COLLECTIVE BARGAINING AGREEMENT

BETWEEN

DISTRICT 202 BOARD OF EDUCATION

AND

TEACHERS' COUNCIL

2026-2030

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ARTICLE I
RECOGNITION

A. The Board of Education of District 202 and Teachers' Council recognize that the ultimate aim of public schools is to provide the best education possible for youth in the District. Attainment of this educational objective is a joint responsibility of the Board of Education, the administrative and supervisory staff, and the professional teaching personnel.

B. The Board of Education recognizes Teachers' Council as the sole negotiating agent for all certificated teaching personnel (including personnel authorized to teach under statutory or administrative exceptions to normal certification requirements), certificated nurses, counselors, social workers, psychologists and coordinators who are paid on the basis of the Teachers' Compensation Schedule at Evanston Township High School.

C. Teachers' Council does not represent the Superintendent, Assistant to the Superintendent, Department Chairs, all central office personnel, associate principals, deans, non-certificated nurses, substitutes, para-professionals or any other personnel whose regular responsibilities include making meaningful recommendations for the hiring, transfer, promotion, disciplining or discharge of educators , nurses, substitutes, or paraprofessionals.

D. As used herein, "educator" means all those persons included within the bargaining unit as defined in the preceding paragraphs (B & C).

E. In the event the Board establishes or creates a new non-administrative position which is required to be filled by a certificated person and is paid on the basis of the Teachers' Compensation Schedule, said position shall be part of the bargaining unit.

F. The Board agrees not to negotiate with any teachers' organization other than Teachers' Council or with any educator individually with respect to any matter covered by this Agreement.

G. As used herein "days" shall mean educator employment days, except during the summer recess when it shall mean days on which the District Human Resources department is open.

ARTICLE II
TEACHERS' COUNCIL AND EMPLOYEE RIGHTS

A. ATTAINING OBJECTIVES

Attainment of the educational objectives of the District requires mutual understanding and cooperation between the Board and administrative staff and the professional teaching personnel. To this end, free and open exchange of views is necessary with all parties participating in deliberations of matters defined as negotiable in Article XIII, Section C.

B. PROFESSIONAL PERSONNEL

It is recognized that education is a profession requiring specialized qualifications and that the success of the educational program in the District will be substantially enhanced by the maximum utilization of the abilities of educators . Professional employees shall have the right to form, join, or assist professional employees' organizations, and to participate in professional negotiations with the District 202 Board of Education through representatives of their own choosing. Professional employees shall also have the right to refrain from any or all such activities.

C. BOARD OF EDUCATION

It is recognized that the legal responsibility for education is vested in the Board of Education and that the Board cannot delegate final decision-making in its area of responsibility. The Board agrees, however, to negotiate in good faith as provided herein.

D. COMMUNICATIONS

Communication with the Board of Education shall be through the Superintendent or designee. Requests to Teachers' Council shall be made through the Superintendent or designee to the Teachers' Council President.

If after seven (7) calendar days the Superintendent has not responded to the satisfaction of Teachers' Council, Teachers' Council may communicate directly with the Board of Education. If after seven (7) calendar days the Teachers' Council President has not responded to the satisfaction of the Superintendent, the Superintendent or designee may communicate directly with all or part of the membership of the Teachers' Council.

E. BOARD MEETINGS

A designated representative of Teachers' Council shall be considered a source of information during School Board meetings.

F. INFORMATION

Teachers' Council shall be furnished, upon written request to the Superintendent or designee, the current audit and adopted budget, and other public information concerning the financial condition of the District.

G. NOTICE OF VACANCIES

Throughout the school year and the summer, the Superintendent or designee shall send via email to all educators and the Teachers' Council President notice of vacancies within the District as they occur. Notice shall also be posted on the District's website Such notice shall be accompanied by a description of the position, including a statement of minimum qualifications.

H. TEACHERS' COUNCIL RIGHTS

When matters affecting the working conditions of educators are considered by the Board, prior to any final vote thereon, the Teachers' Council President or designee shall be afforded an opportunity to present a statement to the Board and to make recommendations with respect to such matters. Such a statement shall not be precluded by any motion to terminate discussion on such matters. In addition, prior to such consideration, a reasonable effort shall be made by the Superintendent to advise the Teachers' Council President of the likelihood of such consideration by the Board and provide a reasonable opportunity to review and discuss such matters with the Superintendent in advance of the Board meeting. Every effort shall be made to so advise the Teachers' Council President at least twenty-five (25) calendar days prior to such final vote.

I. PREPARATION OF AGREEMENT

A copy of the Teachers' Council collective bargaining agreement will be available online.

J. FACULTY HANDBOOK

The Faculty Handbook will be available to all educators. Teachers' Council representatives will be involved in proposed revisions, including additions or deletions, to the Faculty Handbook. The Faculty Handbook will be updated annually and posted online by the first day of orientation each school year.

K. PERSONNEL FILE

Employee personnel files shall be considered a confidential and controlled source of information to the extent permitted by law. Each educator shall have one (1) official personnel file and it shall be maintained in the Human Resources Department. At the educator's request, all materials placed in the personnel file shall be made available to the educator for inspection, except for ETHS interview reports and confidential reference

statements sought or received by the Board/District, prior to the appointment of the educator. This inspection shall be conducted in the presence of the person(s) responsible for keeping the files or designee. A representative of the Teachers' Council may, at the educator's request, accompany the educator during this review. Such review shall occur during normal business hours with at least forty eight (48) hours prior notice given to the Human Resources Department.

No portion of the file may be duplicated or made known to anyone for any purpose other than the specified personnel of the District, without the educator's permission or except as required by law or legal process. It is the District's intention that all information filed in an employee's file becomes a permanent part of the record. However, there may be an occasion where a situation has changed necessitating removal of a document. Nothing shall be removed from the file without the consent of the Board/District, and notification to the educator.

Educators may place materials in their files which they regard pertinent to their professional record. All evaluative material relating to an educator's performance shall be placed in the personnel file. An educator shall be given a copy of any evaluative item placed in the official personnel file within seven (7) business days of its placement, and the educator shall acknowledge its receipt. Educators may attach a written response to any document in the file and such response shall be submitted to the Human Resources Department within fifteen (15) business days of the date the copy of the original entry was given to the educator.

Educators will be notified by the administration of any complaints or adverse correspondence that is placed in their files. Educators will be given a copy of such materials and shall acknowledge such receipt. Educators will be given copies of all Freedom of Information Act (FOIA) requests that seek release of information from their personnel files within at least two (2) business days prior to the final response being given to the request. The Board/District will only release information from the personnel file as permitted by law.

L. MEETING WITH POTENTIAL MEMBERS

The District will provide the Union time to meet with newly hired educators during New Staff Orientation or during an alternative time agreed upon by both parties.

M. EDUCATOR EVALUATION

The District shall make every effort to conduct comprehensive, formal evaluations of each educator. The Evaluation Program established by the District shall be in compliance with code and regulations as set by the State of Illinois and will be published in the Faculty Handbook.

N. JOINT EVALUATION COMMITTEE

A joint committee will convene annually to review the procedures for the formal evaluation of educators and suggest modifications as deemed necessary. Composition of this committee will include equal representation from Teachers' Council and the Administration. Committee members representing the Administration will be appointed by the Superintendent and committee members representing Teachers' Council will be appointed by the Teachers' Council President. Any joint recommendations for the revision of the Evaluation Program shall be submitted to the Superintendent or designee for approval. The parties acknowledge that the content and rating of such evaluations shall not be grieved. Furthermore, the parties do not intend for this agreement to alter the statutory status of pre-tenured educators or in any way authorize the reinstatement of a pre-tenured educator who has been dismissed. Nothing herein shall be construed to preclude the District from conducting informal evaluations or additional formal evaluations from time to time.

O. COMPLAINTS ABOUT EDUCATORS

Whenever an Associate Principal, or other administrator at or above the level of Department Chairperson, shall receive a complaint, verbal or written, from a parent/guardian or student regarding an educator's performance of duties, and if after initial inquiry it appears to the administrator that the complaint could have merit, the substance of this complaint [i.e., the nature of the complaint and the name(s) of the complainant(s)], shall be relayed in writing to the educator within seventy two (72) hours.

Should an investigation be necessary, the administrator or Department Chairperson who receives the complaint shall, within 24 hours' notice, invite the educator to a meeting in writing concerning the complaint that references both an *investigation*, and *possible discipline*. If the alleged offense requires immediate action, the twenty-four (24) hour notice period is waived. The educator shall have the right to be accompanied at such meetings by a representative of the Professional Rights and Responsibilities Committee of the Teachers' Council. For availability purposes, Rights and Responsibilities Committee members' schedules will be reviewed when scheduling the meeting with the intent to find an available time, however, the need of conducting the meeting will take precedence over any specific committee member's schedule. It is the educator's responsibility to contact the Teachers' Council President or the Professional Rights and Responsibilities Chairperson to inform them of the scheduled meeting and arrange such representation.

A record of any progressive* disciplinary action(s) resulting from the complaint, if warranted, shall be placed in the educator's personnel file in a timely manner. If the administrative investigation concludes that the complaint allegations cannot be substantiated, then the appropriate administrator will provide a written confirmation to the educator that the complaint against them was not substantiated and no disciplinary action was imposed. This statement shall be placed in the educator's personnel file in a timely manner.

*The severity of the offense will determine the disciplinary action.

P. DISCIPLINARY ACTION

Any progressive* disciplinary action against an educator, other than dismissal, may include, but is not limited to, coaching, verbal warning, written warning, suspension, assignment of corrective action, the loss of salary or other benefits, including a freeze on step, and shall be for just cause.

No final disciplinary action shall be taken against an educator unless the educator has been first informed of the basis of the intended disciplinary action and given an opportunity to respond. If disciplinary action is taken, the educator and Teachers' Council President shall be advised in writing. This paragraph shall not be applicable to actions taken by the Board in implementing the District's Educator Evaluation Plan Program.

*The severity of the offense will determine the disciplinary action.

ARTICLE III
WORKING CONDITIONS

A. ACADEMIC FREEDOM

Educators should enjoy academic freedom in the District. Academic freedom means the freedom of educators to present instructional materials which are pertinent to the subject and level taught and within the outlines of appropriate course or program content determined through normal curricular channels and approved by the administration and the Board. Academic freedom should also mean that educators are entitled to freedom of discussion within the classroom on all matters under study which are relevant to the subject, assuming that this discussion follows the outlines of appropriate course content and is in accordance with Board policies and any corresponding administrative procedures. The District will notify educators of relevant changes to Board policy in a timely manner.

B. DETERMINATION OF WORK ASSIGNMENTS

Department guidelines for course structures and educator work assignments will be openly discussed, and when possible, developed cooperatively between educators and the respective Department Chairperson or administrator. The Department Chairperson will gather information from educators regarding desired preferences for course assignments, room locations, team or co-teaching partnerships, scheduling, duty assignments, and other special requests for consideration. A good faith effort will be made to accommodate a work assignment request if it can be accomplished without compromising the District goals and/or denying students the opportunity to enroll in courses.

1. Educators will be given written notice of their tentative work assignments by no later than two (2) weeks before the end of the preceding school year with the understanding that this information may change. If possible, the District will attempt to provide tentative work assignments earlier than two (2) weeks before the end of the preceding school year with the understanding that this information may change. In the event the assignment, along with tentative room locations and any tentative team or co-teaching assignments, changes, the educator will be provided notice of the change no later than two (2) weeks before the start of the school year, which shall be confirmed in writing. The Teachers' Council President will be provided a copy of the written confirmation. In the event that assignment changes are necessary after that date, the educator and Teachers' Council President will be notified as soon as possible. If a room change is required, the educator may be compensated for up to eight (8) hours at the curriculum rate prior to the new work year to appropriately move locations. If an educator is required to

move between rooms, each room will have the necessary materials to accommodate the instructional and learning requirements.

If an educator's work assignment is objected to by the educator, the educator may request a meeting with the Department Chairperson and the appropriate administrator designated by the Superintendent. The Department Chairperson and administrator or designee will meet with the educator and a Teachers' Council representative within five (5) business days following the filing of the objection and will provide a written response within five (5) business days of such meeting. The time limits for the meeting and the written response may be extended by mutual agreement.

2. Not more than fourteen hundred (1400) minutes per week will be regularly assigned to classroom teaching and supplementary duties. Educator preparation time, department meetings, faculty meetings, and individual work with students will be in addition to the periods of assigned time. The District will make every reasonable effort to provide educators engaged in team teaching and co-teaching a common planning time of one (1) block per week.

3. When finalizing educator schedules and room locations, the District will attempt to construct schedules and room assignments that minimize the need for educators to change rooms during the day and from year to year.

4. The normal work assignment of an educator shall be five (5) classes.

5. Educators will be assigned to one (1) duty free, meeting free lunch period each day. If a mandatory meeting is called during an educator's assigned lunch period, the educator may request a sub so that a meeting free lunch period will occur.

6. Every reasonable effort should be made to honor team teacher and co-teacher partner requests based on departmental need and identified staff. Educators who are assigned co-teaching responsibilities (special education and general education) will be provided professional development opportunities to support their practice in the classroom. If these trainings or workshops are required by the District and occur outside of the regularly scheduled work day or year, these educators should be compensated at the curriculum rate. Every reasonable effort should be made to limit team teaching or co-teaching partnerships to two (2) sets of teams. Educators with more than two (2) partners will be considered for a reduction in supplementary duty assignment.

7. The District shall make every reasonable effort to avoid scheduling educators to teach more than three (3) consecutive teaching blocks on block days, unless this work assignment has been specifically discussed with or requested by the educator. If three (3) consecutive blocks are scheduled on block days, the District

shall make every reasonable effort to schedule the educator's duty-free, meeting-free lunch period during one of the consecutive blocks.

C. NEW RESPONSIBILITIES

When changes in an educator's responsibilities impact working conditions, Teachers' Council shall be afforded an opportunity to meet and confer with the Superintendent or designee regarding that impact. Where required by law, the District shall negotiate the impact when requested.

