CONTRACT

between

Joliet Township High Schools District 204

and the

Joliet Township High Schools Council 204 of American Federation of Teachers Local 604

July 1, 2026 – June 30, 2030

Joliet, Illinois

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SECTION 1. GENERAL CONDITIONS OF AGREEMENT

1.1 Preamble

1.11 This contractual agreement (hereinafter referred to as "the agreement") is entered into this 1st day of July 2026, by and between the Board of Education of School District 204, in the State of Illinois (hereinafter referred to as "the Board") and the Joliet Township High Schools Council 204, American Federation of Teachers, Local 604, American Federation of Teachers (hereinafter referred to as "Council 204"). Members of the bargaining unit hereinafter shall be referred to as "teachers."

1.12 The Board and Council 204 recognize that Council 204 represents professional teachers and that both parties have as their primary interests the welfare of students, quality education, and professional status. Moreover, the Board and Council 204 recognize that the Board shall retain whatever rights and authority are necessary for it effectively to carry out its responsibilities delegated to it by the laws of the State of Illinois.

1.13 The Board and Council 204 intend that this Agreement provide an effective and continuing means of communication between the parties as well as to provide for employment and working conditions, salary and fringe benefits, and other matters of mutual concern. Moreover, any action on salaries, benefits, or working conditions covered in this Agreement and/or the implementation of this Agreement will be made in accordance with the provisions of this Agreement.

1.14 The Board and Council 204 further recognize that this Agreement supersedes any and all prior agreements, practices, and policies concerning subjects contained herein unless a teacher has a prior written agreement with the Board exempting him from any provision stated herein.

1.15 If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with the minimum standards of the School code, all other provisions of this agreement shall remain in force and effect for the duration of the Agreement.

1.2 Recognition

1.21 The Board recognizes Council 204 as the sole and exclusive bargaining representative with respect to salaries, extra-pay, fringe benefits, hours, working conditions, and other conditions of employment for all full-time and part-time certificated teachers, counselors, psychologists/counselors, deans, certified school nurses, social workers, speech therapists, degreed nurses, and library/media specialists. Persons not mentioned above are excluded from the bargaining unit.

1.22 For those teachers covered by this Agreement who have assignments, which are administrative or supervisory in nature, Council 204 agrees that the Board will retain the right to define duties and responsibilities and to select or promote and to suspend, demote, discharge, or take other disciplinary action with regard to the supervisory or administrative status of such teacher.

1.3 Non-Discrimination

The Board and Council 204 agree to continue their policies of not discriminating in terms of employment or membership against any teacher on the basis of race, religion, ethnicity, gender, disability, marital status, sexual orientation, age, or membership in Council 204. Teachers shall have the right to join or not to join teacher organizations without restraint.

1.4 No-Strike Provision

Recognizing that proper means are made available by this Agreement for the resolution of teachers' grievances and/or complaints and that other procedures are provided by statute and judicial process for such resolution, neither Council 204 nor the teachers covered by this Agreement shall instigate, promote, sponsor, engage in, or condone any strikes, concerted stoppages of work, or any other intentional interruptions of educational duties for the duration of this Agreement. It is understood and agreed that any teacher violating this provision of the Agreement shall be subject to disciplinary action by the Board to the extent of and including dismissal. The Board agrees that it will neither conduct nor condone any lockout of teachers because of labor dispute for the duration of this Agreement.

1.5 Duration and Termination

1.51 This Agreement shall constitute the entire agreement between the parties and concludes collective bargaining for the term beginning July 1, 2026, through June 30, 2030. The parties herein agree to the following conditions:

1.511 Except as noted herein, this Agreement shall remain in effect through June 30, 2030. No later than January 1, 2030, the parties shall convene negotiations for the 2030-2031 school year.

1.512 Upon receipt of such notice, negotiating shall commence as of March 1 following the giving of notice and shall continue until a new or revised Agreement is reached.

1.513 The Agreement may be reopened for negotiations at any time by mutual consent.

SECTION 2. WORKING CONDITIONS

2.1 Terms of Employment

2.11 Alternative Educational Arrangements

If alternative educational arrangements initiated by either party require that a section(s) of the Agreement be waived, such waiver shall be proposed in the following manner:

a. The proposed waiver must be in writing, specify the provision waived, the nature

and duration of the waiver, and the employees affected by the waiver;

b. The proposed waiver shall be first presented to the School Improvement Team in the building(s) affected by the proposed waiver for review and discussion;
c. The proposed waiver shall then be presented to the District Leadership Team or the Curriculum Coordinating Committee, as relevant, for review and discussion;
d. The proposed waiver shall then be presented to the Union and the Board of Education. For a proposed waiver to take effect, it must be approved by both the Board and the Union.
e. An approved waiver shall only apply to the teachers who requested it. If other teachers wish to be included in the waiver, they must follow the approval process as set forth above.
f. If at any stage of the process any party has objections to the proposed waiver, such objections, if reduced to writing by the objecting party, shall be attached to the proposed waiver and remain attached thereto until the waiver is either approved by both parties or denied by either party.

2.12 School Calendar

The annual school calendar shall consist of a minimum of one hundred and eighty (180) working days, of which one hundred and seventy-six (176) shall be actual pupil attendance days. Up to four (4) days shall be officially declared full-day institutes.

In addition, five (5) days shall be designated as emergency/days, which will be used only in lieu of days lost because of emergency school closing. The district utilizes E-Learning Days in accordance with State code.

The officers of Council 204 shall receive a copy of the tentative calendar at the time it is prepared for review and recommendation prior to the time the calendar is presented for Board action. The officers will present the Superintendent and the Board with any recommendations and/or objections in writing. The Board shall not vote on the school calendar until they have received a response from the officers, provided that the officers' response is received by the Board prior to the date of the scheduled Board action. Furthermore, the Board will attempt to coordinate the schedule with the District's feeder schools. The Administration should attempt to develop a multi-year calendar for review and adoption by the Board. Any change in minimum requirements for school calendars set by the Illinois legislature shall be incorporated at the effective date designated.

2.13 Teacher Assignment

A teacher of District 204 is employed to serve the needs of the District in those areas in which he is fully qualified according to accrediting standards of the State of Illinois.

2.131 A teacher shall be assigned where optimum service can be rendered to the school, department, and students.

2.132 Assignment to two (2) or more campuses shall be determined by seniority; i.e., the teacher with the lowest seniority in the affected department and campus will be the traveling teacher - provided that teacher is qualified to teach the subjects assigned. The direct supervisor for each traveling teacher will be determined by

the campus where the traveling teacher spends the majority of his/her time. No assignment may be made under this provision that would create a situation involving teacher/immediate supervisor relationships of certain members of the same family as prohibited by Board of Education policy.

2.133 A teacher newly employed by the District will be notified of his particular building and teaching assignment as soon as it is possible.

2.2 Work Load

2.21 Normal Work Load Assignment

The teacher's normal work load assignment shall be five (5) forty-five (45) minute classes, one 35-minute intervention period (flex time), one-half (22.5 minute) duty and a one-half (22.5 minute) lunch. A class is defined as any organized student contact time which requires the assignment of a grade or the award of a credit. An intervention period includes instructional support and promotes the social, emotional, and academic growth of students.

2.211 Teachers' Normal Workday

Teacher's normal workday shall be seven hours and 15 minutes consecutively.

2.212 Duty Assignments

The teacher's duty assignment will be assigned by the administration, which will endeavor to make the assignment commensurate with the teacher's professional talents and abilities. To facilitate this effort, para-professional aides may be employed, at the Board's discretion, to perform or assist in the performance of supervisory and other non-teaching duties.

2.213 Non-Teaching Assignments

When necessary to make assignments other than regular classroom teaching, the administration shall make every effort to allow the teacher to elect from the following:

(a) Independent study;
(b) Curriculum development;
(c) Supplementary laboratories;
(d) Group guidance;
(e) In-service programs;
(f) Mini-courses of a departmental or co-curricular nature;
(g) Small group instruction;
(h) Teacher advisor;
(i) Study-hall supervision;
(j) Cafeteria supervision;
(k) Hall supervision;
(l) Homeroom;
(m) Student seminar;
(n) Student advisor.

2.214 Professional Preparation Periods

The teacher school day will include two unassigned professional preparation periods of 45 minutes each.

2.215 Number of Preparations

A teacher shall be assigned academic classes involving no more than three (3) preparations per day unless the teacher consents to additional preparations. Exceptions: Music, Special Education, Speech Therapy, and Bilingual. The principal shall give consideration to those teachers who are assigned three (3) preparations or more when making non-teaching assignments.

2.216 Notification of Schedule

Teachers shall receive notification of their teaching preparation for the school year at least fourteen (14) days prior to the beginning of the first semester. Any change of teacher preparations for the second semester must be made with at least ten (10) day notice prior to the beginning of the second semester. Later changes will be made only with the teacher's consent.

2.217 Evening and Summer School Selection

The Evening School Director and the Summer School Principal, with the advice of the Building Principals, Assistant Superintendent for Educational Services, Director of Special Services, and the teacher's supervisor, shall recommend evening-school and summer-school course offerings. Upon approval of these course offerings by the Superintendent, teaching positions shall be posted, inviting qualified teachers of District 204 to apply. The Evening School Director and the Summer School Principal, after reviewing the qualifications of the applicants and considering the recommendations of the teacher's supervisor and the Building Principals, shall recommend to the Superintendent that those applicants best able to serve be employed as instructors in evening school and summer school.

2.218 Restructuring

Teachers shall have the right and the responsibility to participate in processes determined by the Board to consider restructuring changes that may affect work load and assignment.

2.22 Exceptions to Normal Work Load Assignments

2.220 Counselors Summer Work

Counselors may be required to work up to forty (40) hours during the summer recess period. The scheduling of these additional hours will be done between the counselor and the immediate supervisor and will be finalized no later than May 1, annually. If additional hours are required, they will require approval by the Superintendent or designee. The hours needed will be scheduled during one or more of the following time periods:

1. Immediately after the completion of the school year.
2. After the completion of the scheduled summer session.
3. Prior to the start of the next school year.

2.221 Altered Periods
Periodically, work load class periods may be altered to accomplish building and district administration requirements.

2.222 Variations in Assignment
In some cases, a portion of the teacher work load may be placed immediately before or immediately after the normal work day, but in no instance shall the contractual work load be violated; moreover, the work day will be adjusted to conform with the early or late assignment.

2.223 AP Government/AP Economics Split Assignment
Any teacher assigned to an AP Government/AP Economics Split will be relieved of their duty assignment.

2.224 Traveling Teachers
A teacher (excluding cooperative education coordinators/work-based learning coordinators) who is required to travel from one location to another for his/her regular teaching assignment shall be released from their assigned duty.

2.225 Overloads
In the event of an emergency, it may be necessary to assign a teacher more than the maximum number of academic classes. This extra assignment will be made only with the consent of the teacher involved, and the number of additional classes will be compensated at 1/11th of the teacher's base salary if a duty is not assigned and 2/11th if a duty is assigned.

2.23 Student-Staff Ratios

2.231 Class Size
The pupil-teacher ratio is an important aspect of a quality educational program. Maximum class size should be determined through consultation between the teacher and administrative personnel. Technique of instruction, level of attainment, limitations of the instructional area, availability of staff, funds, and state requirements will be considered in the establishment of class size.

Any class size that varies from the District staffing model will be explained to the affected teacher. If a teacher is concerned about the class size the teacher, the Principal or immediate supervisor (or designee) and the Council 204 building representative will meet to discuss the concerns and possible relief. Examples of possible relief may include, but not limited to, release time, additional clerical and scheduling support, relief from extra duties or supervisory duties, assignment of a paraprofessional, or professional development/training.

If the teacher, Principal and Council 204 representative are unable to reach agreement on a plan to address the teacher concerns, the teacher may appeal to the Superintendent, whose decision will be final and not

subject to challenge.

2.2311 Maximum Total Class Size
The maximum pupil instructional load per teacher shall not exceed one hundred and fifty-five (155) students per assignment, excluding the assigned duty except in physical education, music, ROTC, and driver

education. The maximum pupil instructional load per physical education teacher shall not exceed two hundred ten (210) students, excluding PE Leaders. Consideration shall be given to the number of available teaching stations and maintaining a safe environment when setting class size.

