request, to review the contents of said teacher's file and to place therein written reactions to any of its contents provided any such written reaction is submitted by the teacher within sixty (60) calendar days following the date on which the evaluative material was added to the personnel file.

2.5 School Code Rights

Nothing contained herein shall be construed to deny any teacher his/her rights under the *School Code* of the State of Illinois. See Section 2.7 below for resolution of any dispute regarding this section.

2.6 Association Business

The Association will be permitted to utilize up to six (6) teacher employment days for Association activities each school term. A maximum of two (2) Association members will be released on the same day to conduct Association Business, not limited to IEA Lobby Days. The Association shall reimburse the District for all substitute costs incurred.

2.7 Dispute Resolution - Sections 2.2 and 2.5 Above

It is the desire of the parties that any dispute regarding sections 2.2 and 2.5 above be resolved in-district, if possible. Therefore, any dispute involving section 2.2 and 2.5 may be addressed by means of Step I, II and III of the Grievance Procedure but not by means of Step IV of the Grievance Procedure. The parties agree that the teacher may pursue the matter by means of the appropriate governmental administrative agency or court due to the expertise of the agency or court.

2.8 Vacancies and Promotions Posted

Notice of vacancies for bargaining unit positions will be provided to ALT members via District email. Said email notification shall occur in advance of publicly posting notices except in cases of immediate need to fill the vacancy.

2.8.1 Event Worker Positions

To be considered for anticipated event worker positions for the forthcoming school year, ALT members shall notify the Director of Activities and Athletics of their interest via district email on or before the last day of the school term.

2.9 Summer School Staff Selection Procedures

- A. The summer school director shall distribute annually by April 15th, to each teacher, an inquiry form that shall be completed no later than April 30th by any teacher who would be available for summer school teaching. Failure of interested teachers to respond by April 30th shall free the District from any obligation to consider that teacher for summer school teaching.
- B. Summer school teaching assignments shall first be filled by qualified District 210 teachers. First priority shall be given to teachers within the department offering the summer school course. Second priority shall be given to District teachers and staff who are qualified in the subject area of the course. For purposes of this paragraph, “qualified” shall include ISBE licensure, endorsements and other ISBE legal qualifications.

- C. The summer school director shall notify selected teachers of their tentative assignments (contingent upon enrollment) no later than ten (10) business days before the opening date of the summer session and of any subsequent assignment changes (such as cancellation of the class due to lack of enrollment) as soon as feasible.
- D. The teacher workday shall be the length of a class and an additional one-half (½) hour of plan and preparation time.

2.10 Board Packet

The Board shall provide the Association President with access to a copy of the board packet, exclusive of confidential information, at least forty-eight (48) hours prior to the Board meeting. If the Association President is absent from work, he or she may designate a member of the Association's Executive Board to receive access to a copy of the board packet during the time that the Association President is absent.

ARTICLE III - SCHOOL CALENDAR

3.1 School Calendar

The Administration will seek input from the ALT membership through the ALT Executive Board on the proposed school calendar. Upon request by the ALT Executive Board, the Administration will meet with representatives of the ALT Executive Board to discuss ALT's input on the proposed school calendar. This meeting may occur during any regularly scheduled meeting between the Administration and representatives of the ALT Executive Board.

3.2 School Year

The regular work year for faculty members will consist of 176 pupil attendance days, one (1) orientation day for freshman and transfer students, and four (4) teacher institute days. Five (5) emergency days will be also present in the official school calendar to allow for emergency contingencies such as "snow days" when school is cancelled due to weather or other emergency conditions and then the day made up in accordance with the *School Code*. If these emergency days are not used, the calendar will be updated each spring to reflect that change. Select faculty members may work additional days beyond the regular school year as part of additional responsibilities for which they receive a stipend or as a result of their personal choice.

Recommendations for the implementation of e-learning days shall be effective through mutual agreement of the parties.

3.2.1 Early Release Days

In consideration of the additional work responsibilities outlined below, the teachers will be released early from work as follows:

<u>Additional Work Responsibilities</u>	<u>Early Release Exchange</u>
Teaching and Learning Night	Early release at 1:00 p.m. on the Wednesday before Thanksgiving Early release at 1:00 p.m. on the last day prior to winter break
New Student Day	Early release at 1:00 p.m. on the last day before spring break Early release upon student departure on three (3) student testing days or in the event that fewer than three (3) student testing days are scheduled, an equal number of dismissals at 1:00 p.m. on any days within the school year.

3.3 Teacher Work Day

Except as noted in 3.3.1 Professional Learning Communities and in 3.3.2 Advisory, the length of the work day for all full-time teachers shall not exceed seven and one-quarter (7¼) hours (including preparation periods and lunch periods), plus such additional time beyond seven and one-quarter (7¼) hours as may be reasonably necessary for completion of such routine professional responsibilities as are generally expected of teachers, including, but not limited to, being available to students, parents, other staff, and/or professional personnel, including administrators and other supervisory personnel.

A full-time teacher will teach or have assigned non-teaching responsibilities for six (6) blocks of every eight (8) block period of time with the exception of an additional thirty (30)-minute Advisory assignment on select Wednesdays as noted in 3.3.2 Advisory. The remaining two (2) blocks are reserved for planning and preparation. Teachers assigned to teach more than six (6) blocks will receive additional compensation per Appendix B (Overload Compensation).

3.3.1 Professional Learning Communities (PLCs)

On Wednesdays selected by the Administration, teachers shall attend PLC meetings beginning no earlier than 7:45 a.m. and ending no later than 8:30 a.m. PLCs are a professional responsibility of all faculty members. Each faculty member is expected to serve on at least one PLC.

3.3.2 Advisory

On Wednesdays selected by the Administration, the teacher work day shall include no more than twenty-three (23) additional minutes to accommodate for the Advisory period.

3.3.3 Homebound Tutoring

Teachers may choose to utilize their plan and preparation period to virtually tutor homebound students via video conference. Additional compensation will be provided per Appendix B, Homebound Tutoring.

3.4 Academic Responsibility

The Administration establishes the District's planned instructional program. Teachers shall use their best professional judgment in determining the learning materials to be used and the learning activities to be followed within the planned instructional program and within the parameters established by the Administration. The Board shall support Teachers in the endeavor to study and discuss controversial issues in the classroom.

ARTICLE IV - TEACHER EVALUATION

4.1 Minimum Requirements

The process of teacher evaluation will be in accordance with the requirements set forth in Section 24A-5 of the Illinois *School Code*, the Illinois Administrative Code, and the Lemont High School District 210 Instructional Improvement/Evaluation Plan.

4.2 Orientation

All teachers will receive an orientation annually on the teacher evaluation procedures and the student growth component of teacher evaluations during the fall of each school year.

Teachers who are new to the District will receive an orientation on the teacher evaluation tool and procedures as well as the student growth component of teacher evaluations during new teacher orientation. Those teachers hired after the start of the school term will receive this orientation no later than thirty (30) school days after their contract is executed.

4.3 Performance Evaluation Reform Act (PERA) Joint Committee

A PERA Joint Committee, composed of an equal number of teachers chosen by the ALT Executive Board and administrators chosen by the Superintendent or designee shall meet on an annual basis to assess and review the effectiveness of the Lemont High School District 210 Instructional Improvement/Evaluation Plan, for the purposes of continuous improvement of instruction and

evaluation practices. The committee may agree to discuss substantive and procedural aspects of the plan, however, only the procedural aspects of the plan shall be subject to Board and ALT Executive Board approval. The committee shall also convene to conduct an ongoing review of the student growth component of the Lemont High School District 210 Instructional Improvement/Evaluation Plan and determine if any revisions should be made to the student growth component. This committee shall have the sole authority to modify the student growth component of the plan; however, if the committee is unable to agree upon changes to the student growth component, the existing student growth component will remain unchanged.

4.4 Formal and Informal Observations

Formal observations of a teacher shall be conducted with the full prior knowledge of the teacher and in accordance with the Lemont High School District 210 Instructional Improvement/Evaluation Plan. Informal observations are unannounced and evidence collected during an informal observation may be considered as part of the teachers' evaluation provided that the teacher receives written feedback with an opportunity to have an in-person discussion with the qualified evaluator. This provision shall not be construed to limit the number of informal observations.

4.5 Employee Evaluation Statement

The teacher shall have the right to attach an explanation to any evaluations or other materials that are placed in the teacher's personal file, provided the teacher does so within sixty (60) calendar days following notice to the teacher of such evaluations or other material.

4.6 Association Rights and Management Rights

As acknowledged in Section 4.3, the Instructional Improvement/Evaluation Committee may agree to discuss substantive and procedural aspects of the plan. The parties acknowledge the right of the Association to receive notice and an opportunity to negotiate any changes to the procedural aspects of the Lemont Township Instructional/Evaluation Plan, and the management rights of the Board to establish substantive criteria for the plan. Changes to the student growth component of the plan shall be made in accordance with Section 4.3.

4.7 Dismissal, Professional Development Plans, and Formal Remediation Plans

Dismissal of non-tenured teachers, professional development plans, and formal remediation plans shall be at the discretion of the Board. Tenured teacher dismissals, professional development plans and formal remediation plans shall be handled exclusively by Articles 24 and 24A of the *Illinois School Code* and the procedures established by the Illinois State Board of Education. Consequently, dismissal procedures for both non-tenured and tenured teachers, professional development plans and formal remediation for tenured teachers shall not be subject to the grievance procedure.

Section 2.1 shall not apply to dismissal, professional development plans, and formal remediation plans.

4.8 Coach/Activity Sponsor Evaluations

If a revised coach/activity sponsor evaluation plan is approved, the administration will distribute copies of the new plan to the Association members holding an athletic or activity sponsor position. The new plan will go into effect the following school year.

ARTICLE V - TEACHER COMPENSATION AND FRINGE BENEFITS

5.1 Experience Credit

A newly employed teacher shall be awarded full credit for his/her first eight (8) years of elementary, middle, or high school teaching experience outside of the District. Other types of teaching experience will be granted on a case-by-case basis as determined by the Superintendent. Additional credit may be granted at the discretion of the Superintendent not to exceed the teacher's total years of experience. Specialists may be placed at MA+15, MA+30, MA+45, or MA+60 lanes in accordance with the number of graduate coursework hours in excess of thirty (30) graduate hours for their Master's Degree completion.

5.2 Twelve-Month Pay Schedule

Teachers' salaries will be distributed in twenty-six (26) pays on a twelve-month basis via direct deposit. Extra duty pay and miscellaneous reimbursements will be distributed via direct deposit.

5.3 Mileage

The faculty will be reimbursed at the prevailing IRS rate for use of privately owned vehicles on approved trips regarding school business.

5.4 Major Medical, Term, and Dental Insurance

All teachers will receive a Major Medical Insurance Plan, \$30,000-Term Life Insurance, and Dental Insurance. The rules and regulations of the Illinois State Insurance Commission shall apply to the insurance plans. Any teachers not electing to participate in the program will not be reimbursed or offered any alternates.