D. REQUEST FOR WORK ASSIGNMENT CHANGE

An educator who was hired for a specific assignment and then had that assignment changed has the right to make a request to revert to the previous assignment, if available. An educator who desires a change of work assignment shall submit a written request to the Superintendent or designee by February 15th of the preceding school year. As alternative assignments become available, work assignment change requests from educators shall be given every consideration. The District shall retain such requests for a period extending no less than the commencement of the next following school year.

E. EDUCATOR-STUDENT LOAD

1. The parties affirm that a reasonable educator-student load is a desirable feature of a sound educational system. The parties further affirm that the following table reflects an average educator-student load, by department or area, that is consistent with this principle and that a reasonable effort will be made by the District to adhere to such loads.

2. The Teachers' Council President or designee will review a draft of class sections and load situations one (1) week prior to the start of each semester and the load report three (3) weeks after the start of each semester in order to determine issues/concerns with regard to sectioning and make recommendations to the District. Every effort shall be made to balance class size.

3. Should the District consider employing fewer Student Services Department educators, a conversation between the Teachers' Council President, the Associate Superintendent for Human Resources and Administrative Services, and the Assistant Superintendent/Principal will occur to discuss and evaluate the decision.

4. TEACHER-STUDENT LOAD FOR FULL-TIME TEACHERS

DEPARTMENT/AREA	AVERAGE TOTAL NUMBER OF STUDENTS PER TEACHER*	MAXIMUM NUMBER OF STUDENTS WITH 10% INCREASE**
Career & Technical Education		
Business Education	134	147
Human Services	106	117
Industrial Technology	97	107
Internship Rotation	*See Special Guidelines*	*See Special Guidelines*
Internship Practicum	*See Special Guidelines*	*See Special Guidelines*
Counseling	286	315
English/	119	131
Reading	113	124
Fine Arts		
Visual Arts	122	134
Theater Arts	113	124
Music	*Music classes according to activity*	*Music classes according to activity*
History/Social Science	126	139
Mathematics	129	142
Media & Technology	650	715
Physical Education	192	211
Wellness Education	145	160
Science	120	132
Special Education	*State Guidelines*	*State Guidelines*
World Language	117	129

* Students assigned to an educator for independent study shall be included in that educator's total number of students.

** For example: an educator in the English Department has an average total student load of 119. The 10% increase above this total load is 12 students. This means that for a full-time educator, the number of students assigned to that educator can equal 131 before the educator moves into overload status.

5. Special Education State Guidelines for general education multi-section courses (i.e., courses with three or more sections):

   a. There are state guidelines regarding the number of students receiving special education services in general education classes. The ratio of general education to special education students is 70/30. The total number of students receiving special education services is determined by the total number of students enrolled in the class section.

   b. When the class composition described above cannot be met, the educator, the educator's Department Chairperson, and the appropriate administrator(s) shall confer as to whether additional support is needed. Remedies may include, but are not limited to:

      - Consultation with a Special Education educator or member of the Special Education Department
      - Subsequent adjustment of educator-student load
      - Reassignment of students to other educators when the student's schedule permits
      - Priority in assignment of the student teacher/interns
      - Services of a paraprofessional

   c. No student receiving Special Education services shall be denied access to a general education course or to a particular section.

F. PART-TIME EDUCATOR-STUDENT LOAD

If an educator teaches less than a full class load, the educator-student load will be prorated to reflect the appropriate reduction in the number of students.

For example: if an educator teaches only 4 classes (.2 release) the average total number of students would be reduced by 20% of 26 students. If the educator is assigned more than 105 students, the teacher is in overload status and is entitled to discuss an appropriate remedy or remedies.

G. EDUCATOR-STUDENT RATIO OVERLOAD REMEDIES

1. If educators believe they have a student overload, the educator should contact the Department Chairperson and the Teachers' Council President or Professional Rights and Responsibilities Chairperson.

   The teacher, the Teachers' Council representative, the teacher's Department Chairperson, and the department administrator and/or designee shall then meet to discuss:

- the educator's request for the application of remedies
- the remedies to ameliorate the effects of the student overload
- the timeline for the application of agreed-upon remedies

2. At the educator's request, the Teachers' Council President or designee shall also have the right to participate in the student overload meeting. The initial student overload meeting should take place no earlier than the 4th week of classes each semester unless classroom conditions warrant an earlier meeting. Remedies, as used below, refer to payments and/or other types of relief provided by the District to the educator who has a student overload. The non-monetary remedies will be in effect from the date of the overload meeting until the overload is resolved, the end of the semester or the end of the school year. If one of the remedies is monetary payment, the amount shall be calculated from the first day the student overload occurred. The remedies to be considered shall include, but are not limited to:

    - Services of a paraprofessional
    - Payment ($20 per student per block per day that the overload is in effect)
    - Reassignment of students to other educators

H. INTERNSHIP PROGRAM GUIDELINES

Special guidelines shall apply to the following Practicum Programs such as Arts and Communications, Business Management and Information Systems, Industry and Engineering, Health Sciences, Human Services, and Environment and Natural Resources programs or other programs as new courses are adopted.

The following guidelines shall apply to Practicums:

1. An educator with 51 or more students shall be assigned no additional classes.

2. An educator with 31-50 students shall be assigned one (1) additional class.

3. An educator with 30 or fewer students shall be assigned two (2) additional classes.

I. ADDITIONAL PROFESSIONAL RESPONSIBILITIES

1. If an educator is required to work outside the normal educator work year, the educator shall be compensated at the rate of 1/185 of annual compensation as prescribed by Appendix A for each full day of such work. Classroom educators shall not be required to work outside the normal educator work year. If educators (e.g., counselors, social workers, nurses, psychologists, etc.) are required to work outside the normal educator work year, they shall be notified by April 1 of the number of the extra days. If any extra work days are not contiguous to the normal

educator work year (either at the beginning or end of the normal educator work year), such non-contiguous days shall be assigned on a voluntary basis as long as there are enough volunteers. If there are more than enough volunteers, assignments shall be made on a rotating basis starting with the most senior, qualified educator who volunteers for the assignment. If there are not enough volunteers, assignments shall be made on a rotating basis starting with the least senior, qualified educator. This paragraph shall not apply to any assignment compensated pursuant to the stipend schedule of this Agreement. This paragraph shall not preclude the voluntary agreement of educators to work an extended work year.

2. Preparation of Junior Description Forms may be required of an educator. Educators who complete the combined number of forms and/or recommendations (see chart below) shall receive the corresponding additional personal leave time added to their leave bank. This leave should be requested and utilized during the year in which it is earned. The process for requesting this additional personal leave can be found in the Faculty Handbook. At no time can an educator accumulate more than six (6) personal days in one (1) school year. Personal days accumulated in excess of six (6) will automatically convert to sick days. Educators may combine the number of completed Junior Description forms with the number of completed recommendation letters in order to earn this additional leave.

   Preparation of Letters of Recommendation for college or for student opportunities that require a letter of recommendation comparable to a college letter of recommendation may be required of an educator. Educators who complete the combined number of forms and/or recommendations (see chart below) shall receive the corresponding additional personal leave time added to their leave bank. This leave should be requested and utilized during the school year in which it is earned. The process for requesting this additional personal leave can be found in the Faculty Handbook. At no time can a teacher accumulate more than six (6) personal days in one (1) school year. Personal days accumulated in excess of six (6) will automatically convert to sick days.

   Educators may combine the number of completed letters of recommendation with the number of completed Junior Description forms in order to earn this additional leave.

Additional Personal Leave Calculation Chart

1 JDF = .5 Points
1 Letter of Recommendation = 1 Point

0-9 points	0 Personal Days of Leave
10-14 points	.5 Personal Days of Leave

15-29 points 1.0 Personal Days of Leave

30+ points 1.5 Personal Day of Leave

Written confirmation that the leave has been posted to the educator's leave bank shall be provided to the educator.

3. Counselors of seniors will be provided five (5) additional professional days per school year to complete student recommendations.

4. Counselors will work no more than eight (8) additional evening assignments per year. In recognition of their additional required evening assignments, counselors shall be granted one (1) additional personal leave day per school year. If programs requiring additional evening work are added to address an identified need, compensatory time shall be mutually agreed upon by the supervising administrator and counselor.

J. ALTERNATIVE CLASS MEETING LOCATIONS

Educators are expected to meet their classes as scheduled. Sections of the class may be assigned to work outside of the classroom at the discretion of the educator provided that the educator has received prior approval from the Department Chairperson and a reservation has been made for such students in an appropriate study or work area. Entire classes may be dismissed only with the approval of the Associate Principal.

K. SUPPLEMENTARY/SUPERVISORY DUTIES

1. Teachers' Council recognizes that the role of educators is to use their skill and expertise in the most effective and proper manner to improve the quality of education of students enrolled in the high school. A list of available supplementary/supervisory duties will be included on departmental course assignment request forms to allow educators to rank supervisory/supplementary assignment preferences.

2. Supplementary duty requirements for part-time teachers can be found in the Part-Time Educator Section, Article VIII.

3. By May 1 of each year, the District will meet with the Teachers' Council President and the Professional Rights and Responsibilities Chairperson to review the District's list of proposed supplementary/supervisory needs for the next school year and to determine the list of educators to be preassigned to supplementary/ supervisory. Based on the coverage needs in a given year, the Administration and Teachers Council may consider options including reduction and/or rotation of supervisory assignments. Teachers' Council will be provided with the master supervision schedule to review prior to educators receiving their supervisory assignments. If the Teachers' Council believes that supplementary/supervisory

duties are not being equitably and fairly distributed, it may file a grievance directly at the Third Step of the Grievance Procedure.

L. ATYPICAL SUPERVISORY/INSTRUCTIONAL CIRCUMSTANCES

In an emergency or under unusual instructional circumstances, up to twenty-five (25) days per school year additional supervisory duties in the corridor and student cafeterias may be assigned to any educator. If more than twenty-five (25) days are assigned to an educator in a single school year, an explanation of such emergency and/or circumstances shall be provided to the Teachers' Council President or designee. This shall not be construed as precluding any teacher from agreeing to accept such supervision as a regular assignment. Whenever such supervision is part of the regular assignment (and not occasioned by an emergency or unusual instructional circumstances), it shall be included in the periods of work load prescribed by Section B of Article III.

M. COURSE PREPARATION

1. The Board acknowledges the desirability of seeking an equitable distribution of course preparations within a department and of seeking to maintain a reasonable number of course preparations within the constraints of available staff and sound educational principles and objectives.

2. If educators believe their course preparations are excessive in number in relation to other members of their department, and the educator is dissatisfied with same, the educator shall so advise the Department Chairperson, in writing, and an effort shall be made to more equitably to assign course preparations the following school year.

N. CONDITIONS OF CLASSROOMS/WORK AREAS

The Board shall make every reasonable effort to provide educators with a clean classroom/work area that is free from hazards to health and safety five (5) working days prior to the first Institute Day of the school year. Additionally, the Board shall provide educators with a classroom/work area that is free from known hazards to health and safety throughout the school year. Work areas will be ready for educators unless prior notice has been given to the affected educator and the Teachers' Council President or designee. Educators shall also be provided a safe, secure location to store personal belongings. For each semester of the school term, the District will provide the Teachers' Council President or designee a list of the classrooms/work areas that will be used regularly throughout the semester by Oakton College or any other organization.

O. COMMUNICATION REGARDING NURSE'S OFFICE

Upon request of Teachers' Council, but not more than once annually, the Superintendent or designee shall meet with the Teachers' Council President or designee and at least one school nurse to discuss nurse workload, health office demands, nurse absence coverage,

and student health service needs. The District shall provide relevant available data reasonably necessary for the discussion, consistent with student confidentiality requirements.

P. SCHOOL CALENDAR COMMITTEE

The School Calendar Committee shall be comprised of four (4) Teachers' Council representatives, to be appointed by the Teachers' Council President, and four (4) administrators/Department Chairpersons, one of whom shall be the Assistant Superintendent/Principal, to be appointed by the Superintendent. The Assistant Superintendent/Principal shall chair the School Calendar Committee and the Teachers' Council President or designee shall be a permanent member.

The School Calendar Committee shall coordinate with representatives of District 65 to determine the opening and closing of school and to schedule the spring break and winter break for both districts. The Calendar Committee will also meet to review and provide input on the District's internal calendar including the scheduling of Fall and Spring Conferences, Professional Development, Departmental Meetings, Institute Days, and other important events within the District. In instances where the committee is unable to resolve an issue, the Assistant Superintendent/Principal will make the final decision.

The Administration reserves the right to call emergency meetings and meetings that will provide unique learning opportunities for staff and/or students. The School Calendar Committee will be apprised of any extra meetings or substantive changes made to the school calendar. The Administration will continue to be sensitive to the number of meetings held throughout the year and will work to eliminate redundancy.

Q. STUDENT DISCIPLINE

1. An educator may exclude a student from the classroom when, in the opinion of the educator, the seriousness of an offense, the persistence of the misconduct, or the disruptive effect of any violation makes the continued presence of the student in the classroom intolerable.

2. When a student is excluded from the classroom by an educator, the student shall be appropriately sent from the classroom to the administrative office and the problem shall be referred for solution to the grade-level dean. The Associate Principal or designee shall seek appropriate action to solve the discipline problem. Should the decision include the re-admittance of the student to class, the educator shall be notified in writing of the conditions under which re-admittance is granted prior to the student's re-admittance to the class.

3. If the disobedience or misconduct continues or the conditions for re-admittance are not met by the student, said student may be excluded from that educator's class with the approval of the appropriate administrator.

4. Assaults on educators by students shall be regarded by District authorities as a matter of grave concern. The District recognizes the lawful right of educators to protect themselves or a student in a case of an unavoidable physical assault. In any case, when an assault occurs during the assaulted educator's performance of school duties, such assault shall be reported to the Associate Principal and other proper authorities immediately.