2.2312 Class-Size Philosophy
Quality education is aided when a low teacher-pupil ratio is maintained. The administration will strive to attain a low teacher-pupil ratio per class. Every effort will be made by the administration to keep the maximum pupil-instructional load per teacher below the above-stated figures.

2.2313 Class-Size Committee
A committee of administrators, union officers, and teachers will be established to study excessive class-size problems. This committee will receive a detailed class-size report one (1) week after the semester-ten-day student-count is taken. The committee will be charged with recommending solutions to excessive class-size problems. In an effort to monitor contractual teacher assignments, Council 204 will be provided with a list of teachers who are assigned to teach a non-consecutive workload on an annual basis.

2.232 Counselors
A normal counselor-counselee load shall be 350-400 students.

2.233 Library/Media Specialists
Library/media specialist shall be hired according to the following enrollments:

a. Under 999: one (1) library/media specialist per campus;
b. From 1,000 to 1,999: two (2) library/media specialists per campus;
c. Over 2,000: two and one half (2½) library/ media specialists per campus.

2.234 Deans

The student assignments for each Dean shall be according to the following school enrollments:

Number of Students	Number of Deans
Less than 600	1
601 – 1199	2
1200 – 1799	3
1800 – 2399	4
2400 – 2999	5
3000 – 3999	6
Over 4000	7

The Superintendent or designee and the Council President will have conversations about the Deans' staffing levels as the needs of the District change.

2.235 Social Workers

The student assignments for each Social Worker shall be according to the following school enrollments:

Number of Students	Number of Social Workers
Under 999	1
1000 -1999	2
2000 – 2999	3
3000 or more	4

The Superintendent or designee and the Council President will have conversations about the Social Workers' staffing levels as the needs of the District change.

2.236 Psychologists and Speech Pathologists

The student assignments for Psychologists and Speech Pathologists will be determined consistent with the requirements of Illinois law/regulations.

2.3 Rights of the Teacher

2.31 Curricular Improvement

Teachers shall have the right and responsibility to participate in curricular improvement in their areas of competence by working through the established channels for curricular change and to take an active part in planning programs to improve the curriculum.

2.32 Textbook Selection

Teachers shall have the right and responsibility to participate in textbook selection through the curricular framework. Selections are subject to final approval of the Board.

2.33 Academic Freedom

Historically, the Board has respected the role of the classroom teacher and protected their right to carry out their duties. The Board has protected the educational program and the teacher from undue influence of any special-interest group to the end that the education of the youth of this community is based upon the free exchange of information, which is in turn based upon factual knowledge.

In the framework of this tradition, the Board and Council 204 adopt the following principles:

a. The subjects taught within the school are the responsibility of the citizens of the State of Illinois and the School District as determined by their elected representatives.
b. The teacher has the rights and responsibilities of a citizen of this nation and of the community in which he lives.
c. Within the curriculum developed by the professional staff of the District, the teacher has the right and responsibility to teach subject matter in the classroom that is necessary to provide the student with an understanding of the subject.
d. The teacher has the right to think freely, to express themself openly and without fear, and to hold views contrary to those of the majority.

2.34 Legal Representation

2.341 Assault and/or Battery

In the event of an assault and/or battery suffered by a teacher in connection with their employment, the teacher shall submit a written report to the Building Principal. The report shall be forwarded through administrative channels to the Superintendent, who shall inform the teacher involved of the action taken by the administration.

2.342 Defense Against Suits

The Board shall provide for the legal support and/or defense of teachers in cases arising out of the course of employment as stipulated in the School Code of the State of Illinois.

2.35 Teacher Files

2.351 The teacher shall have the right to be informed of all files about them that the District maintains and shall be notified immediately of any new information placed in their file.

2.352 The teacher shall have the right to review and reproduce at their own cost any material in any of their files under the supervision of the administrator concerned.

2.353 The teacher shall have the right to include in their files any answer or statement which they wishes to make regarding any material in their files.

2.354 A teacher's file or any of its contents may be copied or made known only to a person or governmental agency with lawful authority pursuant to lawful demand or subpoena, or to the Board and its immediate agents for use in any court or governmental agency proceeding, or in any arbitration matter conducted under the provisions of this Agreement. Appropriate District officials shall have such access to teachers' files as may be reasonable or necessary for the administration of the District. Responses to requests for information under the *Illinois Freedom of Information Act* will not include social security numbers or other unique identifiers, home or personal telephone numbers, or home addresses.

2.4 Building and Classroom Conditions

2.41 Building Security

The Board shall establish policies and procedures for building security to protect students, employees, and property from outside intruders and violently disruptive students. During times of crisis, as determined by the administration, law enforcement officers with power of arrest will be requested in the building. Supervisory personnel or para-professionals shall be available, as needed, inside and/or outside the building during school hours or at school-sponsored public functions.

2.42 Discipline

The Board and Council 204 agree that proper student control is a joint effort of teachers and administrators at all times wherein students are under the jurisdiction of the school. All certified staff members shall assume reasonable responsibility for student control and enforcement of the approved code of discipline. Administration shall continually support faculty in providing information to students about desired behavior and shall administer legal and appropriate punishment for code or rule infractions. The Board shall employ a sufficient number of certified disciplinary personnel in order to provide immediate recourse for the handling of student disciplinary problems.

2.43 Safety and Health

Teachers will carry out their duties under safe and healthful conditions in the schools as defined in the School Code of the State of Illinois.

2.44 Classroom Interruptions

Classroom interruptions are to be avoided as much as possible.

2.45 Collection of Money

Money shall not be collected from students for any purpose whatever without the prior consent and/or direction of the Superintendent or his representative. The Board shall endeavor to establish, wherever possible, other means than teachers for the collection of money.

2.46 Desk and Filing Space

Every attempt shall be made to see that each teacher in District 204, whether or not assigned to a specific room, shall be provided with desk space and adequate filing space at the campus to which he is assigned.

2.5 Voluntary Transfer

2.51 Teacher Desiring Transfer

A teacher who wishes to be transferred to another campus or department for the following school year must make their intent known electronically between November 15th and December 15th of the current school year. This process must be repeated on an annual basis.

2.52 Summer Vacancies

If a vacancy occurs after the close of school and before the opening of the following school year, notice of such vacancy will be posted electronically through the applicant tracking system.

2.53 Primary Consideration

The primary consideration in transfer will be the needs of the District; i.e., a transfer cannot be approved if a position is not available in the area for which the individual is qualified.

2.54 Multiple Applications for Single Position

If two (2) or more individuals are seeking a single position, the Building Principal, in consultation with the Administration, shall recommend to the Superintendent the individual best suited for the opening on the basis of qualifications for the particular assignment concerned. While this applies to all applicants for employment in District 204, length of service in the District will be a consideration for those requesting transfer. If the transfer request is denied, the applicant will be notified of such denial in writing by the Director of Human Resources.

2.6 Other Working Conditions

2.61 Professional Travel

Teachers shall be allowed to attend educational conferences upon authorization of the Superintendent. Expenses will be approved within the accounts that are available for such purposes. Building Principals will make recommendations concerning the distribution of educational travel funds.

2.62 Faculty Meetings

Teachers are required to attend regular faculty meetings in order to discuss matters of educational and curricular concern. Regular faculty meetings will generally be held on School Improvement Days pursuant to the following schedule:

7:20am – 11:45am	School Improvement Day Student Schedule
12:00pm – 12:20pm	Faculty/Academy/Program Meeting
12:20am – 1:15pm	Travel/Lunch
1:15pm – 3:15pm	Professional Development

In the event changes in the School Improvement Day schedule are required, the Board and Union will negotiate the impact of such changes on the scheduling of regular faculty meetings.

Additionally, the Administration may convene special meetings for emergencies or other special circumstances. Teachers unable to attend such meetings are responsible for securing the information shared at these meetings.

2.63 Parking

The Board shall provide parking facilities for teachers near the schools. These facilities shall be used by school personnel only and will not be available for use by the general public during normal school hours. All parking lots shall be posted with appropriate signs to inform the public.

The administration shall provide special parking facilities for teachers traveling between campuses.

2.64 Teachers' Lounges

The Board shall provide clean, comfortable teachers' lounges, conducive to teacher preparation and study. Campus committees composed of teachers, with administrative representation, shall be held responsible for administration of the lounges.

2.65 Work Stations

A teacher shall be assigned to no more than one (1) teacher station per academic class.. A teacher station shall be defined as either a classroom or an area of teaching with an adjacent area related to the class and necessary for instruction.

2.66 Textbook/Device Distribution and Collection

The Administration will develop procedures for the distribution and collection of textbooks/devices that will exclude teachers from making value judgments on the condition of the books/devices, collecting monies for damaged or lost books/devices, or picking up or returning books/devices to a central distribution point.

2.7 Seniority

2.71 Definition
Seniority is defined as the length of service as a full-time teacher from the date of most recent hire in the district. Official Board of Education action shall constitute date of employment. A teacher who is afforded a non-paid leave of absence does not receive service credit for the period of the leave.

2.72 Teachers Entering the District
Teachers transferring into District 204 from any other district shall not be recognized as having seniority prior to the date of most recent hire in District 204.

2.73 Resolution of Seniority Similarity
Should a conflict arise concerning two (2) or more teachers with identical seniority, the date of receipt of application resulting in employment as a teacher in District 204 shall be the determining factor.

2.74 Notification
A District seniority list shall be available to concerned members of the teaching staff annually by February 1.

2.741 Seniority list shall show names of teachers in order of their continuous accumulated full-time service in District 204.

2.8 Reduction in Staff

2.81 Notification and Order of Dismissal
In the event reductions-in-force are necessary, they will occur using the procedure required in the Illinois School Code.

2.9 Teacher Evaluation Plan

The Board, Administration and the Union will continue to collaborate to develop a teacher evaluation plan consistent with the requirements of Illinois Law.

A bargaining unit member selected as a required consulting teacher as part of a remediation plan shall be compensated at the hourly rate established in Section 3.34 for up to sixty (60) hours of work, such amount to be paid without prior administrative approval. Thereafter, compensation shall only be paid upon prior written approval of the Superintendent or designee.

SECTION 3. SALARY & OTHER ECONOMIC BENEFITS

3.1 Salary Schedule – Faculty

3.10 Compensation Schedule

2026-2027 Salary Schedule							
Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60
	A	B	C	D	E	F	G
1	$ 55,632	$ 60,138	$ 69,706	$ 70,708	$ 71,709	$ 72,182	$ 72,432
2	$ 57,857	$ 61,491	$ 71,275	$ 72,299	$ 73,323	$ 73,806	$ 74,243
3	$ 60,027	$ 62,874	$ 72,879	$ 73,925	$ 74,972	$ 75,467	$ 76,099
4	$ 62,278	$ 64,289	$ 74,518	$ 75,589	$ 76,659	$ 77,165	$ 78,002
5	$ 63,679	$ 65,736	$ 76,195	$ 77,290	$ 78,384	$ 78,901	$ 79,952
6	$ 65,112	$ 67,215	$ 77,909	$ 79,029	$ 80,148	$ 80,676	$ 81,951
7	$ 66,577	$ 68,727	$ 79,662	$ 80,807	$ 81,951	$ 82,491	$ 83,999
8	$ 68,075	$ 70,273	$ 81,455	$ 82,625	$ 83,795	$ 84,348	$ 86,099
9	$ 69,606	$ 71,855	$ 83,287	$ 84,484	$ 85,680	$ 86,245	$ 88,252
10	$ 71,172	$ 73,471	$ 85,161	$ 86,385	$ 87,608	$ 88,186	$ 90,458
11	$ 72,774	$ 75,124	$ 87,078	$ 88,328	$ 89,579	$ 90,170	$ 92,720
12	$ 74,411	$ 76,815	$ 89,037	$ 90,316	$ 91,595	$ 92,199	$ 95,038
13		$ 78,543	$ 91,040	$ 92,348	$ 93,656	$ 94,273	$ 97,414
14		$ 80,310	$ 93,089	$ 94,426	$ 95,763	$ 96,395	$ 99,849
15		$ 82,117	$ 95,183	$ 96,550	$ 97,918	$ 98,563	$ 102,345
16		$ 83,965	$ 97,325	$ 98,723	$ 100,121	$ 100,781	$ 104,904
17			$ 99,514	$ 100,944	$ 102,374	$ 103,049	$ 107,526
18			$ 101,753	$ 103,215	$ 104,677	$ 105,367	$ 110,214
19			$ 104,043	$ 105,538	$ 107,032	$ 107,738	$ 112,970
20			$ 106,384	$ 107,912	$ 109,440	$ 110,162	$ 115,794
21			$ 108,778	$ 110,340	$ 111,903	$ 112,641	$ 118,689
22			$ 111,225	$ 112,823	$ 114,421	$ 115,175	$ 121,656
23			$ 113,728	$ 115,361	$ 116,995	$ 117,767	$ 124,698
24			$ 116,286	$ 117,957	$ 119,628	$ 120,416	$ 127,815
25			$ 118,903	$ 120,611	$ 122,319	$ 123,126	$ 131,010
26			$ 121,578	$ 123,325	$ 125,071	$ 125,896	$ 134,286
27			$ 124,314	$ 126,100	$ 127,885	$ 128,729	$ 137,643
28			$ 127,111	$ 128,937	$ 130,763	$ 131,625	$ 141,084