5.4.1 Insurance Premium Contribution

For each school year covered by this Agreement, the medical and dental insurance premium contributions of the Board and the teachers participating in the program shall be determined as follows:

- A. Single Coverage: For each teacher electing to take single coverage, the Board will pay 100% of the single medical and dental insurance premiums unless the cost of the single premium increases by more than twelve and one-half percent (12.5%) annually. Should the cost of single premiums increase by more than twelve and one-half percent (12.5%) annually, the Board and the employee will pay fifty percent (50%) of the amount in excess of twelve and one-half percent (12.5%).
- B. Family Coverage: Family coverage consists of single insurance plus dependent and/or spouse insurance. For each teacher electing to take family coverage, the Board will pay the single medical and dental insurance premium contribution as determined by Part 1 of this Section plus fifty percent (50%) of the premiums for the type of family coverage elected by the teacher, plus \$350. The teacher shall pay the balance of the premiums. Should the cost of family coverage premiums increase by more than twelve and one-half percent (12.5%) annually, the Board and the employee will each pay fifty percent (50%) of the amount in excess of twelve and one-half percent (12.5%).
- C. Insurance provisions, regulations, and exclusions are outlined and explained in the Lemont Township High School District 210 Employees' Group Health Plan and any periodic supplements. A copy of this plan and supplements will be provided to all certified employees who have not been provided a current copy previously. The failure of an employee to receive a copy of the plan or supplement shall have no effect whatsoever on the insurance obligations of the District. The parties acknowledge that any changes in the benefits as outlined in the plan shall be subject to the law regarding the right of the parties to receive notice of proposed changes and an opportunity to negotiate.
- D. If it is determined by court of law that any portion or provision of this article is found to be illegal or unconstitutional, it is hereby agreed that said findings shall not affect the remaining provisions of this article. Additionally, in such an event or due to legislative requirements, the parties hereby agree to re-open the contract for the limited and express purpose only of addressing any findings by a court or legislative action as to any section of this article.

5.4.2 Insurance Committee

An insurance committee composed of up to five (5) members appointed by the board and up to five (5) members appointed by the ALT Executive Board will meet as needed or requested to review problems with the current insurance plan, discuss needed changes and or adjustments to the current plan as well as the possibility of changing insurance providers. This committee shall be considered advisory in nature only and shall be empowered only to make recommendations to the parties.

5.5 Professional Growth Reimbursement and Salary Adjustments

5.5.1 Tuition

Excluding individuals in a doctoral program, the Board of Education will pay each teacher the maximum of \$150 per credit hour or the maximum of \$100 per quarter hour for each course pre-approved by the Superintendent under Section 5.5 in which the teacher receives a grade of at least B, or its equivalent, or “Pass” if the course was approved to be taken on a pass/fail basis.

5.5.2 Additional Training

Whenever a teacher is requested by the District to acquire additional credit in a specific subject beneficial to the District, the District will reimburse the teacher for the cost of the course charged to meet the requirements of the District. Written pre-approval must be documented and signed by the Superintendent.

5.5.3 Salary Adjustments

All salary adjustments for horizontal movement on the salary schedule shall be made twice per year, September 1st and March 1st. For coursework completed during the summer term immediately preceding September 1st, unofficial transcripts shall be accepted until official transcripts can be obtained.

5.5.4 Undergraduate Credit - Full Credit

Undergraduate courses taken when no graduate credit is available and at the direction of and with the approval of the Superintendent will count full credit toward a lane change and will be reimbursed at the full credit level.

5.5.5 Graduate Credit

Graduate courses may count toward a lane change when these courses are pre-approved and are part of a pre-approved graduate level degree or certificate program from an accredited university. The degree must (1) be in the area in which the teacher is certified, in the area in which the teacher is currently teaching, or be based on teaching pedagogy, and (2) be deemed in the best interest of the District by the Superintendent. Graduate courses or programs which are not part of a pre-approved graduate level degree or certificate program as described above may be approved by the Superintendent under unique circumstances provided it is acknowledged by the parties that such approval shall be considered the

exception to the rule and such requests may be denied by the Superintendent within his/her discretion.

5.6 Contribution to Teachers' Retirement System

5.6.1 Portion Withheld by District

Pursuant to authority granted by the Pension Reform Act, 1974, Section 414(h), of the Internal Revenue Code, the Board shall remit (deduct) for each teacher the applicable statutory percentage of the teacher's salary as defined by the Teachers' Retirement System, to the Teachers' Retirement System, State of Illinois, to be applied to each teacher's retirement account.

5.6.2 Hold Harmless

The Association agrees to 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 payment of contributions to the Teachers' Retirement System pursuant to the provisions of this Section.

5.7 Retirement

In general, staff retirements shall be effective at the close of the regular school year. To receive maximum retirement benefits, teachers contemplating retirement should make their intentions known to the Board of Education in a timely fashion so that the proper forms can be processed and other necessary arrangements can be made.

5.7.1 Retirement - Eligibility

- A. The applicant must voluntarily retire and have at least eight (8) years of District service as defined in this section at the time of his or her retirement.
- B. All service must be as a full-time certified staff member (e.g., faculty, administrative, etc.) with the District. There shall be no credit for part-time certified service or any non-certified service.
- C. The applicant must be a full-time or part-time teacher at the time of application and retirement, provided that a teacher who is part-time at the time of application or retirement must have previously been credited with eight (8) years of full-time service as defined in the preceding paragraph.
- D. Years of service need not be consecutive. Unpaid breaks in service of a semester or greater shall not be credited (e.g. unpaid leaves, layoff, etc.)

E. The applicant must be eligible to retire from TRS without any additional employer contribution or penalty under the *Pension Code*.

F. An Irrevocable Letter of Retirement must be submitted by June 30 of the school year prior to the year in which the creditable earnings increases per Section 5.7.2, Part B shall be provided. This letter shall set forth a retirement date at the end of the school year not later than June 30, 2031.

5.7.2 Retirement - Benefits

A. Post-Retirement Health and Dental Insurance

1. Teachers who meet the eligibility requirements per Section 5.7.1, who submit a timely Irrevocable Letter of Retirement, and whose TRS creditable earnings do not exceed six percent (6%) during each of the years of employment used to determine the teacher's TRS or Pension Code retirement annuity are eligible for the following post-retirement health and dental insurance benefits.

a. For those teachers who elect to purchase TRIP HMO insurance, the Board of Education will pay directly to TRS on behalf of the retiree one hundred percent (100%) of the TRIP HMO insurance premium for the individual retiree. Payments for the teacher shall continue until the teacher's age of eligibility for Medicare or death, whichever comes first.

b. In addition, the Board will pay one hundred percent (100%) of the dental insurance premium on the plan available in the District for the individual teacher only. Payments for the teacher, shall continue until the teacher's age of eligibility for Medicare or death, whichever comes first.

c. Also, the teacher may elect to continue participation of his/her dependent(s) on the District dental plan, with such dependent's premium to be paid by the teacher until the teacher's age of eligibility for Medicare or death, provided such dependents were covered at the time of retirement with such dependent's premium to be paid by the teacher.

2. If the retiree health insurance benefit provided under this Section 5.7 is deemed to constitute a discriminatory or otherwise impermissible benefit under law or regulation or other official guidance subjecting the Board to potential penalties, employee benefit plan failures or increased tax payments, the Board and the ALT Executive Board

agree to meet, discuss, and negotiate options available under law, regulation, or guidance, to avoid the potential penalties, employee benefit plan failures, or increased tax payments.

B. Creditable Earnings Increase

1. Teachers who meet the eligibility requirements per Section 5.7.1 and whose timely Irrevocable Letter of Retirement provides the Board with notice four (4) full school years prior to retirement shall receive creditable earnings increases as follows:

- a. Year 1: 106% of the prior year's TRS creditable earnings,
- b. Year 2: 105% of the prior year's TRS creditable earnings,
- c. Year 3: 105% of the prior year's TRS creditable earnings,
- d. Year 4: 105% of the prior year's TRS creditable earnings

2. Teachers who meet the eligibility requirements per Section 5.7.1 and whose timely Irrevocable Letter of Retirement provides the Board with notice three (3) full school years prior to retirement or less shall receive creditable earnings increases as follows:

- a. Year 1: 106% of the prior year's TRS creditable earnings,
- b. Year 2: 105% of the prior year's TRS creditable earnings,
- c. Year 3: 105% of the prior year's TRS creditable earnings

3. Teachers who meet the eligibility requirements per Section 5.7.1 and whose timely Irrevocable Letter of Retirement provides the Board with notice two (2) full school years prior to retirement or less shall receive creditable earnings increases as follows:

- a. Year 1: 106% of the prior year's TRS creditable earnings,
- b. Year 2: 105% of the prior year's TRS creditable earnings

4. Teachers who meet the eligibility requirements per Section 5.7.1 and whose timely Irrevocable Letter of Retirement provides the Board with notice one (1) full school year prior to retirement or less shall receive a TRS creditable earnings increase of 106% of the prior year's TRS creditable earnings.

5. The creditable earnings increases in this section are in lieu of any other raise or any other creditable earnings increase the teacher may otherwise be entitled to receive.

6. In the inadvertent circumstance that a teacher's TRS creditable earnings exceed six percent (6%) in any of the years used to determine the teacher's TRS or Pension Code retirement annuity, the Board and the ALT Executive Board agree to meet, discuss, and negotiate options available under law, regulations, or guidance to avoid potential penalties from TRS.

7. If after submitting an irrevocable Letter of Intent to Retire, the certified staff member resigns or is removed from duties for which he/she was paid a stipend or additional compensation in the previous year, the individual's creditable earnings will be recalculated accordingly, reducing total creditable earnings by the stipend amount plus earned increases.

5.7.3 Retirement - Limitations

A. Rescission of Irrevocable Letter of Retirement: A teacher may submit a request to the Board of Education to rescind his or her Irrevocable Letter of Retirement under the following circumstances, provided a replacement for the teacher has not been hired. Requests submitted per this Section 5.7.3 shall be subject to approval by the Board.

1. Death of spouse
2. Death of child
3. Serious illness of spouse or child
4. Divorce

B. Repayment of benefits: If approved by the Board, the teacher shall be removed from the retirement track and will be required to pay back to the District the value of any benefits received hereunder and through the date rescission was approved. Such payment shall occur within ninety (90) days of the date the Board approves such action. The Association shall be made aware of the method and timeframe for any such repayment.

C. Future Access to Retirement Benefits: A teacher who has been removed from the retirement track and has timely re-paid any benefits received hereunder may once again access the retirement benefits provided in this section for which he or she is eligible beginning with the school year following the year in which repayment of benefits due to rescission has occurred.

5.8 Part-Time Teachers and Part-Time Service Providers

The Association and the Board recognize that the educational needs of the school are best met through the employment of full-time teachers and full-time service providers whenever possible. Service providers include social workers, psychologists and speech and language pathologists.

5.8.1 Fringe Benefits - Part-Time Teachers and Part-Time Service Providers

Part-time teachers and full-time service providers employed eighty percent (80%) of a full-time assignment or more shall receive those insurance benefits afforded by the Board of Education to the full-time staff. Part-time teachers and full-time service providers employed for less than eighty percent (80%) of a full-time assignment shall not receive any of the insurance benefits afforded to full-time staff, except that those teachers and service providers who were involuntarily reduced to a position of sixty percent (60%) or more shall continue to receive those insurance benefits afforded to full-time teachers. Part-time teachers and full-time service providers, whether above or below eighty percent (80%), shall be afforded a proportionate share, calculated on an hourly basis, of sick leave and personal leave days granted to full-time employees. For example, using fifteen (15) days per year (six (6) hours each day), a full-time teacher would get ninety (90) hours of leave per year, and a part-time teacher working a sixty percent (60%) assignment would get sixty percent (60%) of that leave, or fifty-four (54) hours, per year.

5.8.2 Step Advancement - Part-Time Teachers and Part-Time Service Providers

A part-time teacher or part-time service provider who is employed eighty percent (80%) time or more shall be permitted to advance one step on the salary schedule for each year employed in such capacity unless provided otherwise in the Agreement. A part-time teacher or service provider who is employed less than eighty percent (80%) but fifty percent (50%) or more shall be permitted to advance on the salary schedule one (1) step for every two (2) years employed in such capacity. A part-time teacher or service provider who is employed less than fifty percent (50%) shall not be permitted to advance on the salary schedule.

5.8.3 Internal Substitutes - Part-Time Teachers

Part-time teachers who substitute teach a class shall be paid the internal substitute rate set forth in Appendix B, regardless of whether the class being taught takes place outside the teacher's normal work hours.