   Following a reported assault**,** the District shall take reasonable steps to ensure the safety of the educator and others. When necessary to ensure their safety, an educator may request support from their immediate supervisor or an appropriate staff member.

   Following any reported assault on an educator, the District shall review the incident. The educator shall be informed of the student's expected return to the classroom prior to the student's return.

R. DISCIPLINE COMMITTEE

A safe and orderly learning environment is a major priority of the parties to this agreement. The school-wide Discipline Committee will be co-chaired by the Associate Principal for Educational Services and the Teachers' Council Vice-President.

S. DISCIPLINE SUB-COMMITTEE

The Discipline Sub-Committee shall meet on a regular basis to discuss and develop recommendations to the school-wide Discipline Committee to ensure an environment wherein disruptive behavior is dealt with safely, fairly and consistently, in a manner which incorporates progressive disciplinary measures, as specified in School Board policies.

The sub-committee will consist of at least one (1) dean, one (1) counselor, one (1) non-tenured educator, the Teachers' Council Vice President (who will act as Chairperson), one (1) educator from the Special Education Department, one (1) Associate Principal, one (1) Safety representative, and one (1) Department Chairperson. Recommendations will be presented to the school-wide Discipline Committee and the Planning and Advisory Committee by April 1st each year.

Issues to be addressed by the sub-committee shall include, but need not be limited to, the following:

- The use of Positive Behavior Intervention Supports
- Timely and consistent communication between deans and educators regarding discipline issues
- Consistent response to discipline issues
- Consistent and clear reporting of discipline issues
- Timely and consistent communication between deans, students, parents/guardians, and educators.

T. PLANNING AND ADVISORY COMMITTEE (PAC)

The Planning and Advisory Committee shall act as a school-wide committee that fosters broad collaboration between educators and the administration by sharing lived experiences and critically assessing current and emerging initiatives impacting students, educators, the District, and the community. The committee will be co-chaired by the Assistant Superintendent/Principal and the Teachers' Council President. The Assistant Superintendent/Principal and the Teachers' Council President will determine the committee's membership to include an appropriate mix of administrators and teachers based on agreed-upon agenda items. The committee will publish its agenda (including discussion and action items) a minimum of one week in advance of any scheduled meeting. This committee will meet at least once a month, and will publish minutes of all meetings within three days to keep educators and administrators informed. The committee shall engage in internal dialogue to review the efficacy of its work.

U. SPECIAL EDUCATION ADVISORY COMMITTEE

The Special Education Advisory Committee shall provide a forum for communication between the administrators of the Special Education Department and educators for the purpose of planning, implementing, and reviewing the delivery of services. The committee shall also examine the efficacy of such services to eligible students through the sharing of lived experiences and critical assessments of current and emerging initiatives, practices, and procedures impacting students, educators, staff, the district, and the community. Recommendations will be developed using a consensus model; however, the Director of Special Education or designee will have the authority to make final decisions.The Director of Special Education or designee and co-chair shall convene the committee monthly during the school year.

At least one meeting per semester will focus specifically on gathering and reviewing workload data from all licensed roles within the department consistent with the aforementioned purpose of the committee. A Student Services administrator or designee and Student Services Department staff representing a variety of SSD roles will be included in these workload meetings and processes.

- The committee will collaborate on a tool to measure workload and determine methods for implementing the tool.
- The committee will share and discuss data and reasoning for decisions made based on the data within a timeframe that may inform district planning and priorities.

The committee shall be made up of five (5) educator representatives, selected by Teachers' Council, who will serve on the committee for one (1) school year. Educator representatives must represent the 5 roles of licensed staff in the Special Education Department: case manager, instructional/co-teacher, special programs teacher, related services, coordinator/transition. One of these educator representatives will act as co-chair

of the committee with the Director of Special Education or designee. Any Special Education educator or administrator may attend meetings. The committee co-chairs will develop and publish an agenda a minimum of one week in advance of any scheduled meetings. Minutes of each meeting will be distributed to all Special Education educators and administrators within three (3) days to keep educators and administrators informed.

V. SCHOOL DAY COMMITTEE

The School Day Committee shall be co-chaired by the Teachers' Council President and the Superintendent or designee and composed of four (4) Teachers' Council representatives, to be appointed by the Teachers' Council President, and four (4) administrators/Department Chairpersons, to be appointed by the Superintendent. The committee shall meet at least once a quarter during the school year to review various elements related to the school day including, but not limited to, the block schedule, use of instructional time, professional development, instructional days, and opportunities for teacher record keeping throughout the school year. The District and Teachers' Council will meet and negotiate the decisions and impacts of any changes proposed each year to the school day by the School Day Committee.

W. RACIAL EQUITY COMMITTEE

The District and Teachers' Council recognize the importance of racial equity and clearly defined policies and programs concerning racial equity as a way to achieve educational excellence for all. The Racial Equity Committee shall center the voices of educators of color to inform, create, collaborate, and review equity policies and programs for students and educators with the goal of improving outcomes for our students, educators, and the educational organization. Recommendations to the District leadership will be discussed and developed using a consensus model to ensure an environment of racial equity.

The Racial Equity Committee shall meet regularly, at least once each quarter during the school year, to ensure a school and work environment wherein the District: (1) centers the voices of Black, Indigenous, People of Color (BIPOC) in school policy creation, (2) considers the impacts of school policies on BIPOC, and (3) considers the barriers to policies that create equitable outcomes.

The Racial Equity Committee will be co-chaired by a BIPOC member selected by the Teachers' Council Executive Board and the Assistant Superintendent/Principal or designee. It will consist of at least one (1) Teachers' Council representative from each racial affinity group within Teachers' Council. Each racial affinity group will select their committee representatives. The Committee shall also include a minimum of two (2) District administrators, appointed by the District, at its sole discretion. With respect to co-chair and administrator selection, an emphasis will be placed on selecting individuals with diverse racial, ethnic, and/or cultural backgrounds. Recommendations from this committee will be submitted to the Superintendent no later than April 1st each year.

Issues to be addressed by the committee shall include, but need not be limited to:

- Improved communication between educators of color and the District
- Retention of educators of color
- Recommendations on training and professional development
- Review of District policies and practices through a racial equity lens
- Analysis of school-related data regarding students and educators of color

ARTICLE IV
BENEFIT TIME

A. PERSONAL DAYS

1. Three (3) personal days without loss of salary shall be available to each educator each year, accumulative to a total of six (6) days, to deal with matters which cannot be completed during non-school days or hours. At no time can an educator accumulate more than six (6) personal days in one (1) school year. Personal days accumulated in excess of six (6) will automatically convert to sick days.

2. The educator shall file notice of an intention to utilize (a personal day) personal days via the District's absence management system at least five (5) educator employment days in advance to permit the employment of a substitute or other coverage of the educator's responsibilities. In the event of an emergency the Superintendent or designee may waive this requirement, and the request shall be made as soon as possible.

3. Personal days shall not be available during the first five (5) educator employment days of the school year or the last five (5) educator employment days of the school year. Additionally, no use of personal days shall be allowed on the educator employment day preceding or following any break of at least one (1) week in duration, such as fall break, winter break, and/or spring break.

4. Personal days shall not be utilized at any time for any activity for which the educator will receive profit or compensation, or for participation in any work stoppage or controversy between an employer and its employees.

5. Personal days shall be computed in units of quarter days.

6. Exceptions will be made to the personal day policy for religious observance, attendance at family weddings, graduations**,** or to take an immediate family member to school. The definition of immediate family shall include non-blood family members such as aunts, uncles, and godparents. These exceptions are subject to the notification guidelines described in Article IV.A. In the event of an emergency (which the educator shall explain) the Superintendent or designee may waive all requirements for use of personal days as set forth above.

B. SICK DAYS

These days are to be utilized in the event of personal illness, family illness, or death in the immediate family (bereavement). Immediate family is defined in the Illinois School Code (105 ILCS 5/24-6) as, "parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians."

Educators may appeal in writing to the Superintendent or designee for exceptions to the definition of immediate family.

Educators may access bereavement leave in the case of death in the immediate family as defined above of the educator for a maximum of three (3) days at full pay without use of sick leave time. Any paid time granted beyond the allocated three (3) days shall be deducted from the educator's accumulated sick leave bank.

In addition, an educator may use one (1) day of sick leave for the purpose of attending a funeral of someone who is not in the educator's immediate family as defined above. That day will be deducted from the educator's accumulated sick leave bank.

Educators accessing bereavement leave as defined in Article IV.B must submit commonly accepted documentation (e.g., Clergy Letter, Obituary, Prayer Card, or Funeral Service Program, etc.) to the Human Resources Department.

1. Each full time educator shall be granted sick days on the following schedule:

Years 1–4	11 days annually
Years 5–10	12 days annually
Years 11–15	13 days annually
Years 16+	14 days annually

Refer to the Part-Time Educator Employment section, Article VIII, for proration of sick days for part-time educators.

2. All educators hired on a full-time basis shall be granted ninety (90) extended sick days. Thereafter, each educator shall receive six (6) extended sick days annually to a maximum of two hundred and thirty-four (234) days. Extended sick days may be used for all the same purposes and under all of the same conditions as regular sick days once the educator's regular sick days have been exhausted. Similarly, upon retirement, accrued but unused extended sick days will be added to any accrued, unused regular sick days for purposes of obtaining additional creditable service.

3. If an educator does not utilize all of the sick days or extended sick days in the year in which they are granted, such unused days shall accumulate. Sick days shall accumulate without limit.

4. Sick days and extended sick days shall be computed in units of quarter days.

5. When an educator has been absent due to illness for three (3) or more consecutive workdays, the educator must provide documentation to the Human Resources Office from a licensed, medical practitioner in order to return to work.

C. MEDICAL LEAVES OF ABSENCE

1. FAMILY AND MEDICAL LEAVE POLICY

The District is committed to compliance with the Family and Medical Leave Act of 1993. FMLA allows eligible employees to take up to 12 weeks of job-protected, unpaid leave per year for certain specified reasons, and up to a total of 26 work weeks of leave to care for a family member who is a "covered service member" recovering from injury or illness incurred during active duty military service.

Educators who have been employed by the District for at least twelve (12) months and have worked at least 1,250 hours may also request a leave under the provisions of the Family and Medical Leave Act.

A description of educators' rights and responsibilities under the FMLA can be found in the Human Resources office, located on the General Notice Poster, and in the Board Policy Manual.

2. MATERNITY AND CHILD-REARING LEAVE

Educators shall be granted a maternity and child-rearing leave subject to the following:

Educators may use up to sixty (60) days of accumulated sick/extended sick leave from the date of birth for a paid maternity and child-rearing leave. Fall, Winter, and Spring Break do not count as part of the sixty (60) days paid leave. If a 60-day, paid maternity and child-rearing leave is requested, the first thirty (30) days may be taken intermittently consistent with State law, but the additional thirty (30) days must be taken consecutively (i.e., a consecutive 30-day period). Any time away from work after sixty (60) days will be in an unpaid status, unless a continued medical leave is necessary or return to work is not possible as documented by a licensed medical practitioner/physician.

The educator shall submit a letter advising the Human Resources Office of the fact of pregnancy no later than ninety (90) days prior to the anticipated birth of the child. This letter shall also indicate the dates of paid maternity and child-rearing leave and the dates of any unpaid maternity and child-rearing leave the educator is requesting, the duration of the requested leave, and the educator's intention of taking the first thirty (30) days of paid leave intermittently or consecutively. This letter should be accompanied by a written statement from the educator's licensed medical practitioner indicating the expected date of delivery and that the educator may safely continue in the educator's employment, including the performance of all regular duties.

3. PARTNER AND CHILD-REARING LEAVE

Educators may use up to sixty (60) days of accumulated sick/extended sick leave from the date of birth for a paid partner and child-rearing leave. Fall, Winter, and Spring Break

do not count as part of the sixty (60) days paid partner and child-rearing leave. If a 60-day, paid partner and child-rearing leave is requested, the first thirty (30) days may be taken intermittently consistent with State law, but the additional thirty (30) days must be taken consecutively (i.e., a consecutive 30-day period). Any time away from work after sixty (60) days will be in an unpaid status.

An educator who is a non-birth parent of a child should advise the Human Resources Office in writing at least ninety (90) days prior to the anticipated birth of the child. This letter shall also indicate the dates of paid partner and child-rearing leave and the dates of any unpaid partner and child-rearing leave the educator is requesting, the duration of the requested leave, and the educator's intention of taking the first thirty (30) days of paid leave intermittently or consecutively. This letter should be accompanied by a written statement from the educator's spouse or domestic partner's licensed-medical practitioner indicating the expected date of delivery.

4. **ADOPTION LEAVE**

Educators may use up to sixty (60) days of accumulated sick/extended sick leave-for a paid adoption leave. Fall, Winter, and Spring Break do not count as part of the sixty (60) days paid leave. If a 60-day, paid adoption leave is requested, the first thirty (30) days may be taken intermittently consistent with State law, but the additional thirty (30) days must be taken consecutively (i.e., a consecutive 30-day period). Any time away from work after sixty (60) days will be in an unpaid status.

An educator who shall adopt a child shall also qualify for leave as set forth above, except that the initial notice shall be given upon the approval of the application for adoption. It is recognized that adoption procedures are often lengthy and frequently the exact date of arrival of the child frequently cannot be accurately anticipated. However, for planning purposes, the educator must notify the Human Resources Office of the date the child is expected to be received, the duration of the requested leave, and the educator's intention of taking the first thirty (30) days of paid leave intermittently or consecutively. If the date changes, the educator must immediately notify the Human Resources Office of the change.

5. **FOSTER CARE LEAVE**

Sick leave may also be used for the acceptance of a child in need of foster care. To be granted paid sick leave for the acceptance of a child in need of foster care, the educator may be required to provide evidence that the formal foster care process is underway. Such sick leave is limited to thirty (30) days. Paid sick leave for the acceptance of a child in need of foster care need not be used consecutively once the formal foster care process is underway. Such sick leave may be used for the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, in addition to using such sick leave upon taking custody of the child or accepting the child in need of foster care.