2027-2028 Salary Schedule							
Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60
	A	B	C	D	E	F	G
1	$57,718	$ 62,393	$ 72,320	$ 73,359	$ 74,398	$ 74,889	$ 75,149
2	$ 60,027	$ 63,797	$ 73,948	$ 75,010	$ 76,072	$ 76,574	$ 77,027
3	$ 62,278	$ 65,232	$ 75,611	$ 76,698	$ 77,784	$ 78,297	$ 78,953
4	$ 64,613	$ 66,700	$ 77,313	$ 78,423	$ 79,534	$ 80,058	$ 80,927
5	$ 66,067	$ 68,201	$ 79,052	$ 80,188	$ 81,324	$ 81,860	$ 82,950
6	$ 67,553	$ 69,735	$ 80,831	$ 81,992	$ 83,153	$ 83,702	$ 85,024
7	$ 69,073	$ 71,304	$ 82,650	$ 83,837	$ 85,024	$ 85,585	$ 87,149
8	$ 70,627	$ 72,909	$ 84,509	$ 85,723	$ 86,937	$ 87,511	$ 89,328
9	$ 72,216	$ 74,549	$ 86,411	$ 87,652	$ 88,893	$ 89,480	$ 91,561
10	$ 73,841	$ 76,226	$ 88,355	$ 89,624	$ 90,893	$ 91,493	$ 93,850
11	$ 75,503	$ 77,942	$ 90,343	$ 91,641	$ 92,939	$ 93,551	$ 96,197
12	$ 77,202	$ 79,695	$ 92,376	$ 93,703	$ 95,030	$ 95,656	$ 98,601
13		$ 81,488	$ 94,454	$ 95,811	$ 97,168	$ 97,809	$ 101,067
14		$ 83,322	$ 96,579	$ 97,967	$ 99,354	$ 100,009	$ 103,593
15		$ 85,197	$ 98,752	$ 100,171	$ 101,590	$ 102,260	$ 106,183
16		$ 87,113	$ 100,974	$ 102,425	$ 103,875	$ 104,560	$ 108,838
17			$ 103,246	$ 104,729	$ 106,213	$ 106,913	$ 111,559
18			$ 105,569	$ 107,086	$ 108,602	$ 109,319	$ 114,347
19			$ 107,945	$ 109,495	$ 111,046	$ 111,778	$ 117,206
20			$ 110,373	$ 111,959	$ 113,544	$ 114,293	$ 120,136
21			$ 112,857	$ 114,478	$ 116,099	$ 116,865	$ 123,140
22			$ 115,396	$ 117,054	$ 118,711	$ 119,494	$ 126,218
23			$ 117,992	$ 119,687	$ 121,382	$ 122,183	$ 129,374
24			$ 120,647	$ 122,380	$ 124,114	$ 124,932	$ 132,608
25			$ 123,362	$ 125,134	$ 126,906	$ 127,743	$ 135,923
26			$ 126,137	$ 127,949	$ 129,761	$ 130,617	$ 139,321
27			$ 128,976	$ 130,828	$ 132,681	$ 133,556	$ 142,804
28			$ 131,877	$ 133,772	$ 135,666	$ 136,561	$ 146,374

2028-2029 Salary Schedule							
Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60
	A	B	C	D	E	F	G
1	$59,305	$ 64,109	$ 74,309	$ 75,377	$ 76,444	$ 76,948	$ 77,215
2	$ 61,677	$ 65,551	$ 75,981	$ 77,073	$ 78,164	$ 78,680	$ 79,146
3	$ 63,990	$ 67,026	$ 77,691	$ 78,807	$ 79,923	$ 80,450	$ 81,124
4	$ 66,390	$ 68,534	$ 79,439	$ 80,580	$ 81,721	$ 82,260	$ 83,152
5	$ 67,884	$ 70,076	$ 81,226	$ 82,393	$ 83,560	$ 84,111	$ 85,231
6	$ 69,411	$ 71,653	$ 83,054	$ 84,247	$ 85,440	$ 86,003	$ 87,362
7	$ 70,973	$ 73,265	$ 84,922	$ 86,142	$ 87,362	$ 87,939	$ 89,546
8	$ 72,570	$ 74,914	$ 86,833	$ 88,081	$ 89,328	$ 89,917	$ 91,785
9	$ 74,202	$ 76,599	$ 88,787	$ 90,062	$ 91,338	$ 91,940	$ 94,079
10	$ 75,872	$ 78,323	$ 90,785	$ 92,089	$ 93,393	$ 94,009	$ 96,431
11	$ 77,579	$ 80,085	$ 92,827	$ 94,161	$ 95,494	$ 96,124	$ 98,842
12	$ 79,325	$ 81,887	$ 94,916	$ 96,280	$ 97,643	$ 98,287	$ 101,313
13		$ 83,729	$ 97,052	$ 98,446	$ 99,840	$ 100,498	$ 103,846
14		$ 85,613	$ 99,235	$ 100,661	$ 102,086	$ 102,760	$ 106,442
15		$ 87,539	$ 101,468	$ 102,926	$ 104,383	$ 105,072	$ 109,103
16		$ 89,509	$ 103,751	$ 105,242	$ 106,732	$ 107,436	$ 111,831
17			$ 106,085	$ 107,609	$ 109,133	$ 109,853	$ 114,626
18			$ 108,472	$ 110,031	$ 111,589	$ 112,325	$ 117,492
19			$ 110,913	$ 112,506	$ 114,100	$ 114,852	$ 120,429
20			$ 113,409	$ 115,038	$ 116,667	$ 117,436	$ 123,440
21			$ 115,960	$ 117,626	$ 119,292	$ 120,079	$ 126,526
22			$ 118,569	$ 120,273	$ 121,976	$ 122,780	$ 129,689
23			$ 121,237	$ 122,979	$ 124,720	$ 125,543	$ 132,931
24			$ 123,965	$ 125,746	$ 127,527	$ 128,368	$ 136,255
25			$ 126,754	$ 128,575	$ 130,396	$ 131,256	$ 139,661
26			$ 129,606	$ 131,468	$ 133,330	$ 134,209	$ 143,153
27			$ 132,522	$ 134,426	$ 136,330	$ 137,229	$ 146,731
28			$ 135,504	$ 137,451	$ 139,397	$ 140,316	$ 150,400

2029-2030 Salary Schedule							
Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60
	A	B	C	D	E	F	G
1	$60,343	$ 65,231	$ 75,610	$ 76,696	$ 77,782	$ 78,295	$ 78,566
2	$ 62,757	$ 66,698	$ 77,311	$ 78,421	$ 79,532	$ 80,057	$ 80,531
3	$ 65,110	$ 68,199	$ 79,050	$ 80,186	$ 81,322	$ 81,858	$ 82,544
4	$ 67,552	$ 69,734	$ 80,829	$ 81,990	$ 83,151	$ 83,700	$ 84,607
5	$ 69,072	$ 71,303	$ 82,648	$ 83,835	$ 85,022	$ 85,583	$ 86,723
6	$ 70,626	$ 72,907	$ 84,507	$ 85,721	$ 86,935	$ 87,508	$ 88,891
7	$ 72,215	$ 74,547	$ 86,409	$ 87,650	$ 88,891	$ 89,477	$ 91,113
8	$ 73,840	$ 76,225	$ 88,353	$ 89,622	$ 90,891	$ 91,491	$ 93,391
9	$ 75,501	$ 77,940	$ 90,341	$ 91,639	$ 92,936	$ 93,549	$ 95,726
10	$ 77,200	$ 79,693	$ 92,373	$ 93,700	$ 95,027	$ 95,654	$ 98,119
11	$ 78,937	$ 81,486	$ 94,452	$ 95,809	$ 97,166	$ 97,806	$ 100,572
12	$ 80,713	$ 83,320	$ 96,577	$ 97,964	$ 99,352	$ 100,007	$ 103,086
13		$ 85,195	$ 98,750	$ 100,169	$ 101,587	$ 102,257	$ 105,663
14		$ 87,111	$ 100,972	$ 102,422	$ 103,873	$ 104,558	$ 108,305
15		$ 89,071	$ 103,244	$ 104,727	$ 106,210	$ 106,910	$ 111,012
16		$ 91,076	$ 105,567	$ 107,083	$ 108,600	$ 109,316	$ 113,788
17			$ 107,942	$ 109,493	$ 111,043	$ 111,776	$ 116,632
18			$ 110,371	$ 111,956	$ 113,542	$ 114,290	$ 119,548
19			$ 112,854	$ 114,475	$ 116,096	$ 116,862	$ 122,537
20			$ 115,393	$ 117,051	$ 118,709	$ 119,491	$ 125,600
21			$ 117,990	$ 119,685	$ 121,380	$ 122,180	$ 128,740
22			$ 120,644	$ 122,377	$ 124,111	$ 124,929	$ 131,959
23			$ 123,359	$ 125,131	$ 126,903	$ 127,740	$ 135,258
24			$ 126,134	$ 127,946	$ 129,758	$ 130,614	$ 138,639
25			$ 128,972	$ 130,825	$ 132,678	$ 133,553	$ 142,105
26			$ 131,874	$ 133,769	$ 135,663	$ 136,558	$ 145,658
27			$ 134,841	$ 136,779	$ 138,716	$ 139,630	$ 149,299
28			$ 137,875	$ 139,856	$ 141,837	$ 142,772	$ 153,032

Those teachers who are not reflected on the above schedules (i.e. those beyond the last step in lanes C through G) shall receive a salary increase of no less than $1,000.

3.11 The Board shall deduct from and shall remit for each teacher to an amount equal to the required amount due such teacher as set forth for all compensation to be paid to each teacher as expressed herein and shall apply said deduction to the teacher's required contribution to the Illinois Downstate Teachers' Retirement System.

The amount of gross compensation due each teacher shall be the sum specified in this Agreement less the amount equal to the required amount due by the Board, paid in installments as otherwise provided herein provided the Board shall deduct there from all other sums as required by law or as authorized by the teacher pursuant to this Agreement.

It is the intention of the parties to qualify these payments picked up and paid by the Board on the teachers' behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1954, as amended. The teachers shall have no right or claim to the funds so remitted except as the funds may subsequently become available upon retirement or resignation from the State of Illinois Downstate Teachers' Retirement System.

The Board does not warrant that the deductions made in the amounts specified herein by the Board for the teachers are excludable from the teachers' gross compensation for federal and state income tax purposes and as such, Council 204 of the American Federation of Teachers and each individual teacher shall and do hereby indemnify and hold harmless the Board of Education, its members, it agents, and its employees from any and all claims, demands, actions, complaints, suits, assessments, and deficiencies or other liability by reason of the payments of contributions to the Downstate Teachers' Retirement System pursuant to the provisions of this section for purposes of determining the teacher's taxable compensation for federal and state income tax purposes.

3.12 Pay Periods

Salaries shall be paid to teachers on a twenty-one (21) or twenty-six (26) pay period basis, whichever the teacher chooses in writing.

3.13 Council 204 Dues Deduction

Upon receipt of a lawfully executed, written authorization from a teacher, the Board agrees to deduct Council 204 dues in regular installments for the term of the Agreement or until such authorization is revoked. Employees seeking revocation will be referred to the Council 204 President. Such deductions shall be remitted promptly to the official designated in writing by Council 204 who agrees to receive such deductions. Council 204 agrees to refund to the Board or the teachers any dues which may have been erroneously deducted or remitted to Council 204. Council 204 agrees to save, indemnify and hold harmless the Board and its employees against any claims, obligations or judgments against them as a result of any action taken in the implementation of this provision, including the cost of defending any such claim.