5.8.4 Professional Expectations - Part-Time Teachers

The professional expectations of part-time teachers are as follows:

<u>Activity</u>	<u>Attendance Expectation</u>	<u>Compensation</u>	<u>Documentation</u>
Institute Days, SIP days, and other full day professional development activities	Entire duration	Full-time per diem rate of salary schedule placement	Timesheet signed by Division Chair and Principal
Department meetings and PLC sessions*	Entire duration of all meetings or sessions	No additional compensation	Not applicable
Teaching and Learning Night	Entire duration	No additional compensation	Not applicable

*A part-time teacher who is a 0.17 FTE (one class) may participate in department meetings and PLC sessions via videoconference when such obligations occur on a day for which the teacher is not scheduled to be present.

5.8.5 Professional Expectations - Part-time Service Providers

The professional expectations of part-time Service Providers are as follows:

<u>Activity</u>	<u>Attendance</u>	<u>Compensation</u>	<u>Documentation</u>
Institute Days, SIP days, other professional development activities and Department Meetings	As determined by Director of Special Education	No additional compensation. Time is deducted from total annual hours	Log of Hours
PLC sessions	Not required	Not applicable	Not applicable
Teaching and Learning Night	Entire duration	No additional compensation. Time is deducted from total annual hours	Log of Hours

5.9 Dependent Care Expenses

A Dependent Care Expenses Program is available to employees through the District's Health Care Benefits Administrator. The costs of administering this program will be paid by the participants as follows:

- A. Annual fees will be shared equally by the participants of the program.
- B. Fees charged for individual accounts will be paid by the respective participants.

5.10 Teaching and Learning Night

It is the professional obligation and responsibility of teachers to be present at the Teaching and Learning event in the fall semester.

5.11 Seniority

- A. Seniority Defined: Length of continuous service in the District as utilized in Section 24-12 of *The School Code* will be defined as follows:

- 1. Years of full-time continuous service as a teacher in the District. A part-time teacher does not accrue seniority except for when a teacher is involuntarily reduced to part-time. Time on unpaid leaves of absence of more than ninety (90) consecutive working days will not be counted in determining seniority. Such unpaid leaves of absence approved by the Board will not constitute an interruption of teaching service.
- 2. If total continuous service as a teacher with the District is equal between two or more teachers, then the order of dismissal and/or recall will be determined by the date of hire, which shall be defined as the date on which the Board took action to approve the teacher's hire. The teacher with the earliest date of hire shall have the most District seniority.
- 3. If a tie remains after the application of the procedures as described in 1. or 2. above, then the order of dismissal and/or recall will be determined by horizontal credit on the salary schedule with the person with more credit considered senior.
- 4. If a tie remains after the application of the above procedures, the order of dismissal and/or recall will be decided by drawing lots.

- B. Seniority List

The ALT President shall receive an updated seniority list by January 15th of each year.

5.12 Extra-Curricular Joint Committee

Purpose: Discuss extra-curricular positions and compensation to make recommendations to the administration regarding same. The committee may also review and discuss the evaluation process for coaches and activity sponsors

Membership: The committee is comprised of no fewer than three (3) members appointed by the ALT Executive Board and no fewer than (3) members of the administration.

Responsibilities:

- Meet when needed at the request of either the ALT Executive Board or the administration
- Audit Appendix B activities and athletics no later than April 1 of each school year
- Make recommendations to the Board for addition of new Appendix B positions
- Make recommendations to the Board for removal of existing Appendix B positions
- Make recommendations to the Board and the ALT Executive Board for compensation and working conditions associated with existing and new Appendix B positions

Procedure for New Clubs:

1. *Establish New Recognized Student Organization (RSO)* Form must be completed and submitted for approval.
2. New club may start upon notice of approval.
3. Sponsor of new club is unpaid during RSO Year One**.
4. New club is assessed by the Director of Activities and Athletics after completion of RSO Year One.
5. If the new club is determined to be viable by the Director of Activities and Athletics upon completion of RSO Year One, the club goes on to RSO Year Two and is compensated per Group L (Step 1)***.
6. The new club is assessed by the Director of Activities and Athletics after completion of RSO Year Two.
7. If the RSO Year Two club remains viable, the sponsor's compensation for the following year is referred to the Extra-Curricular Joint Committee for recommended Group placement during annual audit of Appendix B activities and athletics.

**A new club must start on or before December 1 for the current school year to count as RSO Year One. A new club that starts after December 1 does not complete RSO Year Two until the end of the following school year.

***A maximum of three (3) Group L stipends shall be available for RSO Year Two club sponsors in any given school year and shall be extended in chronological order per *Establish New RSO Form* approval date.

Criteria for Compensation Recommendation: The committee shall use the following criteria, which may be amended by the committee as needed, to recommend changes:

1. Competitiveness (as applicable)
2. Length of season/program
3. Level of responsibility
4. Number of competitions (as applicable)
5. Number of meetings/events
6. Professional competitive rates (as applicable)
7. Student attendance/participation
8. Evidence of sufficient student interest
9. Congruence with the District's mission statement
10. Availability of qualified sponsor
11. Availability of facilities so as not to conflict with current school events
12. Availability of funds (where necessary).

The following procedures and forms, created and modified by the Extra-Curricular Joint Committee, are available on the ALT resource site:

- Procedure to Request Establishment of a New Recognized Student Organization;
- Procedure to Request Compensation for the Sponsor/Advisor/Coach of a New Recognized Student Organization; and
- Procedure to Request Review of Compensation for the Sponsor/Advisor/Coach of an Existing Student Organization.

ARTICLE VI - NON-INTERRUPTION OF WORK

6.1 Work Stoppage

The Association agrees that neither the Association nor any of the employees covered by the Agreement will instigate, promote, sponsor, engage in, or condone any strike, slowdown, concerted stoppage of work, or any other intentional interruption of the operations of the Board regardless of the reason for so doing during the term of this agreement.

ARTICLE VII - LEAVES

7.1 Leave of Absence Without Pay

7.1.1 Leave of Absence

A leave of absence without pay for educational purposes, political office, military service, child-rearing, or physical incapacity may be granted by the Board upon recommendation of the Superintendent for not more than four (4) consecutive semesters. If it is in the best interest of the employee and the District, an additional two (2) semesters can be recommended for approval to the Board.

Family medical leave will be granted within this general leave section in accordance with the *Family Medical Leave Act*.

7.1.2 Written Request - Leave of Absence without Pay

A written request for a leave of absence without pay must be made prior to February 1st, for fall semester consideration, and prior to October 1st for spring semester consideration. When emergency or unusual circumstances prevent this deadline from being met, a written request must be made as early as possible.

7.1.3 Benefits - Leave of Absence without Pay

A teacher on a leave of absence without pay may keep his/her insurance, health, life, and dental, in effect by making the necessary contributions to the District at his/her own expense. Lack of regular and timely payment will result in termination of this benefit.

7.1.4 Seniority - Leave of Absence without Pay

A teacher granted leave under this provision for more than ninety (90) days does not accrue seniority or advance on the salary schedule while on leave.

7.1.5 Tenure Status - Leave of Absence without Pay

Accrual of tenure shall be in accordance with the *Illinois School Code*.

7.1.6 Proportioning of Medical/Personal Paid Leave - Leave of Absence without Pay

A teacher who is granted an unpaid leave for a semester will receive one-half (½) of the allotted paid medical or personal business leave days for the school year in which the leave is taken. A teacher who is granted an unpaid leave for an entire school year will receive none of the allotted paid medical leave or personal leave days for the school year in which the leave is taken.

7.1.7 Returning Statement

The teacher shall notify the Superintendent of his/her decision to return to or terminate his/her position on or before February 1st of the school year preceding the school year in which the reinstatement is to begin, except in an emergency in which case the teacher shall notify the Superintendent of his/her decision as soon as practicable. Failure to provide timely notice in accordance with this Section shall operate as a resignation at the end of the current school year.

7.2 Leave with Pay - Medical

The Board shall grant sick leave at full pay to any teacher for absences resulting from personal illness, mental or behavioral health complications, quarantine at home, serious illness or death involving any member of the immediate family (as defined by the *Illinois School Code*) or household, or birth, adoption, or placement for adoption and the acceptance of a child in need of foster care to the extent permitted by Section 24-6 of the *Illinois School Code*. The Board shall grant medical leave at full pay to any teacher for absences resulting from the death of any member of the immediate family as defined by the *Illinois School Code*. Employees shall apply electronically to their Division Chair, the Principal, and the Superintendent for any medical leave.

7.2.1 Days of Entitlement - Medical Leave

Each full-time teacher is entitled to 15 days of medical leave per year. The accumulation of medical leave days is unlimited.

7.2.2 Use of Paid Medical Leave for Birth, Adoption, or Fostering of Child

Any teacher may use up to thirty (30) days of his/her accumulated paid medical leave within the twelve (12)-month period following the birth, adoption, placement for adoption, or start of foster care of a child and for no other purpose.

7.2.3 Deduction Provision - Medical Leave

Time missed in any day shall be counted in quarter ($\frac{1}{4}$) hours.

7.2.4 Exceeding Allotment - Medical Leave

Teachers who exceed their total number of accumulated sick days shall be docked 1/181 of the yearly salary for each day absent.

7.2.5 Medical Certificate - Medical Leave

The Board may require certification as a basis for pay during leave after an absence of five (5) days for personal illness or thirty (30) days for birth or as the Board may deem necessary in other cases. This certificate should confirm the teacher's need to miss work and his/her ability to return to full-time employment. If the Board does require a certificate as a basis for pay during leave of less than five (5) days for personal illness, the Board shall pay the expenses incurred by the teacher in obtaining the certificate. For paid leave for adoption or placement for adoption, the Board may require that the teacher provide evidence that the formal adoption process is underway, and such leave is limited to thirty (30) days.

7.2.6 Unused Medical Leave - Retirement

Upon retirement from District 210, the District shall assist each teacher in verifying and applying the accumulated unused sick days to pension credit through TRS to the extent permitted by law.

7.3 Leave with Pay - Personal Business

The Board shall grant personal leave at full pay which can be used for personal business that cannot be conducted at times other than during the teacher's work day. Teachers shall apply electronically to their Division Chair, the Principal, and the Superintendent on the appropriate form any personal business leave forty-eight (48) hours in advance of the absence. If an emergency exists, the teacher should notify the Superintendent as soon as possible. Personal business leave shall not be allowed or taken before or after a holiday, holiday weekend, or vacation break including winter vacation, spring vacation, and summer vacation with the exception of the need to take such a personal business day for the observance of a religious holiday.

7.3.1 Days of Entitlement

Each teacher shall be entitled to two (2) days per year. Beginning with the 1994-95 school year, unused personal business days will accumulate in each teacher's personal leave bank to a maximum of five (5) such days. When the personal leave bank is at its maximum of five

(5) days, additional unused personal business days will be added to accumulated medical leave and shall be available for the teacher's use as sick leave.

7.3.2 Deduct Provisions - Period

Time missed in a day shall be counted in quarter ($\frac{1}{4}$) hours.

7.3.3 Exceeding Allotment - Personal Business Leave

Teachers who exceed their total number of accumulated personal business days shall be docked 1/181 of the yearly salary for each day absent. In the event of unusual circumstances the Superintendent may allow a teacher to borrow one or two personal business leave days from the subsequent school year.

7.3.4 Excessive Requests - Personal Business Leave

In the event that too many teachers request personal leave, resulting in adverse efficiency in the operation of the school, or part thereof, the Administration may limit the number of teachers who take personal business leave.