6. DISABILITY LEAVE AND DISABILITY STIPEND

a. If an educator becomes medically disabled temporarily, the educator may utilize sick days and extended sick days in the event of a personal illness or immediate family illness as defined in The Illinois School Code (105 ILCS 5/24-6).

b. If a full-time educator has exhausted all of the educator's sick days and extended sick days and is eligible for temporary disability benefits under TRS, the educator shall be placed on disability leave. Any such educator shall receive a disability stipend paid by the Board based on the difference between the amount of disability pay received from TRS and sixty percent (60%) of the educator's salary at the time of disability. The total number of days that an educator shall be eligible to receive a disability stipend pursuant to this subsection shall not exceed one hundred eighty (180) days during the educator's employment with the District.

c. If necessary, the Board will advance an otherwise eligible educator the amount of the disability pay to be received from TRS during the first thirty (30) days that an educator is on disability leave. If such amount is advanced by the Board, the educator shall be obligated to fully reimburse the Board for the amount advanced within thirty (30) calendar days after the disability payment is received from TRS. If such amount is not so reimbursed, it shall be deducted from and offset against the amount of the disability stipend that the educator would have otherwise been eligible to receive.

d. Disability leave will be terminated whenever an educator qualifies for permanent disability under the Illinois Teachers' Retirement System.

7. ELECTIVE SURGERY LEAVE

In order to minimally impact student instruction, sick days shall not be used for absences due to medical procedures which may be safely deferred until a scheduled calendar break (i.e., Fall, Winter, and Spring break) or the summer recess.

Exceptions to this clause are absences of three (3) days or less. In the event of extenuating circumstances, a review and determination regarding the use of sick days will be made by the Superintendent or designee on a case by case basis.

D. NON –MEDICAL LEAVES

1. **PERSONAL LEAVE**

A personal leave of absence without pay may be granted to any tenured educator upon written application to the Superintendent and approval by the Board.

Personal leaves of absence without pay are requested one (1) year at a time. A request for a personal leave of absence must be submitted to the Superintendent or designee no later

than February 15th of the year in which the leave will begin. In the event of an extenuating circumstance, (which the educator shall explain) the educator can request a deadline waiver to the Superintendent or designee**.** The educator will receive a response to a request for a personal leave of absence without pay within five (5) business days following Board action.

By February 15th of the school year the educator is on leave, the educator must notify the District of the educator's intent to return to employment the following school year. Failure to provide such notification shall be treated as the submission of a resignation from employment with the District.

The contractual continued service status of a tenured educator shall not be affected because of absence while on leave as provided herein.

2. SABBATICAL LEAVE

Upon the recommendation of the Superintendent, any full-time tenured educator who has served the District continuously for any period of not less than seven (7) years may be granted sabbatical leave not to exceed one year. A sabbatical leave is granted in recognition of outstanding professional service to the District. Educators returning from sabbatical leave shall complete their assigned duties with ETHS for at least two (2) years upon completion of the sabbatical. Before a leave is granted, the educator shall agree in writing that if at the expiration of such leave the educator does not return to and perform contractual continued service in the District for two (2) consecutive years after the educator's return, all sums of money received from the Board during the sabbatical leave will be refunded to the Board. The exception to having to repay sums of money received during the sabbatical leave is if a return to work is not possible due to serious illness. An educator approved for sabbatical leave shall be compensated at the rate of 50% of the base salary the educator earned in the year prior to the sabbatical leave or $30,000, whichever is greater. In all other respects the provisions of Illinois School Code shall govern such leaves.

3. TEACHERS' COUNCIL LEAVE

The President shall be released from two (2) teaching assignments and shall have a preassigned supplementary/supervisory duty for Teachers' Council.
The Professional Rights and Responsibilities Chairperson shall be released from one (1) teaching assignment and shall have a preassigned supplementary/supervisory duty for Teachers' Council.

4. PROFESSIONAL LEAVE

School social workers and school psychologists will be given one (1) professional day per quarter to complete legally required IEP-related paperwork. These days will be submitted in advance and approved by supervisors.

Educators in the Special Education Department who are assigned a combined case manager and teacher role, with a full five (5) class assignment, shall be provided with one (1) professional day each quarter to complete required paperwork and case management responsibilities.

ARTICLE V
SUMMER SCHOOL

A. SUMMER SCHOOL EMPLOYMENT

The summer school calendar will be developed with input from the Calendar Committee and Planning and Advisory Committee. The summer school calendar will be communicated to the Teachers' Council President upon approval by the Superintendent or designee.

The summer school calendar may include 5-day work weeks, but the total hours per workday shall not exceed 5 ½ hours, and the total number of work days for summer school shall not exceed the total number of days if the schedule only included 4-day work weeks.

When summer school is offered, the District has the discretion to select and approve educators who are fully qualified to teach the courses offered. Educators currently employed at ETHS will be given preference over other applicants.

An educator currently employed at ETHS denied summer school employment for two successive years is entitled to a written reason or reasons from the Summer School Director and the right to appeal such denial.

A tenured educator who is honorably dismissed shall be given priority consideration if such educator applies for summer school employment.

B. COMPENSATION FOR SUMMER SCHOOL

If the District shall conduct summer school, educators shall be compensated pursuant to Appendix B.

Any increase in the length of the summer school day/program as defined in Article V.A will be reflected proportionately in salary increases. No other provision of this Agreement shall apply to summer school unless otherwise specifically provided herein.

The Summer School Director shall have the responsibility for providing substitutes for absences during summer school with the understanding the summer school educators may request a particular substitute, subject to the approval of the Summer School Director.

The deduction from compensation for an approved summer school absence shall be equal to the cost of the substitute.

Duly elected Teachers' Council/NEA-RA delegates to the annual NEA convention may be absent for a maximum of three (3) days to attend the convention. During such absence

there shall be no deduction from their summer school compensation. Educators who need to be absent in excess of three (3) days because of NEA delegate responsibilities shall not be employed for summer school.

ARTICLE VI
SALARY AND RELATED BENEFITS

A. COMPENSATION SCHEDULE

1. The Compensation Schedules for the 2026-27; 2027-28; 2028-29; and 2029-30 school terms will be as per Appendix A in this Agreement.

B. PAYMENTS TO TEACHERS' RETIREMENT SYSTEM (TRS)

1. The Board shall remit for each educator a portion of such educator's compensation due such educator pursuant to the Compensation Schedule of this Agreement, to the Illinois Teachers' Retirement System to be applied for the retirement account of such educators (rather than the survivors' annuity account). The portion shall be equal to the percentage set annually by TRS. The educators have no right or claim to the fund so remitted except as it may subsequently become available upon retirement or resignation from the Illinois Teachers' Retirement System.

2. The balance of the amount due each educator, pursuant to such Compensation Schedule, shall be payable to the educator as salary in bi-weekly installments, provided the Board shall deduct all monies as required by law or as authorized by the teacher pursuant to this Agreement, or as otherwise submitted by the Board.

3. No educator shall have the option of choosing to receive the amounts contributed by the Board directly. The assumption and payment of educators' required contribution to the Illinois Teachers' Retirement System is a condition of employment made in order to secure the educators' future service, knowledge, and experience.

4. The Teachers' Council and each educator will defend, indemnify, and hold harmless the Board of Education, its members, its agents, and its employees from any and all claims, demands, actions, complaints, suits or other liability by reason of a faithful payment of contributions to the Illinois Teachers' Retirement System pursuant to the provisions of this Section. No such claim, demand, action, or suit may be settled or compromised by the Teachers' Council without the written consent of the Board of Education, if such claim, demand, action, or suit adversely affects the Board of Education, its members, its agents, and/or its employees.

5. If the Internal Revenue Service or a court of competent jurisdiction shall indicate that any or all of the monies paid to the Illinois Teachers' Retirement System are not properly excludable from the gross income of the teacher for taxation purposes, this Section B shall cease to be operative.

C. METHOD OF SALARY PAYMENT

Educators shall be paid bi-weekly during the school calendar year via direct deposit, with the first payment distributed no later than the second Friday of the school year. Annually,

educators will elect to be paid their total salary for the school year over 22 or 26 pay periods by a date to be determined and communicated by the Business Office. There will be no mid-year changes. This election may be renewed or revised annually.

D. COMPENSATION FOR SPECIAL ASSIGNMENTS

Differentials in compensation are provided for positions which involve leadership, supervision, coaching and other defined responsibilities of marked significance. Assignments may be adjusted on the basis of fewer classes or additional pay or upon both factors.

E. PER CLASS SUBSTITUTE RATE

When an educator substitutes in a class for another educator, the substituting educator shall receive as compensation $80.00 for each block taught on block days and $35.00 for each block taught on Wildkit Monday schedule days or equivalent days when all blocks meet. An educator must obtain prior approval from a Department Chairperson or an administrator before substituting for another educator. When team teachers substitute for one another, they will be paid the per class substitute rate. An educator is not required to substitute in a class for a colleague.

F. TRANSLATION RATE

Every effort will be made to utilize the translation services provided by the District's Bilingual Liaison. On the rare occasion when educators are asked to provide translation support, they have the right to refuse. If an educator agrees to provide the translation service, the educator will be paid at the curriculum rate.

G. CURRICULUM WORK RATE

The rate of pay for curriculum work will be $50.00 per hour for the duration of this contract.

H. DOCTORAL DEGREE HONORARIUM

Any educator who possesses a valid doctoral degree shall receive an annual honorarium of $1,500.

I. SALARY AND JURY DUTY

The District supports educators honoring their civic duty. At least five (5) days prior to being absent for Jury Duty, an educator must arrange for a substitute or department coverage of the teacher's responsibilities by entering an absence request via the District's online absence management system. The educator should also submit a copy of the jury summons to the Human Resources Office upon receipt of the summons. There will be no

loss of salary to an educator during the time the educator is absent from work because of jury duty service. Educators may retain any payment received from the court for the completion of their jury duty service.

J. SALARY AND SCHOOL-RELATED LEGAL PROCEEDINGS

Time off with pay shall be granted to any educator for appearance in a legal proceeding relating to any school matter.

K. COMPENSATION FOR EXTRA CLASS ASSIGNMENT (CLASS OVERLOAD)

An educator who accepts one (1) class more than the normal load shall receive 20% of BA, step 1 per year, prorated by semester for the class overload. The District will make every effort to ensure that the overload payment begins by the second paycheck of the school year.

L. ADVANCEMENT ON COMPENSATION SCHEDULE

For purposes of advancement on the Compensation Schedule, a full-time tenured educator who shall be employed one hundred (100) days or more shall be entitled to advance as though the entire year had been completed.

For purposes of advancement on the Compensation Schedule, part-time educators who are employed as of November 1st of the school year will advance every other year of continued employment and their base salary will be prorated according to the PTE (Part Time Equivalency).

M. COMPENSATION FOR COORDINATORS

The Bilingual Coordinator, the Media Services/Library Coordinator and the Psychologist Intern Coordinator shall be paid $3,800 for the duration of this contract.

N. COMPENSATION FOR TRAINING REQUIRED BY THE DISTRICT

When the District requires an educator to attend and participate in a training that occurs outside of the normal educator work day and/or work year, the educator will be compensated according to the curriculum rate.

O. COMPENSATION FOR WORK COMPLETED FOR THE EDUCATIONAL TESTING SERVICE (COLLEGE BOARD)

When an educator chooses to work with the Educational Testing Service (College Board) during working hours, the educator must first receive approval from the educator's Department Chairperson for professional day(s) to cover the absence(s) and send an email notification to the Human Resources Office once approved. Additionally, if this work is being performed during such hours an educator is already compensated by the

District (Monday through Friday between 8:00 am and 4:00 pm), the educator will be obligated to reimburse the District for that period of time. The Human Resources Office will then inform the educator of the specific information the educator will need to submit in order to process the reimbursement. Work completed by the educator that occurs outside of the normal work day (as listed above) or on Saturday or Sunday, is compensation not reimbursable to the District for this time. The educator may not use sick days or personal days to cover this absence(s).

P. COMPENSATION FOR CRISIS RESPONSE BEYOND WORKDAY

When a non-classroom educator (including school counselors, psychologists, social workers, and school nurses), with the approval of a direct supervisor and in the best interest of students, is required to remain beyond the contractual workday to respond to a student or family crisis or student health emergency, the educator shall be compensated at the curriculum rate for all time worked beyond the contractual workday.

Q. SALARY AND UNAPPROVED ABSENCE

Pay deduction for an unapproved absence is based on the following formula: Compensation Schedule pay x 1/185 for each day of absence.

R. SALARY AND APPROVED ABSENCE

If an absence of no more than 10 days per school semester has been pre-approved by the Superintendent or designee for purposes other than leaves, then the educator shall have a portion of the educator's pay deducted to cover the cost of substitute teachers during such approved absence. This deduction shall be at the rate of pay that is the current daily rate of compensation for the cost of a long term substitute whether provided in whole or in part, or otherwise.

S. ADMISSION TO ATHLETIC CONTESTS

District educators and staff along with their immediate families shall receive free admission to all athletic contests hosted at the high school with the exception of IHSA postseason contests and contests at which a capacity crowd is anticipated. In those instances, the Athletics Department will notify educators at least three days in advance that tickets must be purchased.

T. PROFESSIONAL GROWTH

Educators who intend to use coursework or equivalency credit to move from one compensation lane to another should follow the procedures outlined in the Faculty Handbook available online.

1. To move to the MASTER'S lane, prior to beginning a Master's Program offered by an accredited institution of higher learning, an educator must receive approval from

the Superintendent or designee. All documentation pertaining to the completion of a Master's Degree should be submitted to the Human Resources Department.