3.14 Sick Leave Accounting

Paychecks shall give an accounting of sick leave used and sick leave remaining.

3.15 Other Services

Tax-sheltered annuity, bond, credit union, and savings deductions shall be available to those staff members who choose to participate.

3.2 Placement and Advancement on the Salary Schedule

3.21 Initial Employment Experience Credit

At the time of initial employment, credit may be given for a maximum of nine (9) years of teaching and/or military experience. The teaching experience shall have been in accredited secondary schools and shall be credited on the basis of one (1) year of credit for each year of experience. Not more than two (2) years' credit shall be granted for military service, which shall be on the basis of one (1) year of credit for each year of service or major fraction thereof. Exceptions to this credit may be made upon special recommendations of the Superintendent subject to the approval of the Board.

3.22 Verification of Records

All teaching or military experience and all college-level course work used for placement on the salary schedule shall be verified through records, transcripts, and letters from former employers. These documents shall be placed on file in the Superintendent's Office.

3.23 Evaluation of Credits

All evaluations and approval of credits are to be made by the Office of the Superintendent.

3.24 Salary Schedule Movement

Annually, a teacher shall not advance more than one step on the relevant salary schedule.

3.241 To affect placement on the salary schedule for the first semester, an official transcript documenting all credits earned must be filed with the Superintendent at least one week prior to the October meeting of the Board. To affect placement on the salary schedule for the second semester, an official transcript documenting all credits earned must be filed with the Superintendent at least one week prior to the February meeting of the Board.

3.25 Other Placement and Advancement Conditions

3.251 For teachers employed prior to July 1, 1999, credit may be granted toward placement on Column D (Master's +15), Column E (Master's +30) or Column F (Master's +45), and Column G (Master's Degree +60/Doctor's Degree) for graduate courses taken prior to receiving the Master's Degree if these courses were not applied toward the degree. Teachers employed after July 1, 1999, will only receive credit toward advancement on the salary schedule for graduate courses taken after they attained their last highest degree unless otherwise approved by the Superintendent or designee.

3.252 Undergraduate credit subsequent to the Bachelor's Degree may be applied toward placement on Columns B (Bachelor's +15) through Column G (Master's +60/Doctor's Degree) with three (3) undergraduate semester hours equal to two (2) graduate semester hours.

3.253 Acceptable Course Work for Lane Movement

To qualify for horizontal advancement in the salary schedule, all submitted course work must be completed at an accredited institution and meet all of the following criteria:

1. Relate to current professional assignment or otherwise be of value to the district and,
2. All courses must be designated as graduate-level by the granting institution and,
3. Course work must be part of a formal graduate degree program or required for the acquisition of a specific licensure endorsement or qualification.

Areas of High Need: The District recognizes the following as areas of high need. Graduate-level coursework or academic programs specifically addressing these areas shall be prioritized for approval:

- Special Education (LBS1)
- English Language Learners (ELL)
- Dual Credit Qualification: Coursework required to meet the academic standards to teach Dual Credit courses (including obtaining a Master's degree in the subject area or completing additional graduate credit hours in the discipline).

To ensure eligibility for lane movement, all coursework must be submitted to and approved by the Assistant Superintendent for Educational Services prior to enrollment. Course work completed without prior written approval from Human Resources shall not be eligible for salary advancement.

3.254 Internal University

In order for professional development to be credible and meaningful, it requires a commitment to and an investment in the program on the part of the teacher and the Board. To this end, Joliet Township High School District 204 shall establish an Internal University ("JIU") to provide teachers with meaningful, educational experiences germane to their professional assignments, and to create opportunities for teacher advancement on the salary schedule. Selected professional experiences may include courses from an accredited institution of higher education, courses and experiences developed by the District and approved by the Board of Education, and individual, professional experiences suggested by a teacher or group of teachers and approved by the Board of Education. All credit awarded for salary schedule advancement must be approved by the Board and relevant to the teacher(s) professional assignment(s).

Filling the role of "cooperative teacher" for an assigned student teacher will also qualify for JIU credit. The term "cooperative teacher" also includes related service personnel assigned an intern, etc. In order to qualify for such credit, the cooperative teacher must:

1. Meet all of the requirements to be a cooperative teacher established by the college or university which is placing the student teacher; and
2. Engage in the District's adopted co-teaching model for working with an assigned student teacher.

Once approved for the role of "cooperative teacher", JIU credit will be awarded as follows:

1. Two (2) JIU credits will be awarded for the staff member's first experience as a "cooperative teacher:
2. One (1) JIU credit will be awarded for each subsequent assignment as a "cooperative teacher".

The JIU will be established by the Assistant Superintendent, utilizing the District Staff Development Committee. This committee will develop a catalog of offerings which may be taken for JIU credit on the salary schedule. JIU offerings will be published in advance, and participation shall be voluntary. JIU offerings will be made available only beyond the regular school day or school year at no charge to participants, unless the course is taken for tuition credit through an accredited institution of higher education for the purpose of degree work, at which time teachers who participate shall pay the tuition amount established by the offering institution.

Participating teachers will be granted one (1) JIU credit for each fifteen (15) hours of contact time included in the courses and programs offered through JIU. For purposes of this section, the term "contact time" means the time directly involved in attending and successfully completing the specific activity, class or program. For purposes of advancement on the salary schedule, each JIU credit earned by a teacher shall count as one (1) semester hour of credit on the salary schedule for purposes of horizontal advancement. Only nine (9) hours of JIU credit may be used annually for horizontal lane movement on the salary schedule. However, JIU credit cannot be used for attaining a Master's or Doctor's Degree, but may be applied to horizontal movement beyond a Master's Degree, so long as the credit claimed was not applied toward the attainment of the Master's Degree and the credit shall not be given until the teacher has had the Master's Degree for one full school year. College or university courses offered through JIU are not subject to this nine (9) hour credit limitation.

Staff members who volunteer and are approved to be instructors in approved JIU activities may elect to receive either salary schedule credit or compensation for each JIU activity taught for the first time. JIU credit shall be awarded for actual time spent in preparation and presentation based upon the formula provided in the above paragraph and based upon the formula that one (1) hour of preparation time will be recognized for each hour of JIU presentation time for the first time a staff member teaches a particular course. For each time the staff member teaches the class thereafter, they will be credited for one-half (1/2) hour of preparation time for each hour of JIU presentation time. A staff member electing compensation will be compensated at the contract hourly rate for each course offering, in lieu of salary schedule credit.

3.255 Professional Growth Incentive Program

a. The Professional Growth Incentive Program shall take effect at the beginning of the second year of this Agreement. The Professional Growth Incentive Program applies only to employees who remain at the last step of a salary lane for the second year or more.

b. Eligible employees as described in #1 above have the option of participating in professional development programs, offered by the school district's Internal University, equivalent to three (3) graduate hours for

each of the last four (4) years of the contract in order to receive the Professional Growth increments of $200 per credit hour, to an annual maximum of $600.

3.3 Other School-Related Pay Provisions

3.31 Travel Reimbursement

When a teacher is required by his specific assigned responsibilities to travel, the teacher shall be compensated at the annual IRS standard mileage reimbursement rate. This applies to those assignments which are part of his regular teaching load and to required out-of-district travel.

3.311 The official mileage between Central Campus and West Campus is three (3) miles.

3.312 Requests for reimbursement should be submitted by the first (1st) of each month, for payment following the regular Board of Education meeting for that month; or, in the case of those whose assignments are on a semester basis, at the end of each semester.

3.32 Summer School Pay

All teachers employed by District 204 in the regular day program shall be paid at the rate of $50.00 per hour for teaching duties performed for the summer school program. This rate shall be effective for the entirety of this contract. Additionally, summer school teachers will be paid one (1) hour per week at the established non-instructional rate for time spent in planning for instruction. In order to be eligible for this pay, the teacher must perform the planning activities while physically present on campus.

3.31 Drivers Education Pay

All teachers employed by District 204 in the Drivers Education program shall be paid at the rate of $50.00 per hour for all duties performed. This rate shall be effective for the entirety of this contract.

3.32 Instructional Pay

All teachers employed by District 204 in the regular day program shall be paid for instructional duties performed outside of the regular contract day, and not otherwise covered by the Summer School or Drivers Education Pay provision, at the following hourly rates:

- $45.00 per hour for the 2026-2027 school year
- $46.00 per hour for the 2027-2028 school year
- $47.00 per hour for the 2028-2029 school year
- $48.00 per hour for the 2029-2030 school year

This rate applies to duties such as but not limited to virtual recovery programs and approved tutoring.

3.34 Non-Instructional Pay

All teachers employed by District 204 in the regular day program shall be paid for approved

non-instructional duties performed outside of the regular contract day. These duties are defined as work that does not involve direct student instruction. Examples include, but are not limited to, curriculum work, committee participation, and planning sessions. The hourly rate for these duties shall be as follows:

$34.00 per hour for the 2026-2027 school year
$35.00 per hour for the 2027-2028 school year
$36.00 per hour for the 2028-2029 school year
$37.00 per hour for the 2029-2030 school year

3.35 Substitute Pay

When a teacher substitutes for an absent teacher for a period or periods during a normal school day, the rate of pay for each twenty-seven and one-half (22.5) minute module shall be twenty dollars ($20.00) for the duration of the contract.

3.36 Event Worker Pay

A teacher who is employed to work additional time at athletic or other special events shall be paid at the rate of twenty-eight dollars ($28.00) per hour for the duration of the contract.

3.4 Insurance Provided by the Board

3.41 Health Insurance

The Board shall provide health insurance coverage (single or family at the teacher's option) for all full time teachers under Blue Cross/Blue Shield PPO, Blue Advantage HMO, and Blue Cross Blue Shield PPO Health Savings Account (H.S.A.) or an equivalent coverage plan, with major medical benefits of no less than $1,000,000. The choice of the Usual and Customary plan or the P.P.O. and/or any equivalent coverage plan shall rest with the Board of Education. Employees electing coverage under the plan selected by the Board will contribute to the cost of such coverage through payroll deduction as follows:

	Employee Contribution	**Board Contribution**
Single HMO	20%	80%
Dependent HMO	20%	80%
Single PPO	20%	80%
Dependent PPO	20%	80%
Single HSA	20%	80%
EE+Children HSA	20%	80%
EE+Spouse HSA	20%	80%
EE+Children+Spouse HSA	20%	80%

The Insurance Committee is given the authority to reduce or eliminate projected premium increases without the need for ratification.

The current insurance rates will be posted electronically on an annual basis.

3.42 Life Insurance

The amount of the insurance policy shall be equal to the amount of the teacher's base salary

to the nearest one thousand dollars ($1,000) with a sixty-one thousand dollars ($61,000.00) maximum.

Teachers shall also be provided a five thousand-dollar ($5,000) term group life insurance policy for their spouses and a two thousand five hundred dollars ($2,500) term group life insurance policy for each child. The group life insurance policy for children shall include coverage for any children who are dependent upon the employee for support and maintenance because of mental retardation or physical handicap from age eighteen (18) until the parent retires or leaves the district.

3.43 Income-Protection Insurance

The Board shall provide for each teacher an income-protection insurance policy with provisions for payment of sixty percent (60%) of insurable base gross salary (maximum of one thousand five hundred dollars [$1,500] per month (seventy percent [70%] when combined with Workman's Compensation, Social Security, and/or teacher pension) to individuals disabled. The policy shall have a six-month qualifying period.

3.44 Personal Property Damage Insurance

The Board shall provide a fund to reimburse teachers for damage to personal property while on school premises. The fund shall be limited to $100 for any one loss per teacher and a total of $5,000 for any fiscal year, with a $25.00 deductible per person per occurrence. Exclusions shall include a) intentional damage, b) ordinary wear and tear, c) moth or vermin damage, and d) personal automobile. The Board of Education reserves the right to purchase a like replacement or to reimburse the teacher up to the limits above.

3.45 Dental Insurance

The teacher Dental Insurance Policy shall provide the following as available from the Dental Plan Administrators or equivalent coverage from an equal carrier: (a) an eighty percent (80%) usual and customary coverage on basic preventive care with no deductible; (b) an eighty percent (80%) usual and customary coverage on minor restorative care; (c) an eighty percent (80%) usual and customary coverage on gold restorations, crowns, jackets, and prosthetics with a fifty-dollar ($50) deductible on (b) and (c) combined per person in each benefit period (maximum one hundred fifty dollars [$150] per family); and maximum benefit coverage per person each coverage year of one thousand two-hundred fifty dollars ($1,250).