7.4 Bereavement Leave

Pursuant to the *Illinois Family Bereavement Leave Act*, teachers are allowed up to ten (10) unpaid bereavement leave days when there has been a death in the immediate family as defined by the *Illinois School Code*. A teacher may substitute up to three (3) days of paid bereavement leave for a portion of these ten (10) unpaid bereavement leave days. Such paid leave shall be without deduction from available sick or personal leave when there has been a death in the immediate family (as defined by the *Illinois School Code*), a miscarriage, or a stillbirth.

Additionally, a teacher may substitute up to seven (7) paid sick leave days for all or a portion of the remaining unpaid bereavement leave days when there has been a death in the immediate family (as defined by the *Illinois School Code*), a miscarriage, or a stillbirth.

Any paid bereavement days not used during the school year granted shall be forfeited and shall not be converted to sick leave.

7.5 Proportionate Reduction in Stipends for Activities and Athletics While on Leaves of Absence

While on a leave of absence, a teacher may not perform duties associated with coaching, sponsoring, or directing clubs, activities, and athletics. A reduction in compensation proportionate to the percentage of time missed during the duration or season of the club, activity, or sport shall be made.

7.6 Jury Duty

Any employee who is required to serve on a jury of any court shall be excused from work without loss of pay, sick, or personal time for the days on which the employee must be present for such service and on which he or she would otherwise have been scheduled to work.

ARTICLE VIII - GRIEVANCE PROCEDURE

8.1 Definition

A Grievance shall be any claim by the Association, a teacher, or group of teachers that there has been a violation, misinterpretation, or misapplication of the terms of this agreement.

All time limits consist of school days with one exception. When a grievance is submitted fewer than ten (10) days before the close of the current school term, then time limits shall consist of all weekdays.

8.2 Procedures

The parties acknowledge that it is usually most desirable for a teacher and the Employer to resolve problems through free and informal communications. However, a grievance shall be processed as follows:

A. Step I

The grievant shall present the grievance in writing within fifteen (15) days of the incident giving rise to the grievance, or within fifteen (15) days of the date on which a reasonable person should have known of the existence of a grievance. In so doing, the grievance shall set forth the details of the alleged violation, the specific sections of the Agreement allegedly violated and the remedy sought. The immediately involved supervisor will arrange for a meeting to take place within five (5) days after receipt of the grievance. The Association's representative, the grievant, and the immediately involved supervisor shall be present for the meeting. Within five (5) days of the meeting, the grievant and the Association shall be provided with the supervisor's written reasons, including the reasons for this decision.

B. Step II

If the grievance is not solved at Step I, then the Association may refer the grievance to the Superintendent or the Superintendent's official designee within fifteen (15) days after receipt of the Step I response. The Superintendent shall arrange, with the Association representative, for a meeting to take place within five (5) days of the Superintendent's receipt of the appeal. Within five (5) days of the meeting, the

Association shall be provided with the Superintendent's written response, including the reasons for the decision.

C. Step III

If the grievance is not solved at Step II, then the Association may refer the grievance to the Board of Education within fifteen (15) days after receipt of the Step II response. The Board shall arrange, with the Association representatives, for a meeting to take place within five (5) working days of the Board's receipt of the appeal. Within five (5) days of the meeting, the Association shall be provided with the Board's written response, including the reasons for the decision.

D. Step IV

If the Association is not satisfied with the disposition of the grievance at Step III, the Association may submit the grievance to final and binding arbitration. If a demand for arbitration is not filed with the Employer within thirty (30) days of the date of the Step II response, then the grievance shall be deemed withdrawn. If, within fifteen (15) days, of the filing of the demand with the Board, the parties cannot agree on an arbitrator, the demand shall be submitted to the American Arbitration Association which shall act as the administrator of the proceedings. The costs of acquiring an arbitrator (excluding attorneys for the respective parties) shall be paid by the parties on an equal basis.

8.3 Bypass

By mutual agreement, any step of the grievance procedure may be bypassed.

ARTICLE IX - NEGOTIATIONS PROCEDURE

9.1 Negotiations Provisions

The parties shall commence bargaining for a successor agreement within sixty (60) days of either party's request or on or before March 1 of the last year of the contract or such other date as the parties may mutually agree, and shall bargain as per the *Illinois Educational Labor Relations Act* and its Rules and Regulations. Each party shall appoint no more than seven (7) representatives to its negotiations committee, in addition to legal counsel and/or IEA UniServ Director.

ARTICLE X - EFFECTIVE AGREEMENT

10.1 Terms and Conditions

The terms and conditions set forth in this Agreement represent the full and complete understanding between the Board and the Association. The terms and conditions of this Agreement may be modified only through the written mutual consent of the Board and the Association.

10.2 Teacher Contracts

The terms and conditions of the Agreement shall be reflected in individual contracts or employment agreements.

10.3 Court Ruling

If any provisions of this Agreement are, or shall be at anytime contrary to statutory law or decisions of the Courts, or adversely affect the payment of state or federal funds to the District, or the recognition or accreditation of the District by the State Board of Education, then that provision shall be unenforceable while all other provisions of this Agreement shall continue in effect.

ARTICLE XI - PROFESSIONAL DUES

11.1 Dues Check-Off

The Board will make available payroll deductions for professional dues as required in Section 24-21.1 of the School Code provided the Association indemnifies and holds harmless the Board from any and all claims, demands, suits, and costs incurred in connection with any such claim, demand, or suit, resulting from any reasonable action taken or omitted by the employer for the purpose of complying with the provisions of this section.

ARTICLE XII - DURATION OF AGREEMENT

12.1 Length of Agreement

This Agreement shall be effective as of July 1, 2023 and shall continue in full force and effect through June 30, 2027.

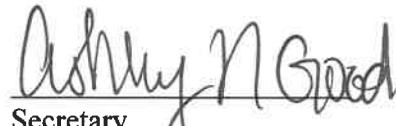
ARTICLE XIII - EXECUTION OF AGREEMENT

This Agreement is signed this 21 day of FEBRUARY, 2023
IN WITNESS THEREOF:

For the Association of the Lemont Teachers:



President



Secretary

For the Board of Education School District 210:



President



Secretary

2023-2024 SALARY SCHEDULE - FINAL TRS INCLUDED

							<u>CAS*</u>
<u>Step</u>	<u>BA+0</u>	<u>BA+15</u>	<u>MA+0</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>2nd MA*</u> <u>MA+60</u>
1	\$57,244	\$58,961	\$63,955	\$65,876	\$68,217	\$70,952	\$74,035
2	\$58,592	\$60,349	\$67,190	\$69,205	\$71,666	\$73,816	\$77,025
3	\$60,054	\$61,854	\$68,097	\$70,141	\$73,595	\$75,804	\$79,100
4	\$61,705	\$63,558	\$69,795	\$71,888	\$75,433	\$77,697	\$81,075
5	\$63,433	\$65,335	\$71,733	\$73,885	\$77,525	\$79,853	\$83,326
6	\$65,210	\$67,164	\$73,418	\$75,620	\$80,001	\$82,400	\$85,987
7	\$67,033	\$69,045	\$75,366	\$77,627	\$81,842	\$84,298	\$87,963
8	\$68,912	\$70,979	\$77,100	\$79,411	\$83,724	\$86,238	\$89,987
9	\$70,842	\$72,967	\$78,873	\$81,240	\$85,651	\$88,219	\$92,056
10	\$72,824	\$75,010	\$80,766	\$83,187	\$87,830	\$90,467	\$94,398
11	\$74,863	\$77,109	\$82,826	\$85,309	\$90,069	\$92,774	\$96,899
12	\$76,959	\$79,268	\$84,731	\$87,272	\$92,143	\$94,905	\$99,125
13	\$79,115	\$81,488	\$87,433	\$90,059	\$94,713	\$97,554	\$101,892
14	\$81,330	\$83,769	\$89,614	\$92,304	\$97,079	\$99,992	\$104,484
15	\$83,200	\$85,695	\$91,671	\$94,424	\$99,312	\$102,291	\$106,888
16	\$85,115	\$87,667	\$94,025	\$96,852	\$101,674	\$104,631	\$109,341
17	\$87,073	\$89,682	\$96,792	\$99,692	\$104,118	\$107,244	\$112,061
18	\$89,075	\$91,746	\$99,624	\$102,611	\$106,886	\$110,239	\$114,913
19	\$91,122	\$93,857	\$102,370	\$105,441	\$109,550	\$112,837	\$117,522
20	\$93,219	\$96,015	\$105,098	\$108,253	\$112,472	\$115,622	\$120,030

Longevity Increment:

Any teacher beyond step 20 in the BA, BA+15, MA, MA+15 lanes shall receive their previous year's salary plus a longevity payment of \$5,000.

Any teacher beyond step 20 in the MA+30, MA+45, MA+60 lanes shall receive their previous year's salary plus a longevity payment of \$6,000.

*Not available to teachers hired after the 2022-23 school year.

**Off-Schedule Teacher Lane Change: Teachers off the salary schedule who are eligible for a lane change shall be paid the same salary as other teachers with the equivalent level of education and years of experience. When no teacher with the equivalent education and years of experience is available for comparable salary placement, ALT and the Administration shall meet to determine the appropriate salary for the teacher who has achieved a lane change.

2024-2025 SALARY SCHEDULE - FINAL TRS INCLUDED

							<u>CAS*</u>
<u>Step</u>	<u>BA+0</u>	<u>BA+15</u>	<u>MA+0</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>2nd MA*</u> <u>MA+60</u>
1	\$59,562	\$61,349	\$66,449	\$68,445	\$70,878	\$73,719	\$77,626
2	\$60,965	\$62,793	\$69,810	\$71,904	\$74,460	\$76,695	\$80,761
3	\$62,486	\$64,360	\$70,752	\$72,876	\$76,466	\$78,760	\$82,937
4	\$64,204	\$66,132	\$72,517	\$74,692	\$78,374	\$80,727	\$85,007
5	\$66,002	\$67,981	\$74,530	\$76,767	\$80,549	\$82,967	\$87,368
6	\$67,851	\$69,884	\$76,281	\$78,569	\$83,121	\$85,614	\$90,157
7	\$69,748	\$71,841	\$78,305	\$80,654	\$85,034	\$87,586	\$92,229
8	\$71,702	\$73,854	\$80,107	\$82,508	\$86,989	\$89,601	\$94,351
9	\$73,712	\$75,922	\$81,949	\$84,408	\$88,991	\$91,660	\$96,521
10	\$75,773	\$78,048	\$83,916	\$86,432	\$91,256	\$93,995	\$98,976
11	\$77,895	\$80,232	\$86,180	\$88,764	\$93,717	\$96,531	\$101,599
12	\$80,076	\$82,478	\$88,162	\$90,806	\$95,874	\$98,748	\$103,932
13	\$82,320	\$84,789	\$90,974	\$93,706	\$98,549	\$101,505	\$106,834
14	\$84,624	\$87,162	\$93,244	\$96,043	\$101,011	\$104,042	\$109,552
15	\$86,569	\$89,165	\$95,384	\$98,248	\$103,335	\$106,434	\$112,072
16	\$88,562	\$91,217	\$97,833	\$100,775	\$105,792	\$108,869	\$114,644
17	\$90,600	\$93,314	\$100,712	\$103,730	\$108,335	\$111,587	\$117,496
18	\$92,682	\$95,462	\$103,658	\$106,766	\$111,215	\$114,704	\$120,487
19	\$94,813	\$97,659	\$106,516	\$109,712	\$113,987	\$117,407	\$123,222
20	\$96,994	\$99,904	\$109,355	\$112,637	\$117,027	\$120,305	\$125,852

Longevity Increment:

Any teacher beyond step 20 in the BA, BA+15, MA, MA+15 lanes shall receive their previous year's salary plus a longevity payment of \$5,000.

Any teacher beyond step 20 in the MA+30, MA+45, MA+60 lanes shall receive their previous year's salary plus a longevity payment of \$6,000.