2. An educator shall qualify for horizontal lane movement on the Compensation Schedule beyond a Master's Degree by completing courses (with a Pass in a Pass/Fail course or a grade of C or better in a graded course) offered by an accredited institution of higher learning. To move to the MASTER'S+30 lane, at least two-thirds (2/3) of the 30 credit hours must be earned in graded courses in which the educator earns a grade of C or better. The remaining 10 credit hours may be earned through equivalency credit programs. All course work must be approved by the Professional Growth Committee. The only courses that count toward the MASTER'S+30 lane movement are courses that have been completed after an educator has received a Master's Degree.

3. To move to the MASTER'S+60/Ph.D. lane, at least two-thirds (2/3) of the additional 30 credit hours must be earned in graded courses in which an educator earns a grade of C or better. All course work must be approved by the Professional Growth Committee. The only courses that count toward MASTER'S+60 lane movement are courses that have been completed after an educator has received a Master's Degree.

4. After initial employment, coursework or equivalency credit work for lane movement to MASTER'S+30 and MASTER'S+60 lanes shall include at least six (6) credit hours pertaining to District goals.

5. Educators can earn Fast Track Credits. The Fast-Track Credit Program is intended to incentivize educators to take continuing education credits/hours beyond a Master's degree in the area of the educator's primary certification or in an area of District values or needs. This program awards 1.5 professional growth credits/hours for every qualifying graduate credit/hour earned up to 12 hours within a lane (towards MASTER'S+30 or MASTER'S+60). For example, under this program, a 3-credit/hour course will count as 4.5 credits/hours, and can be applied up to 12 earned credits/hours per lane (12 credits x 1.5 = 18 total credit/hours).

6. If hours beyond a Master's Degree are to be utilized for advancement on the salary scale at the beginning of the school year, notice of completion of such course work or equivalency credit shall be filed by the educator in writing with the Professional Growth Facilitator within the first 40 calendar days of the school year. Compensation will be adjusted at the beginning of the second semester of the school year if notice of anticipated completion of such course work or equivalency credit is submitted to the Professional Growth Facilitator within the first forty (40) calendar days of the second semester.

7. Educators who earn National Board Certification will earn nine (9) professional growth credits that may be applied toward a lane change.

8. Educators who hold a Professional Educator License (PEL) for School Support Personnel (e.g., counselor, school social worker, school psychologist, speech and language pathologist) may submit official documentation to the Human Resources Department Office regarding such license from their preparation program for appropriate lane placement.

U. PROFESSIONAL GROWTH COMMITTEE

The Professional Growth Committee (PGC) will be comprised of three (3) educators (who are in the MASTER'S+30 lane or higher and are employed full time) appointed by Teachers' Council President, three (3) members appointed by the Superintendent or designee, and the Assistant Superintendent for Curriculum and Instruction. The Assistant Superintendent for Curriculum and Instruction will only cast a vote necessary to break ties. One of the appointed educators will serve as the Professional Growth Facilitator. This teacher will be paid a stipend which will be established by the Stipend Committee. All procedures and forms relating to the Professional Growth Committee and lane movement will be published in the Faculty Handbook which is available online.

ARTICLE VII
FRINGE BENEFITS

The Board shall provide the following benefits for all full-time educators. Educators employed less than full-time shall receive the benefits on a prorated basis. The District along with the Joint Health Insurance Committee agrees to review plan design in order to comply with new federal guidelines governing health care.

A. TERM LIFE INSURANCE

The District provides term life insurance equal to the annual contract salary rounded to the nearest five hundred dollars ($500.00).

B. GROUP HOSPITALIZATION AND MAJOR MEDICAL COVERAGE

For the duration of this contract, the Board of Education will be responsible for paying the following percentages of health insurance premiums:

Plan	Employee	Employee + 1	Family
HMO	95%	80%	85%
PPO	85%	55%*	60%*

*The percentage of the PPO premium paid by the Board of Education will be 70% for employee + 1 and family plans if the educator's date of enrollment in the plan was prior to December 31, 2001. Parties to a civil union and domestic partners shall be treated the same as spouses with respect to eligibility for insurance coverage to the extent permitted by the insurance carrier.

1. For those educators electing single health insurance, the Board shall pay 100% of the monthly premium for single dental coverage. Those teachers electing "employee+1" or "family" health insurance coverage will pay 100% of the premium for any dental coverage. The Board does not contribute toward this premium.

2. An educator may elect not to participate in these health insurance plans. If an educator waives in writing coverage under any of the group hospitalization and major medical insurance plans/programs offered by the Board, the educator shall be paid $1,500 per school year (pro rata if less than a year).

3. The above provisions relative to life insurance and group hospitalization and major medical coverage shall be applicable through December 31st of each plan year.

C. FLEXIBLE SPENDING ACCOUNT (FSA)

To the extent permissible by law, the District shall establish and maintain a comprehensive Flexible Spending Account plan that enables educators to make salary reduction contributions on a pre-tax basis for benefits such as:

- Reimbursement for medical, dental and other health-related expenses to the extent not covered by insurance and incurred by the educator, the educator's spouse and/or the educator's dependents for this purpose. Pre tax dollars may not be used for expenses of any dependent who does not meet the IRS definition of a qualified dependent.
- Reimbursement for qualified dependent care assistance (including both child care and elder care).

The election of benefits will be made during the enrollment period established by the Human Resources Department and shall be irrevocable for the balance of the calendar year. However changes in the type of membership in the insurance program are permitted in accordance with the regulations of the group plan (i.e., for a qualifying change in status).

D. LIABILITY INSURANCE

The District shall insure against any loss or liability for educators by reason of death or bodily injury and property damage claims and suits, including defense thereof, when damages are sought for negligent or wrongful acts allegedly committed during the scope of employment or under direction of the Board of Education.

E. CHANGE IN INSURING COMPANIES

Any change in the insuring companies shall be by mutual agreement of the Board of Education and the Joint Health Insurance Committee, of which Teachers' Council has (3) representatives.

F. JOINT HEALTH INSURANCE COMMITTEE

The Joint Health Insurance Committee exists for the purpose of reviewing all aspects of current and future health insurance programs and recommending changes as appropriate. The committee shall consider all options which are in the best interests of plan participants, taking into account, without limitation, benefit design and coverage options, cost savings and containment options, managed care, preventative care, and wellness programs. The committee will be comprised of three (3) Teachers' Council representatives and four (4) Administrative representatives, and at least one (1) representative from each of the other bargaining units. An administrative representative will chair the committee.

The work of the Joint Health Insurance Committee shall be collaborative in order to facilitate a wide range of views and opinions on the subject of health insurance. All members of the committee may submit items for meeting agendas. The committee will meet at least twice each school year, and any member of the committee may request additional meetings as needed. All members of the committee shall have access to master policies, documents describing benefit coverage and claims procedures and experience, and all other information generated by the plan administrator and made available to the Board, Superintendent, Human Resources Department and/or Business Office. However, the confidentiality of individual plan participants shall be protected as required by the Americans with Disabilities Act and HIPAA privacy regulations.

The Joint Health Insurance Committee may utilize the services of brokers and consultants. These brokers and consultants may attend meetings and provide recommendations concerning plan design, interpret data generated from reports and bidding carriers, and provide projections of future plan experience.

The recommendations of the Joint Health Insurance Committee shall be made by majority vote and require the support of at least one (1) member of Teachers' Council and at least one (1) member of the Administration. Such recommendations shall be provided, in writing, to the Board and to Teachers' Council. The Board shall act and communicate its disposition regarding any committee recommendation within 60 days of receiving the recommendation. Committee recommendations shall be made in time for implementation with each new plan year.

G. WORKER'S COMPENSATION

1. All educators are protected under the Worker's Compensation Act in cases of injury or death incurred in line with the usual duties required of the educators, as provided in their contract or other condition of employment.

2. If educators, through no negligence of their own, suffer an accident or illness resulting from their assigned duties in school or in extracurricular activities under the direction of the Board of Education, the Board shall recompense the employee the difference between the amount paid by Worker's Compensation (66 & 2/3) and the amount of full compensation during the first thirty (30) calendar days, and no sick leave shall be charged. On the thirty-first (31st) calendar day and each day thereafter, compensation received will equal 66 & 2/3 of their base salary. No benefit days may be used in conjunction with worker compensation payments.

H. HEALTH INSURANCE FOR TEACHERS ON LEAVE

1. Health insurance for educators on unpaid leave of absence will terminate at the end of the calendar month in which the leave commences. If a leave commences at the beginning of a school term, the insurance shall terminate on the preceding June 30th.

2. If permitted by the insurance carrier, the educator on a leave of absence may continue such insurance in full force and effect by the timely advance payment of all premiums to the Business Office. In such event, the Board shall reinstate all benefits hereunder upon the resumption of employment, or upon July lst of the calendar year in which leave terminates, whichever shall first occur, provided notice of intention to return to employment has been given as provided in Article IV in this Agreement.

3. If the educator on leave has not continued such insurance during the period of the leave, the Board shall reinstate all benefits hereunder upon the resumption of employment, or as provided in the preceding subparagraph, or as soon as the insurance carrier shall permit, whichever shall first occur.

I. INSURANCE FOR EDUCATORS NOT RETURNING TO THE DISTRICT

The Board shall pay 50% of the monthly COBRA premium for continued group hospitalization/major medical insurance coverage for the months of July and August for educators whose contracts are not renewed for the following school year or educators whose resignation is effective at the end of the current school year.

J. DEFERRED COMPENSATION PLANS (403(b) AND 457)

Any educators of the District may elect to contribute to the 403(b) and 457 plans approved by the District. The Chief Financial Officer shall withhold and deposit funds in the amount selected by the educator under the terms of such plans. 403(b) contributions are as follows:

- Tier 1 – 75% match for 1% contribution
- Tier 2 – 100% match for up to 1.5% contribution (no less than 1% contribution)

ARTICLE VIII
PART- TIME EDUCATOR EMPLOYMENT

A. REQUEST FOR PART-TIME EDUCATOR EMPLOYMENT

Full-time educators requesting a reduction to part-time employment or part-time educators requesting continuation of part-time employment shall submit their request to the Superintendent or designee in writing no later than February 15th of the preceding school year. Part-time employment requests will be honored pending sectioning results and the needs of students. Failure to provide such notification shall be treated as an understanding that the educator will work full-time during the next school year.

B. PART-TIME EDUCATOR-STUDENT LOAD

If an educator teaches less than a full load, the educator-student load will be prorated to reflect the appropriate reduction in the number of students.

For example, if an educator teaches only 4 classes (.2 release) the average total number of students would be reduced by 20% of 26 students. If the educator is assigned more than 105 students, the educator is in overload status and is entitled to discuss an appropriate remedy or remedies.

C. SUPERVISORY/SUPPLEMENTARY DUTIES FOR PART-TIME EDUCATORS

Supervisory duties for part-time educators are one block pro-rated as follows:

FTE Status	Weekly Duty
.1	No duty
.2	1 block on Monday only (e.g., block 3 on M)
.3	1 block on Monday only
.4	1 block on a block day only (e.g., block 5 on T)
.5	1 block on a block day only
.6	1 block on Monday and a block day (e.g., block 2 on M & W)
.7	1 block on Monday and a block day
.8	1 block on 2 block days (e.g., block 6 on W & F)
.9	1 block on 2 block days

D. ANNUAL SICK DAYS (PRORATED FOR PART-TIME EDUCATORS)

These days are to be utilized in the event of personal illness, family illness, or death in the immediate family (bereavement). Immediate family is defined in the Illinois School Code (105 ILCS 5/24-6) as, “parents, spouse, brothers, sisters, children, grandparents,

grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians." Educators may appeal in writing to the Superintendent or designee for exceptions to the definition of immediate family.

In addition, an educator may use one (1) day of sick leave for the purpose of attending a funeral of someone who is not in the educator's immediate family as defined above. Such day will be deducted from the educator's accumulated sick leave bank.

Part-time educators shall be granted sick days on the following schedule:

Years Worked	**.1 FTE**	**.2 FTE**	**.3 FTE**	**.4 FTE**	**.5 FTE**	**.6 FTE**	**.7 FTE**	**.8 FTE**	**.9 FTE**
1-4	**2**	**2**	**2**	**2**	**5.5**	**6.5**	**7.5**	**8.5**	**9.5**
5-10	**2**	**2**	**2**	**2**	**6**	**7**	**8**	**9.5**	**10.5**
11-15	**2**	**2**	**2**	**2**	**6.5**	**7.5**	**9**	**10**	**11.5**
16+	**2**	**2**	**2**	**2**	**7**	**8**	**9.5**	**11**	**12.5**

All newly hired part-time educators shall be granted extended sick days prorated to their full-time equivalent (FTE) status (e.g., an educator hired at .6 FTE shall be granted 54 extended sick days, which is equal to 60% of the full-time allotment of 90 extended sick days). If part-time educators remain part-time in a subsequent school year, then the educators shall be granted a portion of six (6) extended sick days pro-rated to their full-time equivalent (FTE) status. If part-time educators become full-time in a subsequent school year, then the educators shall be granted additional extended sick days to increase their extended sick leave bank to the full-time level.

E. ADVANCEMENT ON COMPENSATION SCHEDULE

For purposes of advancement on the Compensation Schedule, part-time educators who are employed as of November 1st of the school year will advance every other year of continued employment and their base salary will be prorated according to the full-time equivalency (FTE) status.

F. FLEXIBLE SPENDING ACCOUNT (FSA)

To the extent permissible by law, the District shall establish and maintain a comprehensive Flexible Spending Account plan that enables teachers to make salary reduction contributions on a pre-tax basis for benefits such as:

- Reimbursement for medical, dental and other health-related expenses to the extent not covered by insurance and incurred by the teacher, the teacher's spouse and/or

the teacher's dependents. For this purpose, pre-tax dollars may not be used for expenses of any dependent who does not meet the IRS definition of a qualified dependent.

- Reimbursement for qualified dependent care assistance (including both child care and elder care).