3.46 Vision Service Insurance

The Board shall provide each teacher with a basic Vision Service Insurance Policy.

3.47 Flexible Spending Account

The Board will establish a Flexible Spending Account Plan. The Board will pay the cost of administering the Flexible Spending Account Plan.

3.5 Grants-in-Aid

The Board may award tuition assistance and/or sabbatical leaves. The Board shall determine annually the amount of funds to be spent on these applications. Sources for such funds will include grant money directed towards the programs, unused vouchers obtained from student teacher programs in which the District participates, or other resources which may be allocated from time to time by the Board.

All applications received by the Superintendent shall be reviewed by a selection committee. The committee shall be chaired by the Assistant Superintendent for Educational Services and shall have a representation of administrators and teachers. The committee shall recommend those applicants who should receive consideration for tuition assistance or sabbatical leaves. To the extent that resources are available, priority will be given to (1) areas of critical need and (2) improvement of teaching and learning.

3.51 Sabbatical Leaves

Sabbatical leaves may be granted in accordance with the following conditions:

Applications shall be submitted by September 1 for leaves for the second semester only and by November 1 for leaves commencing in September of the following year. Application deadline may be extended by mutual agreement of the Board and Council 204. Committee recommendations for preliminary approval shall be made as specified in 3.5. The Superintendent shall reply by December 15 and January 30, respectively.

Two percent (2%) of those teachers who have been employed by District 204 for six (6) years or more may be approved for sabbatical leave.

A preliminary plan for educational study in residence consisting of a full load (at least twelve [12] semester hours) each semester must be submitted to the Superintendent. A complete, detailed plan should follow as soon as the plan is accepted and approved by the university where the course work is to be completed. Research and travel which are an integral part of and under the auspices of the university program and for which the university grants credit may also be approved as well as any other activity deemed by the Board to benefit District 204. Attendance in summer school will not normally be acceptable, but in special cases consideration will be given.

The purpose of the leave, years of experience, seniority in District 204, equitable distribution among departments and buildings, and previous sabbatical leaves shall be considerations in granting leaves.

The teacher granted such a leave shall sign a promissory note for the whole amount of salary, retirement, and insurance benefits paid during the leave.

A teacher shall agree in writing to return to District 204 for a minimum of two (2) years following the leave. A teacher who fails to do so shall return the entire amount of the note to the district within ninety (90) calendar days of his dismissal or resignation. In the event that the dismissal is a result of a reduction

in staff, this clause is not applicable.

Evidence of satisfactory completion of the first semester's work and enrollment for the second semester's program shall be submitted to the Superintendent at the end of the first semester. Failure to do either of these shall result in the immediate termination of leave.

Any change of plans, whether changes in course work or inability to utilize the leave because of an unforeseen contingency, shall be immediately submitted to the Superintendent in writing.

Teachers on sabbatical leave shall progress normally on the salary schedule and retain their status in the Teacher's Retirement Fund.

3.5110 Teachers on sabbatical leave may not accept employment from another employer during the duration of the leave unless part of a university-sponsored internship.

3.5111 Sick leave accumulated prior to the commencement of the leave will be extended to the teacher upon his return to the District. All insurance provisions will be carried by the District during the sabbatical leave.

3.5112 Teachers who take a sabbatical leave shall be paid as per State Law.

3.52 Tuition Assistance

The following guidelines will apply to tuition reimbursement:

An application form which shows the course work to be pursued, the credit to be carried, and the university to be attended shall be submitted to the Superintendent.

Teachers seeking tuition assistance shall apply by April 1 for courses to be taken during the summer or in the first semester and by December 1 for courses to be taken during the second semester. Application deadlines may be extended by mutual agreement of the Board and Council 204.

Preliminary approval shall be made as specified in Section 3.5. The Superintendent or the Superintendent's designee shall reply within thirty (30) calendar days of application deadline.

Evidence of satisfactory completion of the course shall be reported to the Superintendent at the end of the term for which the tuition assistance was granted. If the course is not satisfactorily completed, the amount will be reimbursed by the teacher to the District within thirty (30) days. To be eligible for reimbursement, the teacher must return to service in the District for the semester following the semester in which he or she completed the course. Any teacher failing to return for the full semester shall reimburse the Board for the amount provided for such course within thirty (30) days.

No more than one course may be approved for any term for a teacher unless

unclaimed funds are available.

The cost of tuition or an amount not to exceed one half (1/2) of the hourly rate charged for a semester hour at the University of Illinois-Champaign.

3.6 Leaves

3.61 Sick Leave

Annual sick leave will be granted without loss of pay to all teachers as follows:

Years of Service to JTHS	Annual Sick Day Allotment at the Start of the School Year
0-19 years	17
20-24 years	25
25+ years	30

Unused days of such annual sick leave shall accumulate. Sick leave is available for personal illness, quarantine at home, serious illness in the immediate family or household, death in the immediate family or household, or for birth, adoption or placement for adoption. The term "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, stepchildren, step parents, and legal guardians. Sick leave use for the birth of a child is limited to 30 days unless more is needed, as certified by a physician and available. Sick leave use relating to the birth of a child must be taken contiguous to the birth event. Sick leave use for adoption or placement for adoption or acceptance of a child in need of foster care is limited to 30 days.

Time off will be based on the number of periods missed in the teacher's normal workday including academic classes, intervention periods, professional preparation periods, and lunch/duty periods.

Quarter day: 1-2 periods missed
Half day: 3-4 periods missed
Three-quarter day: 5-6 periods missed
Full day: 7+ periods missed

3.62 Bereavement Leave

A maximum of five (5) days will be granted upon occurrence of death when the relationship of the deceased to the teacher is that of parent, parent-in-law, spouse, child, stepchild or stepparent.

A maximum of three (3) days will be granted upon occurrence of death when the relationship of the deceased to the teacher is that of sister, brother, sister-in- law, brother-in-law, son-in-law, daughter-in-law, grandchild, grandparent, legal guardian, or other near relative residing in the same household.

The day of the funeral will be granted upon the death of a near relative not residing

in the same household.

Bereavement leave taken in accordance with items 1, 2, and 3, shall be taken from sick leave.

Leaves taken for bereavement shall not be subtracted from personal leave unless more than the allowed leave is taken.

3.63 Paid Personal Leave

3.631 All teachers shall be granted a maximum of three (3) days of leave for personal business during each school year without loss of pay; however, personal leave is deducted from sick pay. Furthermore, tenured teachers with five (5) or more years of continuous full-time teaching experience in District 204 shall be allowed an additional two (2) personal days per year also deducted from the teacher's individual accumulated sick leave. Requests by eligible teachers for the additional two (2) personal days shall be presented under the same requirements as teacher requests for personal days to extend holidays, all as found below in Section 3.633.

3.632 Personal business is defined as business of a personal nature which cannot be conducted at a time not in conflict with the teacher's regular school day (except those items of business connected with income-producing endeavors or with another position of employment) or an emergency over which the teacher has no control and which requires immediate attention. Personal leave shall not be used to extend holidays, except as provided in Section 3.633 below.

3.633 Notice of such leave shall be given as far in advance as possible. In giving notice of such leave or immediately upon return to school from the leave, if the leave was for an emergency, the teacher shall complete the form required by the Board and indicate the purposes for which the leave was taken.
Requests to use personal leave before and after holidays may be granted by the Administration for attendance or participation, including necessary travel, at significant family events that are beyond the control of the teacher. Such events may include, but not by way of limitation, the wedding, anniversary, or graduation of a member of the teacher's immediate family. Teachers requesting such leave must provide a written explanation of the reasons and circumstances for the request. Decisions by the Administration granting or denying such requests shall not be precedential with respect to other similar requests and shall not be subject to the arbitration step of the grievance procedure found in Section 4 of this Agreement.

3.64 Family and Medical Leave

Eligible Employees are entitled to leave according to the terms of the Family and Medical Leave Act ("FMLA") subject to the following provisions:

A. "Eligible Employees" means an employee who has been employed by the District for at least twelve (12) months and who has worked at least 1,250 hours during the twelve (12) months preceding the period of the requested leave.

B. Eligible Employee will be granted FMLA leave up to a total of twelve (12) weeks for one or more of the following conditions:

1. The birth of a child and the care for the newborn child.

2. The placement with the employee of a child for adoption or foster care and the care for the newly placed child.

3. To care for the employee's spouse, child, parent, or employee's household with a serious health condition.

4. A serious health condition that makes the employee unable to perform one or more of the essential functions of his or her job.

5. For certain qualifying exigencies, as defined by FMLA, arising out of a covered military member's active duty status, or notification of an impending call or order to active duty status, in support of a contingency operation.

C. FMLA leave shall be extended for up to a total twenty-six (26) weeks per twelve (12) month period to care for a spouse, son, daughter, parent or next of kin who is a covered service member recovering from a serious injury or illness incurred in the line of duty on active duty. The twelve (12) month period in which the twelve (12) weeks of leave may be taken will be calculated under a rolling twelve (12) month period measured backward from the date an employee uses any FMLA leave. Under this method, each time an employee takes FMLA leave, the remaining leave entitlement would be any balance of the twelve (12) weeks, which has not been used during the immediately preceding twelve (12) months.

D. Employees taking FMLA leave to care for a child, spouse, parent, employee's household or the employee's own serious health condition may use accrued paid sick leave days concurrently with the running of the period of FMLA leave. For that period of FMLA leave for the birth and care of a newborn child during which the employee is unable to perform one or more of the functions of his or her job, the employee may use accrued paid sick leave days (for conditions for which sick leave is applicable) concurrently with the running of the period of FMLA leave.

E. In any case in which the necessity for FMLA leave is based upon an expected birth or placement for adoption, or planned medical treatment for a serious health condition of the employee, family member, or member of the employee's household, the employee will provide the Superintendent with at least thirty (30) calendar days advance written notice of the date the leave is to begin. When the need for FMLA leave is due to unforeseen circumstances and advance notice is not practicable, the employee will provide notice of the need for such leave as soon as practicable. Whenever feasible, the employee will provide the Superintendent with at least thirty (30) calendar days advance notice of intent to return from the leave.

F. FMLA leaves will be governed by the terms of the Act and the regulations issued by the U.S. Department of Labor, subject to the terms of this Agreement. In the event the Family and Medical Leave Act is repealed, then this Section of this Article will no longer be in force and effect.

3.65 Other Leaves

Non-Paid Leave

a. Leave of absence without compensation may be granted to tenured teachers for good cause shown such as continued study and educational advancement, or where such leave would beneficially contribute to education in the Joliet Township High Schools. Requests for leaves of absence shall be made to the Superintendent and are subject to the approval of the Board.
b. Written requests for leaves shall set forth information as to the purpose of and length of the leave. Such leaves shall not be used for other employment either as a teacher in another district or otherwise, except as allowed by the Board.
c. A teacher on a leave of absence shall inform the Assistant Superintendent for Business and Personnel by March 1 of his intention to return for the next school year.
d. A teacher who is afforded a leave of absence does not lose tenure status within the district nor accumulated years of credit on the salary schedule so long as the teacher returns at the termination date of such leave.
e. A teacher granted a non-paid leave does not receive a salary increment or advancement on the seniority list for the year spent on leave.
f. The maximum term for such leave shall be one (1) school year.

Parental Leave

a. Any tenured teacher may request a parental leave of absence for child rearing.
b. Request for such leave shall be in writing, specifying the length of the leave.
c. Granting of such leave will not cause the teacher to lose sick leave, tenure status within the District, or accumulated years of credit on the salary schedule so long as the teacher returns at the termination date of such leave. It is further understood that the teacher granted such leave does not receive a salary increment or advancement on the seniority list for the year spent on

leave.

Court Appearances

a. For a school-connected incident, there shall be no loss of salary or leave days.
b. For jury duty, a teacher's salary shall be reduced by the amount of the fee he receives for his services, and there shall be no loss of personal leave.
c. For personal cases, personal leave shall be used.
d. For subpoenaed testimony in court, there shall be no loss of salary unless the teacher is party to the court action.

Military Leave

a. Military leave shall be granted for National Guard or Reserve Duty over which the teacher has no control. During the teacher's absence, the salary will be reduced by the amount of base salary the teacher receives for military service.

b. Other National Guard or Reserve Military Duty requirements for military leave will be considered on an individual basis by the Superintendent. If military leave is granted, the paid leave may not exceed forty-five (45) teaching days, following which the teacher shall be allowed a leave of absence without pay. During the teacher's paid leave, the salary will be reduced by the amount of base salary the teacher receives for military service.