*Not available to teachers hired after the 2022-23 school year.

**Off-Schedule Teacher Lane Change: Teachers off the salary schedule who are eligible for a lane change shall be paid the same salary as other teachers with the equivalent level of education and years of experience. When no teacher with the equivalent education and years of experience is available for comparable salary placement, ALT and the Administration shall meet to determine the appropriate salary for the teacher who has achieved a lane change.

2025-2026 SALARY SCHEDULE - FINAL TRS INCLUDED

							<u>CAS*</u>
<u>Step</u>	<u>BA+0</u>	<u>BA+15</u>	<u>MA+0</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>2nd MA*</u> <u>MA+60</u>
1	\$62,213	\$64,079	\$69,406	\$71,491	\$74,032	\$76,999	\$81,080
2	\$63,678	\$65,587	\$72,917	\$75,104	\$77,774	\$80,108	\$84,354
3	\$65,266	\$67,224	\$73,901	\$76,119	\$79,868	\$82,265	\$86,627
4	\$67,062	\$69,074	\$75,744	\$78,016	\$81,862	\$84,319	\$88,790
5	\$68,939	\$71,006	\$77,847	\$80,183	\$84,133	\$86,659	\$91,255
6	\$70,871	\$72,994	\$79,676	\$82,066	\$86,820	\$89,424	\$94,169
7	\$72,852	\$75,038	\$81,789	\$84,243	\$88,818	\$91,484	\$96,333
8	\$74,893	\$77,140	\$83,672	\$86,180	\$90,860	\$93,588	\$98,550
9	\$76,992	\$79,300	\$85,595	\$88,164	\$92,951	\$95,738	\$100,816
10	\$79,145	\$81,521	\$87,651	\$90,278	\$95,316	\$98,178	\$103,381
11	\$81,361	\$83,802	\$90,015	\$92,714	\$97,888	\$100,827	\$106,120
12	\$83,639	\$86,148	\$92,086	\$94,847	\$100,141	\$103,143	\$108,557
13	\$85,983	\$88,562	\$95,023	\$97,876	\$102,934	\$106,022	\$111,588
14	\$88,389	\$91,040	\$97,393	\$100,317	\$105,506	\$108,672	\$114,427
15	\$90,422	\$93,133	\$99,628	\$102,620	\$107,933	\$111,170	\$117,059
16	\$92,503	\$95,276	\$102,186	\$105,259	\$110,500	\$113,713	\$119,745
17	\$94,632	\$97,466	\$105,194	\$108,346	\$113,156	\$116,553	\$122,725
18	\$96,807	\$99,710	\$108,271	\$111,517	\$116,164	\$119,808	\$125,848
19	\$99,032	\$102,004	\$111,256	\$114,594	\$119,060	\$122,631	\$128,705
20	\$101,311	\$104,349	\$114,221	\$117,649	\$122,235	\$125,658	\$131,752

Longevity Increment:

Any teacher beyond step 20 in the BA, BA+15, MA, MA+15 lanes shall receive their previous year's salary plus a longevity payment of \$5,000.

Any teacher beyond step 20 in the MA+30, MA+45, MA+60 lanes shall receive their previous year's salary plus a longevity payment of \$6,000.

*Not available to teachers hired after the 2022-23 school year.

**Off-Schedule Teacher Lane Change: Teachers off the salary schedule who are eligible for a lane change shall be paid the same salary as other teachers with the equivalent level of education and years of experience. When no teacher with the equivalent education and years of experience is available for comparable salary placement, ALT and the Administration shall meet to determine the appropriate salary for the teacher who has achieved a lane change.

2026-2027 SALARY SCHEDULE - FINAL TRS INCLUDED

							<u>CAS*</u>
<u>Step</u>	<u>BA+0</u>	<u>BA+15</u>	<u>MA+0</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>2nd MA*</u> <u>MA+60</u>
1	\$64,620	\$66,558	\$72,092	\$74,257	\$76,897	\$79,979	\$84,218
2	\$66,142	\$68,125	\$75,739	\$78,011	\$80,784	\$83,208	\$87,619
3	\$67,792	\$69,825	\$76,761	\$79,065	\$82,959	\$85,449	\$89,980
4	\$69,657	\$71,748	\$78,676	\$81,035	\$85,030	\$87,582	\$92,226
5	\$71,607	\$73,754	\$80,859	\$83,286	\$87,389	\$90,013	\$94,787
6	\$73,613	\$75,819	\$82,759	\$85,242	\$90,180	\$92,884	\$97,813
7	\$75,671	\$77,942	\$84,955	\$87,503	\$92,255	\$95,024	\$100,061
8	\$77,792	\$80,125	\$86,910	\$89,515	\$94,376	\$97,210	\$102,364
9	\$79,971	\$82,369	\$88,908	\$91,576	\$96,548	\$99,444	\$104,718
10	\$82,208	\$84,676	\$91,043	\$93,772	\$99,005	\$101,977	\$107,382
11	\$84,510	\$87,045	\$93,499	\$96,302	\$101,676	\$104,729	\$110,027
12	\$86,876	\$89,482	\$95,649	\$98,518	\$104,016	\$107,134	\$112,759
13	\$89,310	\$91,989	\$98,150	\$101,114	\$106,917	\$110,125	\$115,607
14	\$91,810	\$94,564	\$101,162	\$104,199	\$109,589	\$112,878	\$118,855
15	\$93,921	\$96,737	\$103,484	\$106,592	\$112,110	\$115,473	\$121,589
16	\$96,083	\$98,963	\$106,141	\$109,333	\$114,776	\$118,114	\$124,380
17	\$98,294	\$101,238	\$109,265	\$112,539	\$117,535	\$121,063	\$127,474
18	\$100,553	\$103,568	\$112,461	\$115,833	\$120,659	\$124,445	\$130,719
19	\$102,864	\$105,952	\$115,562	\$119,029	\$123,667	\$127,377	\$133,686
20	\$105,231	\$108,388	\$118,641	\$122,202	\$126,965	\$130,521	\$137,051

Longevity Increment:

Any teacher beyond step 20 in the BA, BA+15, MA, MA+15 lanes shall receive their previous year's salary plus a longevity payment of \$5,000.

Any teacher beyond step 20 in the MA+30, MA+45, MA+60 lanes shall receive their previous year's salary plus a longevity payment of \$6,000.

*Not available to teachers hired after the 2022-23 school year.

**Off-Schedule Teacher Lane Change: Teachers off the salary schedule who are eligible for a lane change shall be paid the same salary as other teachers with the equivalent level of education and years of experience. When no teacher with the equivalent education and years of experience is available for comparable salary placement, ALT and the Administration shall meet to determine the appropriate salary for the teacher who has achieved a lane change.

Appendix A - Footnotes

All lane headings that represent credit hours after a certain degree (e.g., BA+15) are in reference to semester hours. Any credit hours based on quarter hours should be converted to semester hours using the following formula: 1 semester hour equals 1.5 quarter hours.

APPENDIX B

ACTIVITIES AND ATHLETICS COMPENSATION

Support Positions	Position	Level
Activities+	Assistant Director	F
Athletics+	Assistant Director	C
Athletics Conditioning		E
Athletics Strength		E
Performing Arts Center+	Director	F

+ - In addition to the stipend, the position receives (1) non-teaching block per semester in addition to any evaluative release periods as indicated in Appendix B.

IHSA Athletic Offerings	Position	Level	Position	Level
Badminton	Head Coach	C	Assistant	F
Baseball	Head Coach	B	Assistant (4)	E
Basketball (B)	Head Coach	A	Assistant (3)	D
Basketball (G)	Head Coach	A	Assistant (3)	D
Bowling (B)	Head Coach	D		
Bowling (G)	Head Coach	D	Assistant	G
Cheerleading (Fall)	Head Coach	G	Assistant (2)	J
Cheerleading (Winter)	Head Coach	E	Assistant (2)	H
Cross Country (B)	Head Coach	C	Assistant (1)	F
Cross Country (G)	Head Coach	C	Assistant (1)	F
Dance (Fall)	Head Coach	H	Assistant	J
Dance (Winter)	Head Coach	F	Assistant	H
Football	Head Coach	A	Assistant (11)	D
Golf (B)	Head Coach	D	Assistant	G
Golf (G)	Head Coach	D		
Lacrosse	Head Coach	C	Assistant	F
Soccer (B)	Head Coach	B	Assistant (3)	E
Soccer (G)	Head Coach	B	Assistant (3)	E
Softball	Head Coach	B	Assistant (3)	E
Swimming (B)	Head Coach	B	Assistant	E
Swimming (G)	Head Coach	B	Assistant	E
Tennis (B)	Head Coach	C	Assistant	F
Tennis (G)	Head Coach	C	Assistant	F
Track (w/Indoor) (B)	Head Coach	B	Assistant (2)	E
Track (w/Indoor) (G)	Head Coach	B	Assistant (2)	E
Volleyball (B)	Head Coach	B	Assistant	E
Volleyball (G)	Head Coach	B	Assistant (3)	E
Wrestling	Head Coach	A	Assistant (3)	D

<u>IHSA/Competitive Activities</u>	<u>Position</u>	<u>Level</u>	<u>Position</u>	<u>Level</u>
Academic Challenge	Sponsor	K		
Bass Fishing	Sponsor	K		
Chess	Sponsor	F		
FBLA	Sponsor	I		
Group Interpretation	Director	I		
Mathletes	Sponsor	E	Assistant (2)	G
Robotics	Sponsor	I		
Scholastic Bowl	Sponsor	F	Assistant	H
Special Olympics	Sponsor	G	Assistant	K
Speech	Sponsor	C	Assistant (2)	F

<u>Production/Performance Activities</u>	<u>Position</u>	<u>Level</u>	<u>Position</u>	<u>Level</u>
Drama Club	Sponsor	I		
Drama (Fall Play)	Director	G	Assistant	I
Drama (Winter Play)	Director	G	Assistant	I
Drama Set Construction (Fall Play)		J/K*		
Drama Set Construction (Winter Play)		J/K*		
Musical Acting	Director	I		
Musical Accompanist		I		
Musical Choreographer		I		
Musical Orchestra	Director	I		
Musical Producer	Manager	I		
Musical Set Construction		J/K*		
Musical Technical/Assistant	Director	J		
Musical Vocal	Director	I		

<u>Co-Curricular</u>	<u>Position</u>	<u>Level</u>	<u>Position</u>	<u>Level</u>
Concert Band	Director	G	Assistant	I
Creative Writing Journal	Sponsor	J		
Marching Band	Director	B	Assistant	D
Newspaper	Sponsor	I		
Winter Spirit Band	Director	L		

<u>School Club Activities</u>	<u>Position</u>	<u>Level</u>	<u>Position</u>	<u>Level</u>
Art Club	Sponsor	K		
Class Sponsor (Freshman)	Sponsor	K		
Class Sponsor (Junior) (3)	Sponsor	J		
Class Sponsor (Senior)	Sponsor	K		
Class Sponsor (Sophomore)	Sponsor	K		
HOSA	Sponsor	K		
Interact	Sponsor	F		
Leo Club	Sponsor	L		
Link Crew	Sponsor	L		

Model UN	Sponsor	J		
National Honor Society	Sponsor	F		
Science Club	Sponsor	J		
Student Council	Sponsor	E	Assistant	H
Technology Student Association	Sponsor	J		
World Language Club	Sponsor	J		
Yearbook	Sponsor	C	Assistant	F

Departmental Honor Societies	Position	Level
NEHS (English)	Sponsor	J
Mu Alpha Theta (Math)	Sponsor	J
Rho Kappa (Social Studies Honor Society)	Sponsor	L
SNHS (Science Honor Society)	Sponsor	L

Other	Position	Level
Junior Achievement	Sponsor	***
Mentor****		L
Project Graduation	Sponsor	K

* - “K” amount to be paid if the position is filled by a teacher instructing the Theatre Tech Classes, otherwise “J” amount is paid.