The election of benefits will be made during the enrollment period established by the Human Resources Department and shall be irrevocable for the balance of the calendar year. However changes in the type of membership in the insurance program are permitted in accordance with the regulations of the group plan (i.e., for a qualifying change in status).

G. DEFERRED COMPENSATION PLANS (403(b) AND 457)

Any educators of the District may elect to contribute to the 403(b) and 457 plans approved by the District. The Chief Financial Officer shall withhold and deposit funds in the amount selected by the educator under the terms of such plans. 403(b) contributions are as follows:

- Tier 1 – 75% match for 1% contribution
- Tier 2 – 100% match for up to 1.5% contribution (no less than 1% contribution)

ARTICLE IX
SUPPLEMENTAL RETIREMENT PLAN

A. DURATION OF PROGRAM

This supplemental retirement program shall be available only to those educators who, on or before the end of the 2029-2030 school year, provide to the Superintendent notice of their intent to retire on or before June 30, 2034. For educators who provide a notice of intent to retire after the end of the 2029-2030 school year this program may or may not be available depending on the terms of succeeding collective bargaining agreements.

B. TIMING OF NOTICE AND RETIREMENT

In order to enjoy the full provisions of contractual retirement benefits, all members of Teachers' Council are required to retire at the close of an academic year.

C. LOCAL RETIREMENT PROGRAM FOR EDUCATORS WHO HAVE COMPLETED 15 YEARS OF CREDITABLE SERVICE IN THE DISTRICT

1. To be eligible to participate in the District's local retirement program, the educator must have completed fifteen (15) or more consecutive years of full-time service to the District as a certificated educator and:
    a. Meet the age and service requirements for eligibility as set forth by the Teacher Retirement System of the State of Illinois
    b. Submitted to the Superintendent a letter of intent to retire by the following dates:

        - August 1, 2026 for retirement in 2030
        - May 1, 2027 for retirement in 2031
        - May 1, 2028 for retirement in 2032
        - May 1, 2029 for retirement in 2033
        - May 1, 2030 for retirement in 2034

    c. The resignation must be effective no later than the last day of the school term in which the member is first eligible to retire with maximum service credit through TRS, which includes creditable service recognized by TRS due to unused sick leave. If the member subsequently needs to use the sick leave during their final years of employment that would have been recognized by TRS for creditable service, the retirement date will be extended one to two years provided doing so does not subject the Board to a penalty from TRS, AND
    d. The member must provide the District with a statement from TRS verifying the following:
        - The number of years of creditable service with TRS
        - The number of years of creditable service with non-TRS retirement systems in Illinois and other states which may be used for creditable service with TRS

- Other optional service credit which may be available for creditable service with TRS, such as leaves of absence or military service
- The number of days of sick leave from other TRS-covered employers available for service credit with TRS, AND

e. None of the member's increases in creditable earnings in the four school years used to determine the member's pension would cause the Board to be subject to a penalty under the Illinois Pension Code.

2. If the member meets the eligibility requirements for the retirement program and intends to retire prior to the end of the 2033-34 school year or earlier, they may elect to receive the following benefits:
   a. a 4% increase in base salary for the last four years of employment
   b. For educators whose retirement could but does not, in fact, cause the District to incur penalties related to creditable earnings exceeding 6%, the District shall make a post-retirement payment, which may be used to defray the cost of retiree health insurance coverage, to the educator of $2,000 per year for a period of five (5) years. This payment is not intended as deferred compensation for services rendered but rather as an incentive to educators to manage their activities in the latter stages of their career so as not to cause the District to pay any unnecessary contributions to TRS. This payment will be made during August of each of the five post-retirement years.
   c. If an educator at retirement has any accumulated sick leave days that have not been counted towards the educator's creditable service for purposes of retirement, the educator shall receive $10 per day to be paid in a separate check after receiving the educator's last regular paycheck, and after the educator's last day of employment, but, in any event, prior to December 31.
3. If a member meets the eligibility requirements for the retirement program but gives fewer than 4 years' notice, but no less than 2 years' notice, they are able to receive a 4% increase in base salary for the following school year and each year leading up to their retirement date. Additionally, any member providing fewer than 4 years' notice will have a reduction in the post-retirement payment period. For notice provided 3 years in advance, the member will receive the $2,000 post-retirement payment for 3 years. For notice provided 2 years in advance, the member will receive the $2,000 post-retirement payment for 2 years.
4. During participation in the retirement incentive program, the member shall be removed from the salary schedule and shall receive the applicable retirement incentive increase in lieu of step movement, lane movement, and general salary schedule increases.
5. If a member is deemed ineligible for the retirement incentive, the District will provide notice to the member explaining the reason for ineligibility. Upon request, the District will meet with the member after notification of ineligibility has been provided.
6. No educator shall be permitted to remain enrolled as the primary insured in the District's group health insurance plans after retirement, except as permitted under federal law pursuant to COBRA.
7. The Supplemental Retirement Program creates a vested right to the benefits of the local program only for educators who agree to retire on or before June 30, 2034 and have given notice prior to the end of the 2029-2030 school year. The parties further agree that if

legislation is enacted or administrative rules adopted during the life of this Agreement that adversely affects the Board's obligations or educator rights under any benefit set forth in Article VII, then they will meet to negotiate further over this provision and the impact of such legal changes.

D. TRS AND APPLICATION OF SICK LEAVE/EXTENDED SICK LEAVE DAYS

A District grant of sick leave days does not guarantee that TRS will recognize the totality of such days when it calculates years of service for purposes of retirement. It is the educator's responsibility to determine through direct contact with TRS that TRS has credited all expected service time.

E. RETIREMENT COUNSELING PROGRAM

If a retirement counseling program is provided, the cost shall be divided equally between the Teachers' Council and the Board.

ARTICLE X
TERMINATION OF NON-TENURED EDUCATORS

A. DISMISSAL CONFERENCE

Educators in their final year of probationary service who are to be recommended for dismissal at the end of the school term shall be afforded the opportunity for a conference with the appropriate administrators prior to the submission of such recommendation to the Board of Education. If requested by the educator, the educator may be accompanied at such a conference by a representative(s) of Teachers' Council Executive Committee or the Professional Rights and Responsibility Committee. This paragraph shall not apply to any dismissal occurring as a result of reduction in program or reduction in the total number of educators to be employed.

B. DISMISSAL RIGHTS

Educators in their final year of probationary service who have been recommended to the Board for dismissal at the end of the school term shall have the right to a closed meeting with the Board of Education prior to action by the Board. At such a meeting, the educator may present information relevant to such dismissal. The request for such a meeting shall be presented in writing to the Superintendent within ten (10) calendar days of the educator receiving notice of the recommendation of dismissal. The educator shall have the right to representatives which may include witnesses and legal counsel. This paragraph shall not apply to any dismissal occurring as a result of reduction in program or reduction in the total number of educators to be employed.

ARTICLE XI
REDUCTION IN FORCE

A. REDUCTION IN FORCE JOINT COMMITTEE

Annually a reduction in force ("RIF") joint committee (the "RIF Joint Committee") shall convene by no later than December 1 to address the matters within its authority under Section 24-12 of The Illinois School Code. The RIF Joint Committee shall be composed of eight (8) members, four (4) members to be appointed by the Superintendent and four (4) members to be appointed by the Teachers' Council President. The appointments shall be made by October 1 of each school year, with appointees serving from October 1 through the following September 30. Any agreements reached by the RIF Joint Committee must be approved by the affirmative vote of at least seven members. Any agreements reached by the RIF Joint Committee shall be communicated to the Superintendent and to the Teachers' Council President on or before February 1 of the year in which RIF notices are sent out.

B. REDUCTIONS IN FORCE

By no later than March 15 of each school year, the Superintendent or designee shall consult with the Teachers' Council President or designee to develop a list establishing the sequence of honorable dismissals in any RIF in accordance with the positions and the groupings required by Section 24-12(b) of The Illinois School Code.

For purposes of RIF categorization under Section 24-12(b), the job description qualifications used to determine whether an educator is qualified to hold a position shall be those in effect on or before May 10 preceding the school year during which the sequence of honorable dismissals is determined. Upon request, the District shall provide the Teachers' Council President or designee the job descriptions relied upon for such determinations.

Upon request, the District shall provide the Teachers' Council President or designee the data reasonably relied upon by the District, if applicable, in determining the need for a reduction in force and in developing the sequence of honorable dismissals for the affected position(s). Data may be provided in electronic form.

The Teachers' Council President or designee shall be consulted prior to Board action authorizing honorable dismissal of any tenured member of the bargaining unit.

The Superintendent or designee shall complete the list and provide the Teachers' Council President or designee with a copy by no later than 75 calendar days before the end of the school term. Thereafter, the Superintendent or designee shall promptly inform the Teachers' Council President or designee of any changes in the list made between the time of consultation and any RIF action taken by the Board, but in any event by no later than April 15.

C. DEFINITION OF SENIORITY

Where seniority is to be applied under Section 24-12 of The Illinois School Code, the following criteria shall be used:

1. As used herein, "seniority" shall mean the continuous service in the District beginning with the educator's first day of contractual work of the school year. Periods of leaves of absence shall not interrupt continuous service.

Employment in the District which is less than full-time or full-year shall be counted pro rata in computing length of service. Periods of unpaid leaves of absence shall not be counted in determining length of service. Time outside of the bargaining unit shall not count toward seniority, except as provided for in Section C.4 of this Article.

2. If the length of service of educators shall be equal, preference shall be given to the educator who has advanced the furthest vertically on the compensation schedule, and in the event of equal vertical placement, preference shall be given the educator who has advanced the furthest horizontally on the compensation schedule. If length of service shall still be equal, a determination by lot shall be made by the Superintendent or designee to determine who has greater seniority.

3. Anything in this Article to the contrary notwithstanding and to the extent permitted by law, (a) the Board's commitment to the principles of affirmative action shall prevail, and (b) where the educators remaining teach subjects of a specialized nature within such areas as world language, music, art, technical education, and other disciplines, educators with the greater experience and/or preparation in such specialty may be retained in preference to educators lacking such experience and/or preparation.

4. If the District shall determine that it is necessary to assign a certificated tenured employee who is not an educator to a position which would qualify such employee as an educator under the terms of this Agreement, the affected certificated tenured employee shall be placed upon the seniority list and granted seniority credit for the length of continuous full-time service as a professional employee in the District.

D. RECALL

Educators dismissed as a result of a RIF shall have the right of recall as set forth in Section 24-12 of The Illinois School Code. An educator shall be recalled by registered or certified letter from the District to the educator's address on file with the District. An educator's failure to respond affirmatively within fifteen (15) calendar days after the receipt of the District's letter recalling such educator shall result in termination of the educator's rights of recall hereunder for the specific offer only. Any educator who shall fail to respond a second time to such recall letter shall be removed from the "Recall List."

E. INSURANCE BENEFITS

Educators on the "Recall List" shall be eligible to continue their District group insurance coverage under COBRA.

F. SUBSTITUTE PRIORITY

Educators on an active recall list shall be given priority in being hired as substitutes as compared to other persons who are not on such a list, and if employed as a substitute shall be paid at the long-term substitute rate on the eleventh (11) day of work as a substitute. The obligation of the Board hereunder shall cease upon the third consecutive occasion of a refusal by any individual educator to accept the assignment as a substitute, but not including a refusal occasioned by the illness of the educator

G. SUMMER SCHOOL TEACHING

An educator who is honorably dismissed shall be given priority consideration for summer employment of a professional nature, provided the obligation of the Board hereunder shall cease upon the refusal of the educator to accept any summer position.

H. PART-TIME EMPLOYMENT

The Board shall first offer part-time employment positions to educators honorably dismissed in accordance with the recall provisions of this Article, provided the rejection of an offer of a part-time position shall not affect the educator's right for recall for full-time employment. Anything in this Agreement to the contrary notwithstanding, if any such educator agrees to accept a part-time position of 50% or more, such service shall be counted as a full year of service in determining seniority and advancement on the salary schedule.

The Board agrees that it will not utilize part-time employment as a device to systematically circumvent the reemployment of full-time educators.

ARTICLE XII
GRIEVANCE PROCEDURE

A. DEFINITION

A grievance shall mean a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.

B. INDIVIDUAL EDUCATOR AND ORGANIZATION RIGHTS

1. Teachers' Council shall have the right to have a representative present at all formal grievance meetings.

2. Every affected educator, group of educators, or Teachers' Council shall have the right to present grievances in accordance with these procedures. Every educator has the right to be represented by a Teachers' Council representative at all steps of the grievance procedure.

3. The failure of an educator or Teachers' Council (or in the event of an appeal to arbitration, Teachers' Council only) to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

4. As used herein, "days" shall mean educator employment days, except during the summer recess when it shall mean days on which the District Human Resources Department is open.

5. It is agreed that any investigation or other handling or processing of any grievance by the grieving educator or Teachers' Council shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving educator or of the educators covered under this Agreement.

C. GRIEVANCE STEPS (PROCEDURES)

1. FIRST STEP

   An attempt shall be made to resolve any grievance by informal discussion between the complainant and the complainant's immediate supervisor or the administrator responsible.

   If the grievance shall arise from a determination above the Associate Principal's level, it shall initially be filed at the third step.

2. SECOND STEP

If the grievance cannot be resolved informally, the aggrieved educator or Teachers' Council shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the appropriate administrator. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the Agreement upon which the grievance is based, and shall state the remedy requested. The filing of the formal written grievance at the second step must be within twenty-five (25) days from the date of the occurrence of the event giving rise to the grievance. The appropriate administrator shall make a decision on the grievance and communicate it in writing to the educator and Teachers' Council and the Superintendent within ten (10) days after receipt of the grievance.

3. THIRD STEP

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved educator or Teachers' Council shall file, within ten (10) days of the appropriate administrator's written decision at the second step, a copy of the grievance with the Superintendent. Within ten (10) days after such written grievance is filed, the aggrieved and the Superintendent or designee shall meet to resolve the grievance. The Superintendent or designee shall file an answer within ten (10) days of the third step grievance meeting and communicate it in writing to the grievant and Teachers' Council.