Absence Due to Assault

Absences resulting from injuries due to assault arising from the performance of professional duties shall not be charged against the teacher's normal sick leave.

3.66 Absence Not Covered

In the event of absence not covered by any of the above leave policies, the deduction from the teacher's salary shall be figured at 1/180 of the contracting salary of the teacher for each day absent.

3.7 Teacher Retirement

3.71 Sick Leave Reimbursement

A teacher who is at least fifty-five (55) years of age and retires from the teaching profession and from District 204 will receive from the Board a reimbursement for up to two hundred and twenty-five (225) unused accumulated sick leave days at a rate of one hundred dollars ($100.00) per day, provided the teacher notifies the Superintendent in writing by April 1 of the school year in which he plans to retire.

In the event of the death of the teacher, payment for unused accumulated sick leave days shall be paid at the above rate to the teacher's beneficiary designated for the teacher's life insurance policy provided by the Board under the provisions of the Agreement.

The following are disqualified for eligibility for sick-leave payment:

3.711 Any teacher who is dismissed by the Board of Education.

3.712 Any teacher who leaves the system contrary to the provisions of the Illinois State Tenure Act or contrary to the terms of his employment contract.

3.713 Any teacher who has previously received this benefit from District 204.

3.714 No reimbursement will be available for sick leave days taken to TRS for retirement service credit.

3.7 Teacher Retirement

3.71 Retirement

3.711 Eligibility

An elective retirement program will be available for all teachers who meet the following eligibility criteria:

a. Completed at least ten (10) years of full-time employment in Joliet Township High School District immediately preceding retirement;
b. Completed at least twenty (20) years of teaching service;
c. Qualifies for a retirement through the Illinois Teachers' Retirement System;
d. Filed for participation in a retirement program of the Illinois Teachers' Retirement System, with an effective date of retirement not later than June 30, 2030, provided, however, that this retirement benefit shall not be available to any teacher who elects to participate in any TRS program that requires the Board to pay to TRS a contribution, "penalty" or excess salary payment.

3.712 Procedures

In order to be eligible to participate in this retirement program, a teacher must submit an irrevocable letter of intent to retire to the Superintendent, setting forth a desired

retirement date at the end of a school year not later than June 30, 2030. This letter of intent to retire must be received by the Superintendent by May 1 of any fiscal year of this Agreement.

Participating teachers who elect to retire under the provisions of this program will receive only the benefits of this program and will not be entitled to receive any benefits under any retirement program negotiated in a successor bargaining agreement.

3.713 Benefits

a) Salary Increase

As a voluntary retirement benefit for teachers who qualify as provided above, the Board agrees to increase the teacher's TRS creditable earnings by 6% over the teacher's prior year's reported TRS creditable earnings for each remaining year of the teacher's employment in the District, in lieu of any other raise, step, or other creditable earnings increase to which the teacher may have been otherwise entitled. This increase will be granted beginning in the school year in which the teacher gives notice as provided above. A retiring teacher may receive no more than four (4) years of 6% creditable earnings increases under this program.

A teacher for whom an extra-duty stipend or additional creditable earnings (e.g., coaching, activities, game worker, or summer curriculum, etc.) was part of the teacher's creditable earnings in the school year prior to the school year in which notice is given and who ceases to perform such duty in any year prior to retirement will have the stipend/earnings for that duty subtracted from the creditable earnings increases provided under this program for each remaining year. Under no circumstances may a teacher participating in this program receive a creditable earnings increase exceeding 6% over the teacher's prior year's creditable earnings.

b) Post-Retirement Insurance

For teachers electing retiree insurance coverage pursuant to the Teachers' Retirement Insurance Program, the Board will pay the required premium for single coverage until the employee reaches age 65.

c) Sick Leave Reimbursement

The Board will reimburse the teacher for up to 225 days of unused, accumulated sick leave at the rate of $100 dollars per day. This payment will be made within 60 days after the teacher's effective date of retirement. This payment will only be made for teachers eligible for and retiring under the provisions of Section 3.7 of this Contract. Additionally, this payment will only be made for those accumulated sick days not used to buy optional service credit under the TRS rules and regulations.

In the event of the death of the teacher prior to receipt of this payment, the amount of this benefit will be paid to the teacher's designated beneficiary under the term life insurance policy provided pursuant to Section 3.42 of this Contract.

This retirement program will terminate June 30, 2030.

SECTION 4. CONTRACT IMPLEMENTATION

4.1 Meetings

4.11 Executive Board/Superintendent

A meeting shall be held once each month between the Executive Board of Council 204 and the Superintendent of District 204 and/or his designated representative(s) to discuss matters of mutual concern.

4.12 Building Representative/Building Principal

A meeting shall be held once each month between each Building Principal and the Building Representative to discuss matters of mutual concern, provided that such discussions shall not infringe on district-wide policy.

4.13 Building-District

Upon request, Council 204 shall have the use of an available room for the purpose of conducting its own meetings relating to the business of Council 204.

4.14 Special Scheduled Meetings

If the parties to this Agreement mutually schedule meetings during working hours to discuss matters relating to its implementation, no participating teacher shall suffer a loss of pay.

4.2 Released Time - Council Officials

The President, Building Representative, Secretary and Treasurer, subject to administrative approval, may be allowed released time for the investigation of grievances or other appropriate activities relating to school or teacher welfare. Additionally, members of the Council Executive Board will be relieved of supervisory duty assignments in order to address these issues.

4.3 Availability of Statistical Data

The Board shall make available to Council 204, upon request, information which it has available relating to the budget or tentative budget or other previously prepared and existing reports which are relevant to negotiations or necessary for the proper enforcement of the terms of this Agreement. In addition, a copy of the formal budget shall be provided for Council 204 at the time it is adopted by the Board, and a copy of the annual audit shall be provided for Council 204 at the time it is presented to the Board.

4.4 Grievance Procedures

4.41 Individual Problems

Disputes between the parties shall be processed on an informal basis whereby the teacher involved will first present the problem to their administrator. If the problem is still unresolved, it may be informally presented to the Principal or to the Superintendent by the Building Representatives. If the problem is not resolved informally and qualifies as a grievance by definition (4.42), it may be formally grieved. Where applicable, the Assistant

Superintendent for Educational Services or the Director of Special Services may be used in lieu of the Building Principal.

4.42 Definition, Purpose, and Principles of a Grievance

4.421 Grievance- Definition: A grievance, for the purpose of this Agreement, shall be defined as any dispute or difference of opinion involving the meaning, interpretation, or application of the provisions of this Agreement between the Board and Council 204 or between the Board and any of its teachers covered by this Agreement. Where applicable, the supervisor of the alleged violator may be used in lieu of the Building Principal.

4.422 Grievance- Purpose: The primary purpose of a grievance is to secure at the lowest level, an equitable solution to the problem of all parties involved.

4.423 Grievance Principles:

a) Participation in a grievance procedure shall in no way be sufficient cause for reprisal against a teacher.

b) A grievance must be filed and appealed within the time limits set forth in 4.431, or it shall be considered waived (if not filed in time) or settled on the basis of the last answer given (if not appealed in time). If the Board does not give its answer within the time limits set forth above, the grievance shall move to the next step of the Grievance Procedure.

c) It is understood that, with the written agreement of both parties, the time limits specified in this Grievance Procedure may be extended or waived.

d) All meetings pursuant to the above Grievance Procedure shall occur at times outside both the teacher's and the Building Representative's normal working hours and shall be set for mutually agreeable times.

e) The discussions shall be confidential during the procedural stages of the grievance. No tape recordings will be made at any step of the procedure.

4.43 Grievance Procedure

4.431 Level One

Grievances shall be handled in the following manner. Any teacher who believes he has a grievance shall present it, in writing, to the Building Principal, with a copy to the Building Representative. Any such grievance shall be presented within twenty-one (21) working days after the occurrence of the event giving rise to the grievance. A meeting shall then be set to occur within seven (7) working days following the presentation of the grievance. Those present at such meeting shall be the aggrieved teacher(s), the Building Representative, the Building Principal and the Assistant Principal. The Principal's answer shall be given in writing to the aggrieved teacher with a copy to the Building Representative within seven (7) working days following said meeting.

4.432 Level Two

If the grievance is not settled satisfactorily as provided above, a written appeal shall be submitted to the Superintendent by Council 204 within seven (7) working days after its

receipt of the answer in 4.431 above. A meeting shall be held within ten (10) working days. Those present at such meeting shall be the Superintendent, the Assistant Superintendent for Educational Services, the Assistant Superintendent for Business and Personnel, the Principal, the Council President, the Building Representative and the aggrieved teacher(s). An attempt shall be made normally to resolve the grievance at said meeting, but in any event, the Superintendent's answer shall be given to Council 204 within seven (7) working days following the next regular meeting of the Board.

4.433 Level Three
If the grievance is not settled satisfactorily as provided above, Council 204 may appeal, in writing, to the Board within seven (7) working days following the Superintendent's answer. The Board shall hear the matter no later than at its next regular Board meeting and shall render its decision no later than seven (7) working days thereafter. Those present at such meeting shall be the Superintendent, the Assistant Superintendent for Educational Services, Assistant Superintendent for Business and Personnel, the Principal, the aggrieved teacher(s) and all members of the Council 204 Executive Board.

4.434 Level Four
If the matter is not settled satisfactorily and Council 204 desires further appeal, it may appeal, in writing, to the Superintendent within seven (7) working days thereafter, requesting that an impartial arbitrator be produced to give his opinion as to the proper interpretation or application of the provision of the Agreement involved. The parties shall meet within ten (10) working days thereafter to choose an impartial arbitrator for this purpose. The arbitrator's authority shall be specifically limited to an interpretation of a specific provision or provisions of this Agreement as applied to the facts of the written grievance involved. The arbitrator shall have no right to amend, modify, nullify, ignore or add to the provisions of this Agreement. His decision shall be based solely upon his interpretation of the meaning or application of the terms of this Agreement to the facts of the grievance presented. The arbitrator's decision shall be binding on both the Board and Council 204.

4.436 All meetings pursuant to the above Grievance Procedure shall occur at times outside both the teacher's and the Building Representative's normal working hours and shall be set for mutually agreeable times.

4.437 The expense of arbitration, including the arbitrator's fees and the costs of the transcripts, if any, shall be shared equally by the parties. The expenses of each party's presentation to the arbitrator shall be borne by the party involved.

SECTION 5. EXTRA-PAY

5.1 Guidelines

The Administration and the Union will convene a task force on an as-needed basis to review and revise the District's extra pay program. The task force will be made up of an equal number of teachers (appointed by the Union President) and administrators (appointed by the Superintendent). This task force will review the current extra pay program and make recommendations for revisions. The task force will make its recommendations to the Superintendent and Union President no later than May 1, of the current school year, with implementation of the new plan, if approved by the Board and Union, at the start of the following school year. Prior to commencing its work, the task force will be informed of the amount of money available to complete its work.

5.11 Filling Positions

The Board may or may not elect to fill the extra-pay positions established. When appointments are made, differentials for these extra-pay positions shall be as designated in this Agreement.

5.12 Creation and Elimination

An extra-pay position may be created or eliminated through either of the following procedures, subject to formal approval by the Board of Education.

a. INITIATION BY ADMINISTRATION
- Proposal by District Administrator or Building Principal
- Notification to Council 204 Executive Board
- Review by Administration Executive Committee
- Differential negotiated with Council 204
- Review by Superintendent
- Final action by Board of Education

b. INITIATION BY TEACHER
- Proposal by Teacher or Activity Sponsor
- Review by Building Principal
- Review by Administration Executive Committee
- Notification to Council President
- Review by Council 204 Executive Board
- Differential negotiated with Council 204
- Review by Superintendent
- Final action by Board of Education

5.13 Extra-Pay Assignments

All extra-pay assignments shall be approved with the individual on an annual basis and shall not be subject to the tenure laws of the State. Extra-pay assignments will be posted as vacancies as needs are determined by the Administration.

5.14 Extra-Pay Placement

Salary for extra-pay positions shall be based on the extra-pay salary schedule 5.2.