*** - Total annual compensation for Junior Achievement Sponsorship is \$5,484.40 each school year. The lead sponsor is responsible for turning in a timesheet that shows the amount of time each sponsor put in. The \$5,484 is divided by the number of hours per sponsor.

**** - Mentors will remain on step 1.

Activities and Athletics Stipend Schedule
2023-2024

	<u>16</u>	<u>14</u>	<u>12</u>	<u>10</u>	<u>9</u>	<u>8</u>
<u>STEP</u>	<u>Group A</u>	<u>Group B</u>	<u>Group C</u>	<u>Group D</u>	<u>Group E</u>	<u>Group F</u>
1	\$9,159.04	\$8,014.16	\$6,869.28	\$5,724.40	\$5,151.96	\$4,579.52
2	\$9,374.72	\$8,202.88	\$7,031.04	\$5,859.20	\$5,273.28	\$4,687.36
3	\$9,608.64	\$8,407.56	\$7,206.48	\$6,005.40	\$5,404.86	\$4,804.32
4	\$9,872.80	\$8,638.70	\$7,404.60	\$6,170.50	\$5,553.45	\$4,936.40
5	\$10,149.28	\$8,880.62	\$7,611.96	\$6,343.30	\$5,708.97	\$5,074.64
6	\$10,433.60	\$9,129.40	\$7,825.20	\$6,521.00	\$5,868.90	\$5,216.80
7	\$10,725.28	\$9,384.62	\$8,043.96	\$6,703.30	\$6,032.97	\$5,362.64
8	\$11,025.92	\$9,647.68	\$8,269.44	\$6,891.20	\$6,202.08	\$5,512.96
9	\$11,334.72	\$9,917.88	\$8,501.04	\$7,084.20	\$6,375.78	\$5,667.36
10	\$11,651.84	\$10,195.36	\$8,738.88	\$7,282.40	\$6,554.16	\$5,825.92
11-19	\$12,467.47	\$10,909.04	\$9,350.60	\$7,792.17	\$7,012.95	\$6,233.73
20+	\$13,283.10	\$11,622.71	\$9,962.32	\$8,301.94	\$7,471.74	\$6,641.55
	<u>7</u>	<u>6</u>	<u>5</u>	<u>4</u>	<u>3</u>	<u>2</u>
<u>STEP</u>	<u>Group G</u>	<u>Group H</u>	<u>Group I</u>	<u>Group J</u>	<u>Group K</u>	<u>Group L</u>
1	\$4,007.08	\$3,434.64	\$2,862.20	\$2,289.76	\$1,717.32	\$1,144.88
2	\$4,101.44	\$3,515.52	\$2,929.60	\$2,343.68	\$1,757.76	\$1,171.84
3	\$4,203.78	\$3,603.24	\$3,002.70	\$2,402.16	\$1,801.62	\$1,201.08
4	\$4,319.35	\$3,702.30	\$3,085.25	\$2,468.20	\$1,851.15	\$1,234.10
5	\$4,440.31	\$3,805.98	\$3,171.65	\$2,537.32	\$1,902.99	\$1,268.66
6	\$4,564.70	\$3,912.60	\$3,260.50	\$2,608.40	\$1,956.30	\$1,304.20
7	\$4,692.31	\$4,021.98	\$3,351.65	\$2,681.32	\$2,010.99	\$1,340.66
8	\$4,823.84	\$4,134.72	\$3,445.60	\$2,756.48	\$2,067.36	\$1,378.24
9	\$4,958.94	\$4,250.52	\$3,542.10	\$2,833.68	\$2,125.26	\$1,416.84
10	\$5,097.68	\$4,369.44	\$3,641.20	\$2,912.96	\$2,184.72	\$1,456.48
11-19	\$5,454.52	\$4,675.30	\$3,896.08	\$3,116.87	\$2,337.65	\$1,558.43
20+	\$5,811.36	\$4,981.16	\$4,150.97	\$3,320.77	\$2,490.58	\$1,660.39

Activities and Athletics Stipend Schedule
2024-2025

	<u>16</u>	<u>14</u>	<u>12</u>	<u>10</u>	<u>9</u>	<u>8</u>
<u>STEP</u>	<u>Group A</u>	<u>Group B</u>	<u>Group C</u>	<u>Group D</u>	<u>Group E</u>	<u>Group F</u>
1	\$9,529.92	\$8,338.68	\$7,147.44	\$5,956.20	\$5,360.58	\$4,764.96
2	\$9,754.40	\$8,535.10	\$7,315.80	\$6,096.50	\$5,486.85	\$4,877.20
3	\$9,997.76	\$8,748.04	\$7,498.32	\$6,248.60	\$5,623.74	\$4,998.88
4	\$10,272.64	\$8,988.56	\$7,704.48	\$6,420.40	\$5,778.36	\$5,136.32
5	\$10,560.32	\$9,240.28	\$7,920.24	\$6,600.20	\$5,940.18	\$5,280.16
6	\$10,856.16	\$9,499.14	\$8,142.12	\$6,785.10	\$6,106.59	\$5,428.08
7	\$11,159.68	\$9,764.72	\$8,369.76	\$6,974.80	\$6,277.32	\$5,579.84
8	\$11,472.32	\$10,038.28	\$8,604.24	\$7,170.20	\$6,453.18	\$5,736.16
9	\$11,793.92	\$10,319.68	\$8,845.44	\$7,371.20	\$6,634.08	\$5,896.96
10	\$12,123.68	\$10,608.22	\$9,092.76	\$7,577.30	\$6,819.57	\$6,061.84
11-19	\$12,972.34	\$11,350.80	\$9,729.25	\$8,107.71	\$7,296.94	\$6,486.17
20+	\$13,821.00	\$12,093.37	\$10,365.75	\$8,638.12	\$7,774.31	\$6,910.50
	<u>7</u>	<u>6</u>	<u>5</u>	<u>4</u>	<u>3</u>	<u>2</u>
<u>STEP</u>	<u>Group G</u>	<u>Group H</u>	<u>Group I</u>	<u>Group J</u>	<u>Group K</u>	<u>Group L</u>
1	\$4,169.34	\$3,573.72	\$2,978.10	\$2,382.48	\$1,786.86	\$1,191.24
2	\$4,267.55	\$3,657.90	\$3,048.25	\$2,438.60	\$1,828.95	\$1,219.30
3	\$4,374.02	\$3,749.16	\$3,124.30	\$2,499.44	\$1,874.58	\$1,249.72
4	\$4,494.28	\$3,852.24	\$3,210.20	\$2,568.16	\$1,926.12	\$1,284.08
5	\$4,620.14	\$3,960.12	\$3,300.10	\$2,640.08	\$1,980.06	\$1,320.04
6	\$4,749.57	\$4,071.06	\$3,392.55	\$2,714.04	\$2,035.53	\$1,357.02
7	\$4,882.36	\$4,184.88	\$3,487.40	\$2,789.92	\$2,092.44	\$1,394.96
8	\$5,019.14	\$4,302.12	\$3,585.10	\$2,868.08	\$2,151.06	\$1,434.04
9	\$5,159.84	\$4,422.72	\$3,685.60	\$2,948.48	\$2,211.36	\$1,474.24
10	\$5,304.11	\$4,546.38	\$3,788.65	\$3,030.92	\$2,273.19	\$1,515.46
11-19	\$5,675.40	\$4,864.63	\$4,053.86	\$3,243.08	\$2,432.31	\$1,621.54
20+	\$6,046.69	\$5,182.87	\$4,319.06	\$3,455.25	\$2,591.44	\$1,727.62

Activities and Athletics Stipend Schedule
2025-2026

	<u>16</u>	<u>14</u>	<u>12</u>	<u>10</u>	<u>9</u>	<u>8</u>
<u>STEP</u>	<u>Group A</u>	<u>Group B</u>	<u>Group C</u>	<u>Group D</u>	<u>Group E</u>	<u>Group F</u>
1	\$9,954.08	\$8,709.82	\$7,465.56	\$6,221.30	\$5,599.17	\$4,977.04
2	\$10,188.48	\$8,914.92	\$7,641.36	\$6,367.80	\$5,731.02	\$5,094.24
3	\$10,442.56	\$9,137.24	\$7,831.92	\$6,526.60	\$5,873.94	\$5,221.28
4	\$10,729.92	\$9,388.68	\$8,047.44	\$6,706.20	\$6,035.58	\$5,364.96
5	\$11,030.24	\$9,651.46	\$8,272.68	\$6,893.90	\$6,204.51	\$5,515.12
6	\$11,339.36	\$9,921.94	\$8,504.52	\$7,087.10	\$6,378.39	\$5,669.68
7	\$11,656.32	\$10,199.28	\$8,742.24	\$7,285.20	\$6,556.68	\$5,828.16
8	\$11,982.88	\$10,485.02	\$8,987.16	\$7,489.30	\$6,740.37	\$5,991.44
9	\$12,318.72	\$10,778.88	\$9,239.04	\$7,699.20	\$6,929.28	\$6,159.36
10	\$12,663.20	\$11,080.30	\$9,497.40	\$7,914.50	\$7,123.05	\$6,331.60
11-19	\$13,549.62	\$11,855.92	\$10,162.22	\$8,468.52	\$7,621.66	\$6,774.81
20+	\$14,436.05	\$12,631.54	\$10,827.04	\$9,022.53	\$8,120.28	\$7,218.02
	<u>7</u>	<u>6</u>	<u>5</u>	<u>4</u>	<u>3</u>	<u>2</u>
<u>STEP</u>	<u>Group G</u>	<u>Group H</u>	<u>Group I</u>	<u>Group J</u>	<u>Group K</u>	<u>Group L</u>
1	\$4,354.91	\$3,732.78	\$3,110.65	\$2,488.52	\$1,866.39	\$1,244.26
2	\$4,457.46	\$3,820.68	\$3,183.90	\$2,547.12	\$1,910.34	\$1,273.56
3	\$4,568.62	\$3,915.96	\$3,263.30	\$2,610.64	\$1,957.98	\$1,305.32
4	\$4,694.34	\$4,023.72	\$3,353.10	\$2,682.48	\$2,011.86	\$1,341.24
5	\$4,825.73	\$4,136.34	\$3,446.95	\$2,757.56	\$2,068.17	\$1,378.78
6	\$4,960.97	\$4,252.26	\$3,543.55	\$2,834.84	\$2,126.13	\$1,417.42
7	\$5,099.64	\$4,371.12	\$3,642.60	\$2,914.08	\$2,185.56	\$1,457.04
8	\$5,242.51	\$4,493.58	\$3,744.65	\$2,995.72	\$2,246.79	\$1,497.86
9	\$5,389.44	\$4,619.52	\$3,849.60	\$3,079.68	\$2,309.76	\$1,539.84
10	\$5,540.15	\$4,748.70	\$3,957.25	\$3,165.80	\$2,374.35	\$1,582.90
11-19	\$5,927.96	\$5,081.11	\$4,234.26	\$3,387.41	\$2,540.55	\$1,693.70
20+	\$6,315.77	\$5,413.52	\$4,511.27	\$3,609.01	\$2,706.76	\$1,804.51