4. FOURTH STEP

If the grievance is not resolved satisfactorily at the third step, Teachers' Council may utilize a fourth step of final, binding arbitration. Teachers' Council may submit, in writing, a request on behalf of Teachers' Council and the grieving educator to the Superintendent within thirty (30) days from receipt of the third step answer to enter into such arbitration. The arbitration proceeding shall be conducted by an Arbitrator to be selected by the two parties within seven (7) days after said notice is given. If the parties fail to reach an agreement on an Arbitrator within seven (7) days, the American Arbitration Association will be requested to provide a panel(s) of arbitrators.

a. Neither the Board nor Teachers' Council shall be permitted to assert any grounds or evidence before the Arbitrator which was not previously disclosed to the other party.

b. The Arbitrator may award such financial reimbursements or other remedies as shall be within the Arbitrator's lawful authority.

c. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitration process shall be divided equally between the Board and Teachers' Council.

d. If either party requests a transcript of the proceedings, that party shall bear the full costs for that transcript. If both parties order a transcript, the cost of the transcripts shall be divided equally between the Board and Teachers' Council.

e. The Arbitrator shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. The Arbitrator's authority shall be strictly limited to deciding only the issue or issues presented in writing by the District and the Teachers' Council, and the decision must be based solely and only upon the interpretation of the meaning or application of the express relevant language of the Agreement.

f. The decision of the Arbitrator shall be final and binding.

ARTICLE XIII
COLLECTIVE BARGAINING AGREEMENT NEGOTIATION PROCEDURES

A. NEGOTIATING COMMITTEE MEMBERSHIP

Designated representatives of the Board and representatives of Teachers' Council, who shall have been deemed with authority to negotiate on behalf of the respective parties, shall meet as provided herein for purposes of negotiating a successor agreement.

The number of educators on the Teachers' Council negotiating committee can be equal to, but not more than the number of the people on the Board/Administrative negotiating team.

B. MEETINGS

Either party requesting negotiations should send a letter to the other party by February 15, of the last year of the contract. Such negotiations shall begin no later than April 1, of the final year of the contract with meetings to be held as necessary at times and places to be agreed upon by the parties.

Facts, opinions, and proposals shall be exchanged freely during the meeting or meetings in an effort to reach mutual understanding and agreement on matters defined as negotiable in Article XIII, Section C, below.

C. SCOPE

The parties agree to negotiate in good faith: salaries (including stipends), related economic conditions (fringe benefits), grievance procedure adjustment, negotiating procedures, and working conditions (including personnel matters and work assignments).

D. REQUESTS FOR ASSISTANCE

The participants may call upon competent professional and lay representatives to consider the matters under discussion and to make suggestions. All participants have the right to utilize the services of consultants in the deliberations.

E. AGREEMENT AND APPENDICES

When tentative agreement is reached on all matters being negotiated, a proposed written memorandum of understanding, embodying tentative negotiation agreements shall be submitted to the membership of Teachers' Council and the full Board of Education for ratification. Individual educator employment contracts shall conform to this Agreement.

F. NEGOTIATIONS LEAVE

Up to three (3) days leave per year shall be granted to each member of the Teachers' Council Negotiating Committee. Such leave days may be used at the discretion of Teachers' Council and shall incur no loss of pay. The cost of substitutes, if necessary, shall be paid by Teachers' Council.

ARTICLE XIV
IMPASSE PROCEDURES

A. MEDIATION

1. If agreement is not reached on all items within ninety (90) calendar days following the onset of negotiations, and all items have been thoroughly discussed with no apparent reconciliation of differences being possible, either party may declare to the other that an impasse exists and call for mediation as a means of attaining resolution of the item(s) in dispute.

2. A panel of mediators shall be secured from the American Arbitration Association or the Federal Mediation and Conciliation Service. The selection of the mediator shall be in accordance with its rules and regulations.

3. The mediator shall have the authority to confer separately or jointly with the parties, review pertinent data and make suggestions and recommendations for settlement provided the mediator shall not make public any recommendations without the written consent of the parties.

B. COSTS

The cost of the mediator shall be shared equally by the parties. Costs for consultants chosen by a party shall be borne by that party.

ARTICLE XV
REPRESENTATION CHALLENGE

Any representation challenge to the majority status of the Teachers' Council shall be processed in accordance with the applicable provisions of the Illinois Educational Labor Relations Act and any related rules and regulations issued by the Illinois Educational Labor Relations Board.

ARTICLE XVI
EFFECT OF AGREEMENT

A. EXCEPTIONS

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

B. RIGHTS OF BOARD

Except as expressly modified or limited by the specific provisions of this Agreement, the Board retains the right to make and implement decisions concerning the management and operation of the District in all its respects, including, but not limited to, the right to determine the District's organizational and administrative structure; to determine the scope, purpose, and standards for the services to be offered to the public; to make, revise, and enforce rules and regulations; to direct, assign, schedule, transfer, and evaluate employees; to determine the duration, methods, means, composition and number of personnel by which operations are to be conducted; to establish class schedules and make student assignments; to determine whether goods or services are to be provided or purchased; to establish, modify, or eliminate courses of instruction, specific programs, athletic, recreational and social events; to determine whether educators should be placed in contractual continued service; to lay off and recall educators; to establish qualifications for employment and to determine fitness for employment; and to change or eliminate existing methods, equipment or facilities.

In accordance with applicable law, Teachers' Council recognizes the Board's commitment to equal employment opportunities and to affirmative action. The Board retains the right to take all actions necessary to fulfill that commitment, including the right to determine the content and implementation of any Affirmative Action Plan that may be in effect from time to time.

C. FULL AGREEMENT

This Agreement supersedes and cancels all previous agreements between the Board and Teachers' Council and constitutes the entire agreement between the parties, and concludes collective bargaining for its term. The Board and Teachers' Council, for the life of this Agreement, each voluntarily and unqualifiedly, waive any right which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in, this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

D. NON-INTERRUPTION OF WORK

During the term of this Agreement, neither Teachers' Council nor any educator covered by this Agreement shall instigate, promote, or participate in any strike or other concerted stoppage of work. Teachers' Council shall not be held responsible for actions of individual educators.

ARTICLE XVII
DURATION OF AGREEMENT

A. This Agreement shall be effective July 1, 2026.

B. This Agreement shall remain in effect through June 30, 2030.

In witness hereof the parties have set their hands this 8th day of June 2026.

BOARD OF EDUCATION OF
EVANSTON TOWNSHIP HIGH
SCHOOL DISTRICT 202

By: _____
Patricia Savage-Williams
President, Board of Education

EVANSTON TOWNSHIP HIGH SCHOOL
TEACHERS' COUNCIL
NEA/IEA

By: _____
Richard Cardis
President, Teachers' Council

2026-2027 Teacher Compensation Schedule

2.75% COLA

STEP	BA	MA	MA +30	MA +60
1	$70,829	$77,912	$81,453	$84,994
2	$73,661	$81,807	$85,525	$89,245
3	$76,424	$85,693	$89,588	$93,484
4	$79,099	$89,550	$93,620	$97,690
5	$81,076	$93,579	$97,833	$102,086
6	$83,103	$97,322	$101,746	$106,169
7	$85,181	$100,728	$105,307	$109,885
8	$87,098	$104,254	$108,993	$113,731
9	$89,057	$107,902	$112,807	$117,712
10	$91,062	$111,680	$116,755	$121,832
11	$93,110	$115,309	$120,550	$125,792
12	$95,204	$118,768	$124,166	$129,565
13	$95,204	$122,034	$127,582	$133,128
14	$95,204	$125,085	$130,771	$136,457
15	$95,204	$127,899	$133,713	$139,527
16	$95,204	$130,777	$136,722	$142,666
17	$95,204	$133,719	$139,798	$145,876
18	$95,204	$136,394	$142,594	$148,794
19	$95,204	$139,122	$145,446	$151,769
20	$95,204	$140,513	$146,900	$153,287
21	$95,204	$141,919	$148,369	$154,820
22	$95,204	$143,338	$149,852	$156,368
23	$95,204	$144,771	$151,352	$157,932
24	$95,204	$146,218	$152,865	$159,512
25	$95,204	$147,681	$154,394	$161,106
26	$95,204	$149,158	$155,938	$162,717
27	$95,204	$150,276	$157,108	$163,938
28	$95,204	$151,403	$158,286	$165,167
29	$95,204	$152,539	$159,473	$166,406
30+	$95,204	$153,683	$160,669	$167,654

2026-27 Salary Schedule - This schedule includes the planned 2.75% COLA increase. If a property tax freeze is in effect as of 8/1/26, salaries will revert back to the 2025-26 schedule (but members will receive step increase for 2026-27).

2027-2028 Teacher Compensation Schedule

2.5% COLA

STEP	BA	MA	MA +30	MA +60
1	$72,600	$79,859	$83,489	$87,119
2	$75,503	$83,853	$87,664	$91,476
3	$78,335	$87,836	$91,828	$95,821
4	$81,076	$91,788	$95,960	$100,132
5	$83,103	$95,918	$100,279	$104,638
6	$85,181	$99,755	$104,290	$108,824
7	$87,310	$103,246	$107,940	$112,632
8	$89,275	$106,860	$111,718	$116,575
9	$91,283	$110,600	$115,628	$120,655
10	$93,338	$114,472	$119,674	$124,878
11	$95,437	$118,191	$123,563	$128,937
12	$97,585	$121,738	$127,270	$132,804
13	$97,585	$125,085	$130,771	$136,456
14	$97,585	$128,212	$134,040	$139,868
15	$97,585	$131,097	$137,056	$143,015
16	$97,585	$134,046	$140,140	$146,233
17	$97,585	$137,062	$143,293	$149,523
18	$97,585	$139,803	$146,159	$152,514
19	$97,585	$142,600	$149,082	$155,564
20	$97,585	$144,026	$150,573	$157,120
21	$97,585	$145,467	$152,078	$158,691
22	$97,585	$146,921	$153,599	$160,277
23	$97,585	$148,390	$155,136	$161,880
24	$97,585	$149,874	$156,687	$163,499
25	$97,585	$151,373	$158,254	$165,134
26	$97,585	$152,887	$159,837	$166,785
27	$97,585	$154,033	$161,035	$168,036
28	$97,584	$155,188	$162,243	$169,296
29	$97,585	$156,352	$163,460	$170,566
30+	$97,585	$157,525	$164,686	$171,845

2027-28 Salary Schedule - This schedule includes the planned 2.5% COLA increase. If a property tax freeze is in effect as of 8/1/27, salaries will revert back to the 2026-27 schedule (but members will receive step increase for 2027-28).

APPENDIX B
SUMMER SCHOOL SALARY SCHEDULE

Summer 2027	Summer 2028	Summer 2029	Summer 2030
$8,128	$8,290	$8,455	$8,624

Summer school rate increases by 2% each year of the contract.

APPENDIX C
STIPEND SCHEDULES

1. 2026-27 STIPEND SCHEDULE

CATEGORY	YEARS 1-3	YEARS 4-7	YEARS 8-12	YEARS 13+
1	$10,624	$11,687	$13,599	$14,662
2	$9,208	$10,058	$11,191	$11,758
3	$6,729	$8,145	$8,499	$9,208
4	$5,312	$5,666	$6,375	$6,729
5	$3,187	$3,896	$4,604	$5,312

2. 2027-28 STIPEND SCHEDULE

CATEGORY	YEARS 1-3	YEARS 4-7	YEARS 8-12	YEARS 13+
1	$10,890	$11,979	$13,939	$15,028
2	$9,438	$10,309	$11,471	$12,052
3	$6,897	$8,349	$8,712	$9,438
4	$5,445	$5,808	$6,534	$6,897
5	$3,267	$3,993	$4,719	$5,445

3. EXPERIENCE FACTOR

CATEGORY	YEARS 1-3	YEARS 4-7	YEARS 8-12	YEARS 13+
1	0.1500	0.1650	0.1920	0.2070
2	0.1300	0.1420	0.1580	0.1660
3	0.0950	0.1150	0.1200	0.1300
4	0.0750	0.0800	0.0900	0.0950
5	0.0450	0.0550	0.0650	0.0750

The word “years” in the charts above refers to the years of documented experience as a sponsor or a coach.

4. STIPEND REVIEW COMMITTEE

a. The Stipend Review Committee shall recommend to the Superintendent additions, deletions and/or changes in placement of stipend positions on stipend schedule.

b. The Committee will consist of six (6) members appointed by Teachers' Council President and six (6) members appointed by the Superintendent. The composition of the committee shall be as follows:

- Assistant Superintendent for Human Resources or designee (1)
- Athletic Director (1)
- Administration (AP) or other administrator as appointed by the Superintendent (4)
- Athletic Coach (1)
- Music/Drama Educator (1)
- Others as appointed by the Teachers' Council President (4)

5. ADDITIONAL STIPEND INFORMATION

a. If a new stipend position is approved by the Superintendent, the Superintendent or designee shall prepare the job description and determine the stipend for the first year that the position is filled. After the first year, the Stipend Review Committee shall review the stipend position and determine where the position should be placed on the stipend schedule.

b. Coaches or sponsors may be granted non-ETHS years of experience provided the coach or sponsor produces official documentation from a previous district(s) that substantiates prior experience coaching or sponsoring the sport or activity at the high school level. For sports, the Athletic Director, in conjunction with the Associate Superintendent for Human Resources and Administrative Services or designee, will then determine the appropriate placement of a coach on the stipend grid in terms of experience. For extracurricular activities, the Director of Student Activities, in conjunction with the Associate Superintendent for Human Resources and Administrative Services or designee, will then determine the appropriate placement of a sponsor on the stipend grid in terms of experience.

c. The evaluation shall serve as the written notice to a coach or a sponsor should the non-renewal of a coach or sponsor occur. Should the reclassification or the elimination of a sport or extracurricular activity occur, the coach or sponsor shall receive written communication from the Stipend Review Committee.

d. Coaches and trainers receive $20 per session during vacation periods up to a maximum of five (5) sessions, except football coaches who receive payment for

an additional seven (7) sessions. For purposes of this section, school holidays are interpreted as vacation periods.

e. Coaches shall be paid mileage (as prescribed by the Board) for scouting assignments.

f. Chaperones for approved overnight trips shall receive $50.00 per night if they are not already receiving a stipend for this activity. Educators shall not receive this payment for chaperoning overnight foreign trips. Compensation for those educators is reflected in their stipend.

g. Athletic stipends shall be paid in season. All other stipends shall be paid during first semester, second semester or both semesters, depending upon when the activity occurs.