5.15 Credited Experience

Experience in the extra-pay position shall be credited on the basis of one year for each year of experience with the following exceptions:

5.151 Five (5) years maximum experience in the position may be transferred into District 204.

5.152 A person named to a head position shall receive credit for his experience as an assistant in that area.

5.153 Experience in coaching a particular sport in the boys' and girls' program shall be credited to a teacher who transfers to coaching the same sport in the other program.

5.154 Contest-Play experience shall qualify as credit toward experience as Play Director; Play Director shall qualify as experience toward Musical Director.

5.16 Shared Contract

When the responsibility for an extra-pay position is shared by two (2) or more individuals, the salary shall be shared proportionally in relation to the time and responsibility required of each person involved.

5.17 Exclusion of Salary Payment

A teacher who accepts an extra-pay position as part of his normal workload shall not receive a separate salary for that position.

5.2 Extra-Pay Salary Schedule

5.2	EXTRA-PAY SALARY SCHEDULE												
	SCHOOL YEAR 2026-2027												
Lane:		1	2	3	4	5	6	7	8	9	10	11	12
		16.50%	14.00%	12.00%	11.00%	10.00%	9.00%	8.00%	7.00%	6.00%	5.00%	4.00%	2%
Step	Base												
1	55,632	$ 9,179	$ 7,788	$ 6,676	$ 6,119	$ 5,563	$ 5,007	$ 4,451	$ 3,894	$ 3,338	$ 2,782	$ 2,225	$ 1,113
2	57,857	$ 9,546	$ 8,100	$ 6,943	$ 6,364	$ 5,786	$ 5,207	$ 4,629	$ 4,050	$ 3,471	$ 2,893	$ 2,314	$ 1,157
3	60,027	$ 9,904	$ 8,404	$ 7,203	$ 6,603	$ 6,003	$ 5,402	$ 4,802	$ 4,202	$ 3,602	$ 3,001	$ 2,401	$ 1,201
4	62,278	$ 10,276	$ 8,719	$ 7,473	$ 6,851	$ 6,228	$ 5,605	$ 4,982	$ 4,359	$ 3,737	$ 3,114	$ 2,491	$ 1,246
5	63,679	$ 10,507	$ 8,915	$ 7,641	$ 7,005	$ 6,368	$ 5,731	$ 5,094	$ 4,458	$ 3,821	$ 3,184	$ 2,547	$ 1,274
6	65,112	$ 10,743	$ 9,116	$ 7,813	$ 7,162	$ 6,511	$ 5,860	$ 5,209	$ 4,558	$ 3,907	$ 3,256	$ 2,604	$ 1,302
7	66,577	$ 10,985	$ 9,321	$ 7,989	$ 7,323	$ 6,658	$ 5,992	$ 5,326	$ 4,660	$ 3,995	$ 3,329	$ 2,663	$ 1,332
8	68,075	$ 11,232	$ 9,530	$ 8,169	$ 7,488	$ 6,807	$ 6,127	$ 5,446	$ 4,765	$ 4,084	$ 3,404	$ 2,723	$ 1,361
9	69,606	$ 11,485	$ 9,745	$ 8,353	$ 7,657	$ 6,961	$ 6,265	$ 5,568	$ 4,872	$ 4,176	$ 3,480	$ 2,784	$ 1,392
10	71,172	$ 11,743	$ 9,964	$ 8,541	$ 7,829	$ 7,117	$ 6,406	$ 5,694	$ 4,982	$ 4,270	$ 3,559	$ 2,847	$ 1,423
11	72,774	$ 12,008	$ 10,188	$ 8,733	$ 8,005	$ 7,277	$ 6,550	$ 5,822	$ 5,094	$ 4,366	$ 3,639	$ 2,911	$ 1,455
12	74,411	$ 12,278	$ 10,418	$ 8,929	$ 8,185	$ 7,441	$ 6,697	$ 5,953	$ 5,209	$ 4,465	$ 3,721	$ 2,976	$ 1,488
13	76,047	$ 12,548	$ 10,647	$ 9,126	$ 8,365	$ 7,605	$ 6,844	$ 6,084	$ 5,323	$ 4,563	$ 3,802	$ 3,042	$ 1,521
14	77,855	$ 12,846	$ 10,900	$ 9,343	$ 8,564	$ 7,786	$ 7,007	$ 6,228	$ 5,450	$ 4,671	$ 3,893	$ 3,114	$ 1,557
15	79,682	$ 13,147	$ 11,155	$ 9,562	$ 8,765	$ 7,968	$ 7,171	$ 6,375	$ 5,578	$ 4,781	$ 3,984	$ 3,187	$ 1,594
16	81,529	$ 13,452	$ 11,414	$ 9,783	$ 8,968	$ 8,153	$ 7,338	$ 6,522	$ 5,707	$ 4,892	$ 4,076	$ 3,261	$ 1,631

*Members receiving extra pay after step 16 will get 2.25% more than the current year step 16 or $250 more, whichever is greater.

5.2	EXTRA-PAY SALARY SCHEDULE											
	SCHOOL YEAR 2027-2028											
Lane:		1	2	3	4	5	6	7	8	9	10	11	12
		16.50%	14.00%	12.00%	11.00%	10.00%	9.00%	8.00%	7.00%	6.00%	5.00%	4.00%	2%
Step	Base												
1	57,718	$ 9,523	$ 8,080	$ 6,926	$ 6,349	$ 5,772	$ 5,195	$ 4,617	$ 4,040	$ 3,463	$ 2,886	$ 2,309	$ 1,154
2	60,027	$ 9,904	$ 8,404	$ 7,203	$ 6,603	$ 6,003	$ 5,402	$ 4,802	$ 4,202	$ 3,602	$ 3,001	$ 2,401	$ 1,201
3	62,278	$ 10,276	$ 8,719	$ 7,473	$ 6,851	$ 6,228	$ 5,605	$ 4,982	$ 4,359	$ 3,737	$ 3,114	$ 2,491	$ 1,246
4	64,613	$ 10,661	$ 9,046	$ 7,754	$ 7,107	$ 6,461	$ 5,815	$ 5,169	$ 4,523	$ 3,877	$ 3,231	$ 2,585	$ 1,292
5	66,067	$ 10,901	$ 9,249	$ 7,928	$ 7,267	$ 6,607	$ 5,946	$ 5,285	$ 4,625	$ 3,964	$ 3,303	$ 2,643	$ 1,321
6	67,553	$ 11,146	$ 9,457	$ 8,106	$ 7,431	$ 6,755	$ 6,080	$ 5,404	$ 4,729	$ 4,053	$ 3,378	$ 2,702	$ 1,351
7	69,073	$ 11,397	$ 9,670	$ 8,289	$ 7,598	$ 6,907	$ 6,217	$ 5,526	$ 4,835	$ 4,144	$ 3,454	$ 2,763	$ 1,381
8	70,627	$ 11,654	$ 9,888	$ 8,475	$ 7,769	$ 7,063	$ 6,356	$ 5,650	$ 4,944	$ 4,238	$ 3,531	$ 2,825	$ 1,413
9	72,216	$ 11,916	$ 10,110	$ 8,666	$ 7,944	$ 7,222	$ 6,499	$ 5,777	$ 5,055	$ 4,333	$ 3,611	$ 2,889	$ 1,444
10	73,841	$ 12,184	$ 10,338	$ 8,861	$ 8,123	$ 7,384	$ 6,646	$ 5,907	$ 5,169	$ 4,430	$ 3,692	$ 2,954	$ 1,477
11	75,503	$ 12,458	$ 10,570	$ 9,060	$ 8,305	$ 7,550	$ 6,795	$ 6,040	$ 5,285	$ 4,530	$ 3,775	$ 3,020	$ 1,510
12	77,202	$ 12,738	$ 10,808	$ 9,264	$ 8,492	$ 7,720	$ 6,948	$ 6,176	$ 5,404	$ 4,632	$ 3,860	$ 3,088	$ 1,544
13	78,899	$ 13,018	$ 11,046	$ 9,468	$ 8,679	$ 7,890	$ 7,101	$ 6,312	$ 5,523	$ 4,734	$ 3,945	$ 3,156	$ 1,578
14	80,775	$ 13,328	$ 11,308	$ 9,693	$ 8,885	$ 8,077	$ 7,270	$ 6,462	$ 5,654	$ 4,846	$ 4,039	$ 3,231	$ 1,615
15	82,670	$ 13,640	$ 11,574	$ 9,920	$ 9,094	$ 8,267	$ 7,440	$ 6,614	$ 5,787	$ 4,960	$ 4,133	$ 3,307	$ 1,653
16	84,586	$ 13,957	$ 11,842	$ 10,150	$ 9,304	$ 8,459	$ 7,613	$ 6,767	$ 5,921	$ 5,075	$ 4,229	$ 3,383	$ 1,692

*Members receiving extra pay after step 16 will get 2.25% more than the current year step 16 or $250 more, whichever is greater.

5.2	EXTRA-PAY SALARY SCHEDULE											
	SCHOOL YEAR 2028-2029											
Lane:		1	2	3	4	5	6	7	8	9	10	11	12
		16.50%	14.00%	12.00%	11.00%	10.00%	9.00%	8.00%	7.00%	6.00%	5.00%	4.00%	2%
Step	Base												
1	59,305	$ 9,785	$ 8,303	$ 7,117	$ 6,524	$ 5,931	$ 5,337	$ 4,744	$ 4,151	$ 3,558	$ 2,965	$ 2,372	$ 1,186
2	61,677	$ 10,177	$ 8,635	$ 7,401	$ 6,784	$ 6,168	$ 5,551	$ 4,934	$ 4,317	$ 3,701	$ 3,084	$ 2,467	$ 1,234
3	63,990	$ 10,558	$ 8,959	$ 7,679	$ 7,039	$ 6,399	$ 5,759	$ 5,119	$ 4,479	$ 3,839	$ 3,200	$ 2,560	$ 1,280
4	66,390	$ 10,954	$ 9,295	$ 7,967	$ 7,303	$ 6,639	$ 5,975	$ 5,311	$ 4,647	$ 3,983	$ 3,319	$ 2,656	$ 1,328
5	67,884	$ 11,201	$ 9,504	$ 8,146	$ 7,467	$ 6,788	$ 6,110	$ 5,431	$ 4,752	$ 4,073	$ 3,394	$ 2,715	$ 1,358
6	69,411	$ 11,453	$ 9,718	$ 8,329	$ 7,635	$ 6,941	$ 6,247	$ 5,553	$ 4,859	$ 4,165	$ 3,471	$ 2,776	$ 1,388
7	70,973	$ 11,710	$ 9,936	$ 8,517	$ 7,807	$ 7,097	$ 6,388	$ 5,678	$ 4,968	$ 4,258	$ 3,549	$ 2,839	$ 1,419
8	72,570	$ 11,974	$ 10,160	$ 8,708	$ 7,983	$ 7,257	$ 6,531	$ 5,806	$ 5,080	$ 4,354	$ 3,628	$ 2,903	$ 1,451
9	74,202	$ 12,243	$ 10,388	$ 8,904	$ 8,162	$ 7,420	$ 6,678	$ 5,936	$ 5,194	$ 4,452	$ 3,710	$ 2,968	$ 1,484
10	75,872	$ 12,519	$ 10,622	$ 9,105	$ 8,346	$ 7,587	$ 6,828	$ 6,070	$ 5,311	$ 4,552	$ 3,794	$ 3,035	$ 1,517
11	77,579	$ 12,801	$ 10,861	$ 9,309	$ 8,534	$ 7,758	$ 6,982	$ 6,206	$ 5,431	$ 4,655	$ 3,879	$ 3,103	$ 1,552
12	79,325	$ 13,089	$ 11,105	$ 9,519	$ 8,726	$ 7,932	$ 7,139	$ 6,346	$ 5,553	$ 4,759	$ 3,966	$ 3,173	$ 1,586
13	81,069	$ 13,376	$ 11,350	$ 9,728	$ 8,918	$ 8,107	$ 7,296	$ 6,486	$ 5,675	$ 4,864	$ 4,053	$ 3,243	$ 1,621
14	82,996	$ 13,694	$ 11,619	$ 9,960	$ 9,130	$ 8,300	$ 7,470	$ 6,640	$ 5,810	$ 4,980	$ 4,150	$ 3,320	$ 1,660
15	84,943	$ 14,016	$ 11,892	$ 10,193	$ 9,344	$ 8,494	$ 7,645	$ 6,795	$ 5,946	$ 5,097	$ 4,247	$ 3,398	$ 1,699
16	86,912	$ 14,340	$ 12,168	$ 10,429	$ 9,560	$ 8,691	$ 7,822	$ 6,953	$ 6,084	$ 5,215	$ 4,346	$ 3,476	$ 1,738

*Members receiving extra pay after step 16 will get 2.25% more than the current year step 16 or $250 more, whichever is greater.