Activities and Athletics Stipend Schedule
2026-2027

	<u>16</u>	<u>14</u>	<u>12</u>	<u>10</u>	<u>9</u>	<u>8</u>
<u>STEP</u>	<u>Group A</u>	<u>Group B</u>	<u>Group C</u>	<u>Group D</u>	<u>Group E</u>	<u>Group F</u>
1	\$10,339.20	\$9,046.80	\$7,754.40	\$6,462.00	\$5,815.80	\$5,169.60
2	\$10,582.72	\$9,259.88	\$7,937.04	\$6,614.20	\$5,952.78	\$5,291.36
3	\$10,846.72	\$9,490.88	\$8,135.04	\$6,779.20	\$6,101.28	\$5,423.36
4	\$11,145.12	\$9,751.98	\$8,358.84	\$6,965.70	\$6,269.13	\$5,572.56
5	\$11,457.12	\$10,024.98	\$8,592.84	\$7,160.70	\$6,444.63	\$5,728.56
6	\$11,778.08	\$10,305.82	\$8,833.56	\$7,361.30	\$6,625.17	\$5,889.04
7	\$12,107.36	\$10,593.94	\$9,080.52	\$7,567.10	\$6,810.39	\$6,053.68
8	\$12,446.72	\$10,890.88	\$9,335.04	\$7,779.20	\$7,001.28	\$6,223.36
9	\$12,795.36	\$11,195.94	\$9,596.52	\$7,997.10	\$7,197.39	\$6,397.68
10	\$13,153.28	\$11,509.12	\$9,864.96	\$8,220.80	\$7,398.72	\$6,576.64
11-19	\$14,074.01	\$12,314.76	\$10,555.51	\$8,796.26	\$7,916.63	\$7,037.00
20+	\$14,994.74	\$13,120.40	\$11,246.05	\$9,371.71	\$8,434.54	\$7,497.37
	<u>7</u>	<u>6</u>	<u>5</u>	<u>4</u>	<u>3</u>	<u>2</u>
<u>STEP</u>	<u>Group G</u>	<u>Group H</u>	<u>Group I</u>	<u>Group J</u>	<u>Group K</u>	<u>Group L</u>
1	\$4,523.40	\$3,877.20	\$3,231.00	\$2,584.80	\$1,938.60	\$1,292.40
2	\$4,629.94	\$3,968.52	\$3,307.10	\$2,645.68	\$1,984.26	\$1,322.84
3	\$4,745.44	\$4,067.52	\$3,389.60	\$2,711.68	\$2,033.76	\$1,355.84
4	\$4,875.99	\$4,179.42	\$3,482.85	\$2,786.28	\$2,089.71	\$1,393.14
5	\$5,012.49	\$4,296.42	\$3,580.35	\$2,864.28	\$2,148.21	\$1,432.14
6	\$5,152.91	\$4,416.78	\$3,680.65	\$2,944.52	\$2,208.39	\$1,472.26
7	\$5,296.97	\$4,540.26	\$3,783.55	\$3,026.84	\$2,270.13	\$1,513.42
8	\$5,445.44	\$4,667.52	\$3,889.60	\$3,111.68	\$2,333.76	\$1,555.84
9	\$5,597.97	\$4,798.26	\$3,998.55	\$3,198.84	\$2,399.13	\$1,599.42
10	\$5,754.56	\$4,932.48	\$4,110.40	\$3,288.32	\$2,466.24	\$1,644.16
11-19	\$6,157.38	\$5,277.75	\$4,398.13	\$3,518.50	\$2,638.88	\$1,759.25
20+	\$6,560.20	\$5,623.03	\$4,685.86	\$3,748.68	\$2,811.51	\$1,874.34

Longevity Stipend for Coaches, Sponsors, and Directors of Activities and Athletics

In addition to compensation per the Activities and Athletics Stipend Schedule, longevity stipends for coaches, sponsors, and directors will be issued as noted below. Members of the collective bargaining unit who have been compensated as a full-time coach, sponsor, or director for the required number of years in the same sport or activity shall receive a longevity stipend. Years of service need not be consecutive. At the conclusion of the sport or activity, the longevity stipend(s) shall be paid in a lump sum.

Years of Eligible Service	Head Position	Assistant Position
20-24	\$600	\$300
25+	\$900	\$600

Hourly Rates

Substituting for an 87-Minute (Block) during a teacher's planning and preparation period during the Regular School Term shall be equal to:

\$47.00 per hour (\$67.35 per block) (including TRS)

Pre-approved additional work to include: predetermined summer job responsibilities, summer school teaching, curriculum/instruction projects, and other additional duties as determined by the Superintendent or designee:

\$45.00 per hour (including TRS)

Pre-approved support for a student with special needs in order to participate in an extra-curricular activity during the school year:

\$45.00 per hour (including TRS)

Pre-approved support with test accommodations for a student beyond contractual dismissal on testing day:

\$45.00 per hour (including TRS)

Providing in-person or virtual homebound tutoring services for a student. Such services may be provided virtually via video conferencing during a teacher's planning and preparation period.

\$45.00 per hour (including TRS)

Saturday Detention Program:

\$36.00 per hour (including TRS)

Lunchroom Supervision or Substituting for Lunchroom Supervisor:

\$35.00 per hour (including TRS)

After School Detention Supervision or Substituting for After School Detention Supervisor:

\$32.00 per hour (including TRS)

Behind the Wheel

\$45.00 per hour (including TRS)

NOTE: Rates take effect on the first day of school in the respective year

Event Supervisors

(all amounts are per event and include TRS)

Athletic Worker A = \$120.00

Athletic Worker B = \$90.00

Athletic Worker C = \$60.00

PAC Ticket Sellers = \$60.00

PAC Supervisor = \$60.00

Bus Sponsor, Chaperone, and Supervisor = \$120.00

Pre-approved Additional Overnight Chaperone and/or Supervisor = \$120.00 nightly (up to 24 hours)

Athletic Worker A	Athletic Worker B	Athletic Worker C
Football Varsity and Sophomore or Playoff	Basketball Varsity and Sophomore or Playoff	Baseball
Wrestling Tournament	Wrestling Tri	Wrestling Dual
Tennis Tournament	Soccer Varsity and Sophomore or Playoff	Single Basketball Game (Regular Season)
Volleyball Tournament		Single Football Game (Regular Season)
Track Invitational		Volleyball
Cross Country Invitational		Track Dual
		Softball
		Soccer Single Game (Regular Season)
		Swim Meet

Summer Coaching

During the summer of 2024, 2025, 2026, and 2027, the Board shall contribute up to \$5,000 per sport to a summer coaching stipend fund to compensate coaches for summer contact time with athletes. The dollar amount contributed to the summer coaching stipend fund per sport shall be determined according to the formula below.

Contribution per sport equals the number of approved contact days with athletes divided by 25, then multiplied by \$5,000. Example: For a sport with 10 approved summer contact days, the Board's contribution to the summer coaching stipend fund would be \$2,000, calculated as (10 divided by 25) multiplied by \$5000.

Head coaches shall receive 40% of the total money contributed, with the remaining 60% to be disbursed among assistant coaches using the appropriate formula below.

To calculate head/assistant coach per diem:

Head Coaches Pay equals 40% of total dollars divided by the total number of days head coaches contribute.

Assistant Coaches Pay equals 60% of total dollars divided by the total number of days assistant coaches contribute.

It is intended for the head coach per diem to be greater than the assistant coach per diem. If the head/assistant coach per diem calculation results in head coaches' per diem being less than assistant coaches' per diem, the Administration and ALT will meet to determine alternative percentage distribution of the summer coaching stipend fund for Head Coaches Pay and Assistant Coaches Pay.

Each head/assistant coach will earn the per diem multiplied by the number of days worked over the summer.

For the purpose of this section, one day of summer contact time is defined as a minimum of one and a half (1.5) approved clock hours with athletes from a single sport.

By May 1, the head coach of each sport must submit a request for summer contact time and a plan for use of approved summer contact time to the Director of Activities and Athletics, who will determine and approve the maximum number of contact days allocated for each sport.

Each head coach and assistant coach must record his or her approved contact days on individual timesheets and submit to the Director of Activities and Athletics promptly following completion of summer contact days.

Any coaches compensated for approved summer contact time must be those who are hired by the district for that sport's official regular-season coaching positions.

Compensable summer contact time for coaches must be time engaged with his/her athletes in activities specific to the particular sport. Weight room supervision is not compensable summer contact time.

Division Chairs

Compensation:

Group C Extra Curricular salary stipend and
\$25 for each full time equivalent staff supervised and
\$150 for each additional department supervised and
\$240 for each tenured teacher evaluated each year and
\$420 for each non-tenured teacher evaluated each year.

Non-teaching Time:

Each Division Chair will receive non-teaching time according to the number of staff supervised:

0-5 staff	1.0 block per day (one (1) release period every other day)
6-8 staff	1.5 block per day
9-10 staff	2.0 blocks per day
11+staff	2.5 blocks per day

Above are the minimum non-teaching blocks for division chairs. At the Superintendent's discretion, non-teaching time may be added. ALT members that are assigned all non-teaching blocks will still remain an ALT member.

Deans

Deans shall receive an annual stipend in Group A of the activity schedule in Appendix B. Beginning with the 2019-20 school year, all new deans shall receive an annual stipend in Group C per the activity schedule in Appendix B. The annual stipend for part-time deans will be prorated according to FTE.

Counselors

Upon request by the Superintendent or designee, counselors shall work up to an additional ninety (90) hours during the summer and the Division Chair for Student Services shall work up to an

additional one hundred and twenty (120) hours during the summer. For additional scheduled work hours requested by the Superintendent or designee during the summer, the compensation shall be the hourly rate per Appendix B, Pre-Approved Additional Work.

School Nurse

Upon request by the Superintendent or designee, the school nurse shall work up to an additional thirty (30) hours during the summer. Compensation shall be the hourly rate per Appendix B, Pre-Approved Additional Work.

Determination of Temporary Overload Compensation

When a teacher takes on full responsibility for an additional class for five (5) or more consecutive meetings of the class (whether single or double blocked), that teacher is entitled to overload compensation. Full responsibility includes, but is not limited to, creating lesson and unit plans, organizing and preparing materials for students, assigning and grading homework, designing and grading tests, entering grades into Skyward, and communicating with parents.

If it is known in advance that a teacher will be taking on full responsibility for an additional class for five (5) or more meetings, the overload compensation will be paid as of the first meeting. Otherwise, payment will be made at the internal substitute rate through the fifth class meeting and a retroactive pay adjustment will be made for the first five (5) consecutive class meetings. Thereafter, each additional consecutive class meeting will be compensated at the overload rate.

Calculation of Overload Compensation

1. Per diem rate of pay = teacher's base salary from salary schedule including TRS divided by 181.
2. Rate of pay per block = teacher's per diem rate divided by four (4).
3. Overload compensation = rate of pay per block multiplied by the number of days the overload is taught.
4. If the overload is less than an entire block, the rate of pay per block will be prorated proportionately.

Compensation for Pre-Approved Summer Special Education Work

Pre-Approved Summer Work Responsibility

Compensation

Administration of psychological diagnostic tests

Per diem hourly rate of pay

Administration of speech and language diagnostic tests	Per diem hourly rate of pay
Participate in IEP meeting	\$40.00 per hour (including TRS)
Additional assigned work	\$40.00 per hour (including TRS)
Participate in new student IEP check-in meeting	\$40.00 per hour (including TRS)
Extended School Year (ESY)	\$40.00 per hour (including TRS)



Lemont High School

800 Porter Street
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Web - www.lhs210.net
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal



Exemplary High Performing School • 2017 National Blue Ribbon Schools Program

DATE: January 12, 2024
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Memorandum of Understanding: Advisory Internal Substitute Pay

Section 3.3.2 of the *2023-2027 Agreement between the Lemont High School District 210 Board of Education and the Association of Lemont Teachers* provides for an advisory period of no more than thirty minutes on Wednesdays selected by the Administration. Appendix B provides for an internal substitution rate of pay of \$47.00 per hour.

When an external or permanent substitute teacher cannot be provided for a teacher who is absent during the advisory period, the Administration may combine the absent teacher's advisory group with a present teacher's advisory group. When this occurs, the present teacher who receives the absent teacher's advisory students shall receive internal substitute compensation, prorated according to the length of the advisory period.