5. STIPEND FORMULA

Stipend positions shall be evaluated by awarding points for the factors listed below and placed in the appropriate category based upon the range of points also set forth below.

a. Student contact hours required beyond teaching contract:

HOURS	POINTS
1-/30	4
31-/60	8
61-/90	12
91-120	16
121-150	20
151-180	24
181-210	28
211-240	32
241-270	36
271 +	40

b. Average number of students per adviser/coach:

STUDENTS	POINTS
6 students	1
Maximum	12
Head coaches	All students in total program
Assistant coaches	Total students divided by number of coaches

c. Job pressure (maximum of 12 points):

1. Public exposure
2. Public relations responsibilities
3. Safety and security of students

d. Preparation and planning time:

HOURS	POINTS
1-30	3
31-60	6
61-90	9
91-120	12
121-150	15
151-180	18

e. Equipment and materials management:

1. Equipment volume (individual pieces of equipment issued):

PIECES	POINTS
500+	5
100+	4
30+	3
20+	2
10+	1

2. Handling repetitions (number of participants x pieces issued x times handled):

REPS	POINTS
500+	5
350+	4
250+	3
100+	2
25+	1

f. Weekend and holiday involvement:
Two (2) points for each day or part of day spent to a maximum of eighteen (18) points.

g. Obligated travel supervision:

One-half (.5) points per trip to a maximum of six (6) points.

h. Other adults supervised:
One (1) point per each paid adult supervised to a maximum of six (6) points.

6. STIPEND RANGE

A.	Category 1	106 – 122 points
B.	Category 2	81 – 105 points
C.	Category 3	56 – 80 points
D.	Category 4	31 – 55 points
E.	Category 5	5 – 30 points

7. EXTRA DUTY STIPENDS

A. CATEGORY 1

1. Basketball Boys Varsity Head Coach
2. Basketball Girls Varsity Head Coach
3. Football Varsity Head Coach
4. Jazz Band Director
5. Mathletes Sponsor
6. Percussion Instructor
7. Yearbook Sponsor
8. Track Boys Head Coach
9. Track Girls Head Coach

B. CATEGORY 2

1. Aquatics Manager
2. Baseball Varsity Head Coach
3. Basketball Boys Assistant Coaches
4. Basketball Girls Assistant Coaches
5. Band Director with Travel
6. Co-Athletic Trainer
7. ETHS Dance Company Director
8. Flag Football Head Coach
9. Football Assistant Coaches
10. Gymnastics Boys Head Coach
11. Gymnastics Girls Head Coach
12. Lacrosse Boys Head Coach
13. Lacrosse Girls Head Coach
14. Marching Band Director
15. Musical Drama Director
16. Soccer Boys Varsity Head Coach
17. Soccer Girls Varsity Head Coach
18. Softball Girls Head Coach
19. Swimming Boys Head Coach
20. Swimming Girls Head Coach
21. Tennis Boys Head Coach
22. Tennis Girls Head Coach
23. Theater Box Office Manager
24. Track Boys Assistant Coaches
25. Track Girls Assistant Coaches
26. Volleyball Boys Head Coach
27. Volleyball Girls Head Coach
28. Water Polo Boys Head Coach
29. Water Polo Girls Head Coach
30. Wrestling Boys Head Coach

31. Wrestling Girls Head Coach
32. YAMO: Managing Director
33. YAMO: Show Director

C. CATEGORY 3

1. Architecture, Trades, and Engineering
2. Badminton Head Coach
3. Band Director w/o Travel
4. Baseball Assistant Coaches
5. Bowling Boys Head Coach
6. Bowling Girls Head Coach
7. Cheerleading Varsity Coach
8. Chess Club Sponsor
9. Choir Director with Travel
10. Cross Country Boys Head Coach
11. Cross Country Girls Head Coach
12. DECA Advisor, Head Coach
13. Field Hockey Head Coach
14. Flag Football Assistant Coaches
15. Football Equipment Manager
16. Foreign Travel Sponsor*
17. Golf Boys Head Coach
18. Golf Girls Head Coach
19. Gymnastics Boys Assistant Coaches
20. Gymnastics Girls Assistant Coaches
21. Jazz Band Assistant Director
22. Jazz Choir
23. Lacrosse Boys Assistant Coaches
24. Lacrosse Girls Assistant Coaches
25. Marching Band Assistant
26. Musical Instrumental Director
27. Musical Vocal Director
28. Orchestra Director with Travel
29. Play Director (Fall, Winter, and Spring)
30. Pom Pom Sponsor
31. Rowing Club Head Coach
32. Science Olympiad
33. Soccer Boys Assistant Coaches
34. Soccer Girls Assistant Coaches
35. Softball Assistant Coaches
36. Speech & Debate Assistant Coaches
37. Swimming Boys Diving Head Coach
38. Swimming Boys Assistant Coaches
39. Swimming Boys Diving Assistant Coaches
40. Swimming Girls Head Diving Coach

41. Swimming Girls Assistant Coaches
42. Swimming Girls Diving Assistant Coaches
43. Tennis Boys Assistant Coaches
44. Tennis Girls Assistant Coaches
45. Volleyball Boys Assistant Coaches
46. Volleyball Girls Assistant Coaches
47. Waterpolo Boys Assistant Coaches
48. Waterpolo Girls Assistant Coaches
49. Wildkit Buddies Sponsor
50. Winterguard Director
51. Wrestling Boys Assistant Coaches
52. Wrestling Girls Assistant Coaches
53. YAMO Technical Director

*Foreign Travel Sponsors

- Travel/Exchange Reciprocal (Fundraising included)

D. CATEGORY 4

1. Assistant Theater Director
2. Badminton Assistant Coaches
3. Black Student Union Sponsor
4. Book Club Sponsor
5. Bowling Boys Assistant Coaches
6. Bowling Girls Assistant Coaches
7. Cheerleading Assistant Coach
8. Chess Assistant Coaches
9. Choir Director w/o Travel
10. Color Guard Instructor (Marching Band)
11. Community Service Club Sponsor
12. Cross County Girls Assistant Coaches
13. Cross Country Boys Assistant Coaches
14. DECA Sponsor
15. eSports Club Head Coach
16. ETHS Dance Company Assistant Director
17. Fencing Club Head Coach
18. Field Hockey Assistant Coaches
19. Foreign Travel Sponsor*
20. Freshman/Sophomore Honor Society Sponsor
21. Freshman/Sophomore Play
22. Freshman/Sophomore Showcase
23. Golf Boys Assistant Coaches
24. Golf Girls Assistant Coaches
25. Improv Club
26. Jazz Combo Coach

27. Music Uniform/Costume Manager
28. Musical Choreographer
29. National Honor Society Sponsor
30. Orchestra Director w/o Travel
31. Percussion (Marching Band)
32. Pom Pom Assistant Sponsors
33. QUEST Latino Sponsor
34. Rowing Club Assistant Coaches
35. Scholastic Bowl Sponsor
36. Science Olympiad Assistant Sponsors
37. Soap Club
38. Society of Hispanic Professional Engineers (SHPE) Sponsor
39. Special Olympics Sponsor
40. Student Ambassador Coordinator
41. Table Tennis Head Coach
42. UN Model Nations
43. Ultimate Frisbee Club
44. Weight Trainer
45. Winterguard Assistant Director
46. Writers' Showcase Sponsor
47. YAMO Choreographer
48. YAMO Orchestra Director

*Foreign Travel Sponsors

- Trips/Tours (Fundraising Included)

E. CATEGORY 5

1. Academic Coach
2. Assistant Technical Director, Music
3. Badminton Club
4. EMERGE Leadership Development Program
5. EMERGE Sponsor
6. eSports Club Assistant Coaches
7. Fencing Club Team Assistant Coaches
8. Field Hockey Assistant Coaches
9. Foreign Travel Sponsor*
10. Freshman/Sophomore Production Assistant Director
11. Gender and Sexuality Alliance (GSA)
12. Graphics Club Sponsor
13. HOSA Sponsor
14. Japan Bowl
15. Jazz Choir
16. Mariachi Club
17. Music Accompanist

18. Orchestra Chamber Director
19. Pep Band Directors
20. Professional Growth Coordinator
21. Science Olympiad Assistant
22. Scholastic Bowl Assistant Coaches
23. Student Union Sponsor
24. Table Tennis Club Assistant Coaches
25. Varsity Club Sponsor
26. WYSE Sponsor
27. Youth Technology Club

*Foreign Travel Sponsors

- One-way Exchange/Hosting (Fundraising Included)

Note: The plural use of the word “Coach” indicates that all Assistant Coaches of that particular sport or extracurricular activity are classified within that same category, regardless of the specific title. It does not indicate, in any way, the budgeted number of positions within that position title.

APPENDIX D
HONORARIA

From time to time, the District will ask educators to take on additional responsibilities. Some of these responsibilities may be the result of grants or other funds, and some may be based on changes in programs and the needs of the District. Payments to educators for this work will be in the form of an honorarium. Such payments may vary from year to year, and some may be paid for a one time activity. The list may change from year to year, so it will be reviewed and updated annually by the Associate Superintendent for Human Resources and Administrative Services or designee and the Teachers' Council President or designee. This updated list will be added to the Faculty Handbook at the beginning of each school year for the duration of this Agreement.

The list of honoraria as of August 2026, includes:

AP Black Affinity Space Coordinator	$2,000.00
AP Co-Coordinator	$4,000.00
AP Support	$3,000.00
Beyond Diversity Facilitator	$1,000.00
Black History Coordinator	$2,500.00
Biology Assistant	$1,625.00
Chemistry Researcher	$1,625.00
Ceramics Club	$1,000.00
Climbing Club	$1,000.00
Club Sports Coordinator	$6,500.00
Counselor Team Lead	$4,000.00
DLM Testing Coordinator	$5,000.00
Driver's Education Coordinator	$2,000.00
E-Team Facilitator/EEA Facilitator	$4,000.00
E-Squad Step Team Sponsor	$2,000.00
E-Town Idol Sponsor	$1,800.00
Evanstonian	$9,000.00
Evanstonian Assistant	$6,750.00
Flute Choir	$2,000.00
Freshman Advisory Study Hall (FASH)	$500/semester
Health Services Coordinator	$7,000.00

Holocaust Remembrance Coordinator	$2,500.00
Homework Center Coordinator	$5,000.00
Induction Coordinator	$3,000.00
Intramural Coordinator	$1,500.00
Intramural Supervisor (2 per season)	$1,500.00
Lead Nurse, Social Worker, or Teacher	$7,000.00
Literacy Crash Course Facilitator	$3,000.00/semester
Literacy Lab Coordinator	$3,500.00
McKinney-Vento Coordinator	$3,000.00
Mentors	$500.00/$250*
Mentor Coordinator	$2,500.00
Mock Trial Sponsor	$3,000.00
Nature Center Director	$6,500.00
Physics Assistant	$1,625.00
Powerlifting	$1,000.00
Science Safety Coordinator	$2,500.00
Senior Activities Director (Graduation)	$2,000.00
Senior Class Board Sponsor	$800.00
SOAR Sponsor	$4,000.00
Special Ed. Coach (CAAEL)	$1,500.00
Student Council Sponsors	$800/person (Capped at 4 sponsors)
Student Mentor Coordinator	$3,000.00
Student Research Coordinator	$1,000.00
Summer School Director	$20,000.00
Theatre Facilities Coordinator	$3,500.00
Weekend Test Coordinator	$5,000.00
Wildkit Academy Coordinator	$8,000.00

*A two (2) year commitment required (Year 1 - $500; Year 2 - $250)

SIDE LETTER

ONE-TIME RETIREMENT INCENTIVE TRANSITION ELECTION WINDOW

For the purposes of transitioning from the supplemental retirement program in the 2022-2026 collective bargaining agreement to the retirement program in the successor agreement, any member employed as of June 30, 2026, who is eligible to retire with a TRS annuity on or before June 30, 2028, and wishes to retire at the end of the 2027-2028 school year, shall have a one-time option to elect the supplemental retirement program contained in the 2022-2026 agreement, including the two-year 6% salary increase structure.

A member electing the supplemental retirement program contained in the 2022-2026 agreement shall submit an irrevocable notice of retirement no later than June 30, 2026. After the expiration of this one-time transition election window, members shall be subject to the supplemental retirement provisions of the 2026-2030 collective bargaining agreement.

For the purpose of transitioning to the supplemental retirement program outlined in the 2026-2030 collective bargaining agreement, any member who is eligible to retire with a TRS annuity on or before June 30, 2029, and wishes to retire at the end of the 2028-2029 school year shall be eligible to participate in the supplemental retirement program for three years with no diminishment of the post-retirement incentive. This provision will apply to members who may have obtained maximum service credit prior to June 30, 2029.

A member electing the supplemental retirement program contained in the 2026-2030 collective bargaining agreement shall submit an irrevocable notice of retirement no later than June 30, 2026. After the expiration of this one-time transition election window, members shall be subject to the supplemental retirement provisions of the 2026-2030 collective bargaining agreement.

A member may elect only one supplemental retirement program and may not receive benefits under both the 2022-2026 agreement and the successor agreement.

Patricia Savage-Williams
President, Board of Education

6-8-2026
Date

Richard Cardis
President, Teachers' Council

06/08/2026
Date