For the District 210 Administration

Dr. Mary Ticknor, Superintendent

For the Association of Lemont Teachers

Marek Dron, President



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Exemplary High Performing School • 2017 National Blue Ribbon Schools Program

DATE: January 12, 2024
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Memorandum of Understanding: Contractual Early Release on the Wednesday Prior to Thanksgiving

Section 3.2.1 of the 2023-2027 Agreement between the Lemont High School District 210 Board of Education and the Association of Lemont Teachers provides for an early release for teachers on the Wednesday prior to Thanksgiving. When there is no school during the week of Thanksgiving, the calendar for that school year will instead reflect an early release for teachers on the Friday before the Labor Day holiday.

For the District 210 Administration

Dr. Mary Ticknor, Superintendent

For the Association of Lemont Teachers

Marek Dron, President



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LETTER OF AGREEMENT

DATE: August 26, 2024
TO: Association of Lemont Teachers (ALT)
FROM: Dr. Mary Ticknor
RE: Adjustment to Appendix B Positions

Section 5.12 of the 2023-2027 ALT collective bargaining agreement provides for the Extra-Curricular Joint Committee to audit student activities and athletics, make recommendations for addition and/or removal of Appendix B positions, and recommend compensation adjustments for existing and new Appendix B positions.

Both ALT and the Board of Education agree to the following changes to Appendix B positions for the 2024-25 school year as recommended by the Extra-Curricular Joint Committee.

- Science Club shall be moved from Level J to Level K on the Activities and Athletics Stipend Schedule.
- Interact Club shall be moved from Level F to Level I on the Activities and Athletics Stipend Schedule.
- Leo Club shall be moved from Level L to Level H on the Activities and Athletics Stipend Schedule.
- National Honor Society shall have two sponsor positions, both at Level G on the Activities and Athletics Stipend Schedule, replacing one sponsor position at Level F.
- Technology Student Association shall be removed from Appendix B positions.
- Art National Honor Society shall be added to Appendix B positions at Level L on the Activities and Athletics Stipend Schedule.

This LOA is effective upon its being approved and signed by the parties. It constitutes the complete understanding between the Parties. No other terms or conditions have been agreed to.

This LOA has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board. This LOA may be executed in counterparts and will be as binding as if signed in one entire document.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Sr., Secretary

For the Association of Lemont Teachers

Marek Dron, President

Dan Priestley, Secretary

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Eric Michaelsen, Principal



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LETTER OF AGREEMENT

DATE: September 10, 2024
TO: Association of Lemont Teachers (ALT)
FROM: Dr. Mary Ticknor
RE: Determination of Head Coach and Assistant Coach Per Diem for Summer 2024

Appendix B, Summer Coaching of the 2023-2027 ALT collective bargaining agreement provides for compensation of coaches for summer contact time with athletes through a summer coaching stipend fund and contains a formula for calculation of per diem for head coaches and assistant coaches based upon a percentage distribution of the fund.

This section of the collective bargaining agreement reflects an intent for the head coach per diem to be greater than the assistant coach per diem and clarifies that ALT and the Administration will determine alternative percentage distribution of the summer coaching stipend fund if the defined percentage distribution results in the head coach per diem being less than the assistant coach per diem.

The collective bargaining agreement does not quantify the intended difference between head coach per diem and assistant coach per diem. For distribution of the 2024 summer coaching fund, both ALT and the Board agree that the head coach per diem shall be \$15 more than the assistant coach per diem and the percentage distribution of the fund shall be 54.5% for head coaches and 45.5% for assistant coaches.

This Letter of Agreement is effective upon its being approved and signed by both parties. It constitutes the complete understanding between the Parties. No other terms or conditions have been agreed to.

This LOA has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board. This LOA may be executed in counterparts and will be as binding as if signed in one entire document.

For the District 210 Board of Education

Kurt Korte, President

For the Association of Lemont Teachers

Marek Dron, President

Mike Kardas, Sr., Secretary

Dan Priestley, Secretary

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LETTER OF UNDERSTANDING

DATE: June 17, 2025

TO: Members of the Association of Lemont Teachers (ALT)

FROM: Dr. Mary Ticknor

RE: Adjustment to Appendix B Positions

Section 5.12 of the 2023-2027 ALT collective bargaining agreement provides for the Extra-Curricular Joint Committee to audit student activities and athletics, make recommendations for addition and/or removal of Appendix B positions, and recommend compensation adjustments for existing and new Appendix B positions.

Both ALT and the Board of Education agree to the following changes to Appendix B positions for the 2025-25 school year as recommended by the Extra-Curricular Joint Committee.

- Golden Cheer and Dance shall be added to Appendix B positions at Level K on the Activities and Athletics Stipend Schedule.
- Science Club shall be moved from Level K to Level J on the Activities and Athletics Stipend Schedule.
- Journalism shall move from Level I to Level L on the Activities and Athletics Stipend Schedule.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Sr., Secretary

For the Association of Lemont Teachers

Justin Weidler, President

Dan Priestley, Secretary



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Eric Michaelsen, Principal



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MEMORANDUM OF UNDERSTANDING

DATE: September 15, 2025
TO: Association of Lemont Teachers (ALT)
FROM: Dr. Matt Maxwell
RE: Division Chair Evaluation Compensation

The 2023-2027 Agreement between the Lemont High School District 210 Board of Education and the Association of Lemont Teachers provides Division Chairs compensation of \$240 for each tenured teacher evaluated each year and \$420 for each non-tenured teacher evaluated each year.

Both ALT and the Board of Education agree that if two Division Chairs are evaluating the same teacher equally, tenured or non-tenured, the compensation for the teacher's evaluation will be split between the two Division Chairs equally each year. If the teacher's evaluations are not distributed equally amongst the two Division Chairs, the Division Chair with the majority of evaluations will receive the full compensation for each tenured and non-tenured teacher evaluated each year.

This MOU is effective upon it being approved and signed by the parties. It constitutes the complete understanding between the parties. No other terms or conditions have been agreed to.

This MOU shall be effective upon its execution by the parties, has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Secretary

For the Association of Lemont Teachers

Justin Weidler, President

Dan Priestley, Secretary



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Memorandum of Understanding

Date: October 20, 2025

To: Members of the Association of Lemont Teachers (ALT)

From: Dr. Matt Maxwell

Subject: Short-Term Substitute Training Agreement MOU

This letter serves to confirm that the **Short-Term Substitute Training Agreement** approved at the October 20, 2025 Board of Education meeting will apply specifically to the **one individual who has completed the short-term substitute training through the South Cook Intermediate Service Center.**

Should another potential short-term substitute be identified in the future, the administration will promptly notify and get approval from ALT prior to moving forward with any additional hiring.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Sr., Secretary

For the Association of Lemont Teachers

Justin Weidler, President

Dan Priestley, Secretary



Short-Term Substitute Training Agreement

This agreement is entered into, by and between the Board of Education of Lemont High School District the teachers of Lemont High School and the Regional Office of Education/Intermediate Service Center of South Cook (hereafter referred to as the Provider). 210

The Provider agrees to deliver a training that provides information on curriculum, classroom management techniques, school safety, and district and building operations as stated in 105 ILCS 5/10-20.67.

The Parties of this agreement recognize that this training is an introduction and that substitute teachers will be more successful with district support specifically in the area of district and building operations.

One of the purposes of the agreement is to provide for the effective and efficient delivery of training services.

Terms: The Provider agrees to deliver the training for a fee agreed to among the Parties or at the expense of the Short-Term Substitute candidate. The Parties shall agree to the number of, dates of, and class capacity of trainings over the course of the Agreement.

All scheduling and concerns will be communicated to and resolved through the district and the Provider.

The Agreement may be terminated by any party for cause with written notification.

IN WITNESS WHEREOF, the parties hereto have executed this agreement the 20 day of October, 2025.

BOARD OF EDUCATION OF Lemont High School (District) in Cook & DuPage COUNTY, ILLINOIS District 210

By: [Signature]
President

ATTEST

By: [Signature]
Secretary

ON BEHALF OF THE TEACHERS:
By: [Signature]
Exclusive Bargaining Representative or Other

By: [Signature]
REGIONAL OFFICE OF EDUCATION



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Eric Michaelsen, Principal



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MEMORANDUM OF UNDERSTANDING

DATE: January 20, 2026
TO: Association of Lemont Teachers (ALT)
FROM: Dr. Matt Maxwell
RE: Instructional Improvement/Evaluation Plan

Section 4.3 of the 2023-2027 ALT collective bargaining agreement provides the Performance Evaluation Reform Act (PERA) Joint Committee to recommend to the Board of Education and ALT Executive Board changes to the procedural aspects.

Both ALT and the Board of Education agree that a teacher who receives his/her final non-tenured summative rating of at least proficient in a year in which tenured teachers do not receive summative ratings will temporarily remain on a one-year or two-year evaluation cycle and will receive a summative rating by January 31 of the summative rating year based upon a minimum of **one formal** and **three informal** observations for a one-year evaluation cycle and **two formal** and **four informal** observations for a two-year evaluation cycle.

This MOU is effective upon it being approved and signed by the parties. It constitutes the complete understanding between the parties. No other terms or conditions have been agreed to.

This MOU shall be effective upon its execution by the parties, has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Secretary

For the Association of Lemont Teachers

Justin Weidler, President

Dan Priestley, Secretary



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Eric Michaelsen, Principal



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MEMORANDUM OF UNDERSTANDING

DATE: January 20, 2026
TO: Association of Lemont Teachers (ALT)
FROM: Dr. Matt Maxwell
RE: Girls Flag Football

Section 5.12 of the 2023-2027 ALT collective bargaining agreement provides the Extra-Curricular Joint Committee to recommend to the Board of Education the addition of an Appendix B position and compensation for new Appendix B positions.

Both ALT and the Board of Education agree to add two Girls Flag Football stipends to Appendix B, beginning with the 2026-2027 school year. The head coach will be placed on Level D and the assistant coach will be placed on level G.

This MOU is effective upon it being approved and signed by the parties. It constitutes the complete understanding between the parties. No other terms or conditions have been agreed to.

This MOU shall be effective upon its execution by the parties, has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Secretary

For the Association of Lemont Teachers

Justin Weidler, President

Dan Priestley, Secretary



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Eric Michaelsen, Principal



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MEMORANDUM OF UNDERSTANDING

DATE: June 15, 2026

TO: Association of Lemont Teachers (ALT)

FROM: Dr. Matt Maxwell

RE: Adjustment to Appendix B Positions

Section 5.12 of the 2023-2027 ALT collective bargaining agreement provides the Extra-Curricular Joint Committee to auditing student activities and athletics, make recommendations for addition and/or removal of Appendix B positions, and recommend compensation adjustments for existing and new Appendix B positions.

Both ALT and the Board of Education agree to the following changes to Appendix B positions for the 2026-2027 school year as recommended by the Extra-Curricular Joint Committee.

- Drama Club shall be moved from Level I to Level K on the Activities and Athletics Stipend Schedule.
- Baking Club and Short Film Club shall move from Recognized Student Organization (RSO) year 2 to Level L on the Activities and Athletics Stipend Schedule.
- Add an Assistant Wrestling to Level D on the Activities and Athletics Stipend Schedule due to IHSA offsetting seasons and locations for Girls Wrestling.

This MOU is effective upon it being approved and signed by the parties. It constitutes the complete understanding between the parties. No other terms or conditions have been agreed to.

This MOU shall be effective upon its execution by the parties, has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Secretary

For the Association of Lemont Teachers

Justin Weidler, President

Sarah Mimnaugh (Jun 18, 2026 09:47:49 CDT)

Sarah Mimnaugh, Secretary