5.2	EXTRA-PAY SALARY SCHEDULE											
	SCHOOL YEAR 2029-2030											
Lane:		1	2	3	4	5	6	7	8	9	10	11	12
		16.50%	14.00%	12.00%	11.00%	10.00%	9.00%	8.00%	7.00%	6.00%	5.00%	4.00%	2%
Step	Base												
1	60,343	$ 9,957	$ 8,448	$ 7,241	$ 6,638	$ 6,034	$ 5,431	$ 4,827	$ 4,224	$ 3,621	$ 3,017	$ 2,414	$ 1,207
2	62,757	$ 10,355	$ 8,786	$ 7,531	$ 6,903	$ 6,276	$ 5,648	$ 5,021	$ 4,393	$ 3,765	$ 3,138	$ 2,510	$ 1,255
3	65,110	$ 10,743	$ 9,115	$ 7,813	$ 7,162	$ 6,511	$ 5,860	$ 5,209	$ 4,558	$ 3,907	$ 3,255	$ 2,604	$ 1,302
4	67,552	$ 11,146	$ 9,457	$ 8,106	$ 7,431	$ 6,755	$ 6,080	$ 5,404	$ 4,729	$ 4,053	$ 3,378	$ 2,702	$ 1,351
5	69,072	$ 11,397	$ 9,670	$ 8,289	$ 7,598	$ 6,907	$ 6,216	$ 5,526	$ 4,835	$ 4,144	$ 3,454	$ 2,763	$ 1,381
6	70,626	$ 11,653	$ 9,888	$ 8,475	$ 7,769	$ 7,063	$ 6,356	$ 5,650	$ 4,944	$ 4,238	$ 3,531	$ 2,825	$ 1,413
7	72,215	$ 11,915	$ 10,110	$ 8,666	$ 7,944	$ 7,221	$ 6,499	$ 5,777	$ 5,055	$ 4,333	$ 3,611	$ 2,889	$ 1,444
8	73,840	$ 12,184	$ 10,338	$ 8,861	$ 8,122	$ 7,384	$ 6,646	$ 5,907	$ 5,169	$ 4,430	$ 3,692	$ 2,954	$ 1,477
9	75,501	$ 12,458	$ 10,570	$ 9,060	$ 8,305	$ 7,550	$ 6,795	$ 6,040	$ 5,285	$ 4,530	$ 3,775	$ 3,020	$ 1,510
10	77,200	$ 12,738	$ 10,808	$ 9,264	$ 8,492	$ 7,720	$ 6,948	$ 6,176	$ 5,404	$ 4,632	$ 3,860	$ 3,088	$ 1,544
11	78,937	$ 13,025	$ 11,051	$ 9,472	$ 8,683	$ 7,894	$ 7,104	$ 6,315	$ 5,526	$ 4,736	$ 3,947	$ 3,157	$ 1,579
12	80,713	$ 13,318	$ 11,300	$ 9,686	$ 8,878	$ 8,071	$ 7,264	$ 6,457	$ 5,650	$ 4,843	$ 4,036	$ 3,229	$ 1,614
13	82,488	$ 13,610	$ 11,548	$ 9,899	$ 9,074	$ 8,249	$ 7,424	$ 6,599	$ 5,774	$ 4,949	$ 4,124	$ 3,300	$ 1,650
14	84,448	$ 13,934	$ 11,823	$ 10,134	$ 9,289	$ 8,445	$ 7,600	$ 6,756	$ 5,911	$ 5,067	$ 4,222	$ 3,378	$ 1,689
15	86,430	$ 14,261	$ 12,100	$ 10,372	$ 9,507	$ 8,643	$ 7,779	$ 6,914	$ 6,050	$ 5,186	$ 4,321	$ 3,457	$ 1,729
16	88,433	$ 14,591	$ 12,381	$ 10,612	$ 9,728	$ 8,843	$ 7,959	$ 7,075	$ 6,190	$ 5,306	$ 4,422	$ 3,537	$ 1,769

*Members receiving extra pay after step 16 will get 2.25% more than the current year step 16 or $250 more, whichever is greater.

Assignment

Athletics	***Lane***
Activities/Athletic Coordinator	4
Athletic Director-Assistant	1
Badminton-Assistant	8
Badminton-Head	4
Baseball-Assistant	7
Baseball-Head	2
Basketball-Assistant-Boys	6
Basketball-Assistant-Girls	6
Basketball-Head-Boys	2
Basketball-Head-Girls	2
Bowling-Assistant Boys	8
Bowling-Assistant Girls	8
Bowling-Head Boys	4
Bowling-Head Girls	4
Cheerleading-Assistant Winter	8
Cheerleading-Assistant-Fall	10
Cheerleading-Head-Fall	8
Cheerleading-Head-Winter	4
Cheerleading-Freshmen-Fall/Winter	6
Cross Country-Assistant-Boys	7
Cross Country-Assistant-Girls	7
Cross Country-Head-Boys	4
Cross Country-Head-Girls	4
Esports	7
Flag Football- Head	2
Flag Football- Assistant	6
Football-Assistant	6
Football-Head	2
Golf-Assistant-Boys	8
Golf-Assistant-Girls	8
Golf-Head-Boys/Girls	4
Majorettes Step/Stomp Team	7
Pom Pom-Assistant	7
Pom Pom-Head	2
Soccer-Assistant-Boys	7
Soccer-Assistant-Girls	7
Soccer-Head-Boys	2
Soccer-Head Girls	2
Softball-Assistant	7
Softball-Head	2
Swimming-Assistant-Boys	6
Swimming-Assistant-Girls	6
Swimming-Head-Boys	2
Swimming-Head-Girls	2
Tennis-Assistant-Girls	8

Tennis-Assistant-Boys	8
Tennis-Head-Boys	4
Tennis-Head-Girls	4
Track-Assistant-Boys	6
Track-Assistant-Girls	6
Track-Head-Boys	2
Track-Head-Girls	2
Volleyball-Assistant-Boys	7
Volleyball-Assistant-Girls	7
Volleyball-Head-Boys	2
Volleyball-Head-Girls	2
Wrestling-Head (BOYS/GIRLS)	2
Wrestling-Assistant (BOYS/GIRLS)	6

*Coaches that have coached Boys Football will receive one year of credit for every two years for coaching Girls Flag Football

Assignment

	Lane
Aktion Club	12
Anime Club	12
Band- Assistant	6
Band Jazz	10
Band-Head	3
Band-Stage	10
Bass Fishing-Head	8
Black Student Union	8
Brother to Brother	12
Chess- Head	7
Chess- Assistant	9
CTSO Club	8
District Engine Team	9
District Robotics- Assistant	9
District Robotics- Head	5
Dungeons and Dragons	11
Fearless Females	12
Group Interpretation	7
HOSA	11
Key Club	12
Madrigals	7
Math-Assistant	8
Math-Head	5
Mock Trial	5
Musical Director	3
Newspaper	4
Orchestra	4

Play-Contest	10
Play-Director	7
Play-Technical Director	10
SAGA	11
Short Film	10
Speech- Head	3
Speech-Assistant	7
Team Human	12
Yearbook	4

Assignment

Other School Related	***Lane***
Freshman Class Sponsor	11
Sophomore Class Sponsor	11
Junior Class Sponsor	8
Senior Class Sponsor	9
School Counselor	4
Dean	1
IEP Manager	10
Human Relations	8
Mentor- Teacher	12
Musical Assistant Director	9
Musical Pit Director	10
National Honor Society	5
Psychologist	4
Scholastic Bowl-Assistant	8
Scholastic Bowl-Head	5
Science Coach- Assistant	11
Science Coach- Head	9
Social Worker	4
Snowball	9
Special Olympics Basketball Coach	10
Special Olympics Bowling Coach	12
Student Assistance Coordinator	3
Student Council	4
TNN/SNN	7
Rho Kappa	12
Mu Alpha Theta	12
Science National Honor Society	12
World Languages (Spanish, French, ASL)	12
Art Honor Society	12

5.3 Required Contracts

In order to foster stronger and more enduring relationships with students and colleagues, all new teachers hired for the 2026-2027 school year and thereafter, will be required to assume an extra-pay assignment for such salary stipend as is contained within this Contractual Agreement or as otherwise may be established by the Board. The condition of employment will be in effect for the first four (4) s years of employment, and consideration will be given to assignments consistent with the individual's qualifications and areas of interest. For those teachers whose assigned duties involve single or non-repeating events (e.g. event supervision, etc.), no more than 10 such duties will be required in a single school year.

This condition of employment will be made known teach new teacher during the hiring process and again at new teacher orientation. Council 204 leadership and the administration shall also make this requirement known to new teachers. The performance of the assigned duties will also be reflected in each teacher's evaluation.

INTRODUCTION TO MEMORANDA AND LETTERS OF UNDERSTANDING

1. The attached memoranda are for informational purposes only. They are clearly not part of the Agreement between the parties, but merely serve to provide a common understanding of part of the history of the collective bargaining process between the parties.

2. The attached memoranda of understanding were accomplished during past periods of negotiations which led to negotiated Agreements, with the understanding that the memoranda would not be in the Agreement. However, the parties agreed to include the memoranda following the last official page of the Agreement only as a convenience to the Union and the Board, with the original intent remaining permanent and that these memoranda are not a part of the negotiated Agreement and as such, the substance of these memoranda are not subject to the contractual grievance process.

3. It is not the intent, nor is it the representation of the parties, that the attached memoranda represent each and all of the memoranda of understanding reached during the history of the relationship between the parties.

WORKDAY PROVISIONS FOR THE 2026-2027 SCHOOL YEAR

As part of the negotiations for a successor collective bargaining agreement for the period 2026-2030, the Board and Council 204 teams agreed to implement a new school day structure for all students. This new schedule can be found below:

Regular Bell Schedule w/ flex		
Period 1	7:30-8:15	Freshmen Start
Period 2	8:20-9:05	Sophomore/Junior/Senior Start
Period 3	9:10-9:55	
Flex Period	10:00-10:35	
Period 4	10:40-11:25	10:40-11:00/11:05-11:25
Period 5	11:30-12:15	11:30-11:50/11:55-12:15
Period 6	12:20-1:05	12:20-12:40/12:45-1:05
Period 7	1:10-1:55	1:10-1:30
Period 8	2:00-2:45	

The implementation of this new schedule will not take effect until the start of the 2027-28 school year. As a result, for the 2026-27 school year, the language found in Section 2.21 (Normal Work Load Assignment) of the 2022-2026 collective bargaining agreement will remain in effect.
Beginning with the start of the 2027-28 school year, the language found in Section 2.21 of the 2026-30 collective bargaining agreement will be implemented and remain in full force and effect unless and until the parties otherwise agree.

SPECIAL EDUCATION

The District Director of Special Services will convene building or District meetings at least twice per school year to address concerns raised by special education teachers regarding the assignment of special education teachers ("load") and the work schedules of teachers assigned such students. The meetings will involve the Director of Special Services, Director of District Alternate School, Coordinators of Special Services, and interested and affected special education teachers. Concerns regarding load and scheduling will be addressed at these meetings and recommendations will be formulated and presented to the Superintendent and Union President. These meetings will not be used to address individual student issues or placements, as those issues are reserved for the required Individualized Education Plan ("IEP") process. IEP Case manager caseloads are capped at twenty (20) students.

SCHOOL IMPROVEMENT DAYS - PROGRAM REVIEW

The Board and the Union acknowledge that questions requiring attention have arisen regarding the implementation of school improvement days. In order to address these questions, the Board and Union will convene a School Improvement Days Program Committee.

This committee will be composed of eight (8) teachers jointly selected by the Union President and the Superintendent. These teachers will reflect all levels involved in the implementation of the Program. Additional members of the Committee will include two (2) District Curriculum Directors, one (1) building administrator from each campus, and two (2) Union Executive Board members appointed by the Union President or designee. The Superintendent and Union President will serve as ex-officio members of the Committee. The Assistant Superintendent for Educational Services and one (1) Union Officer will serve as moderators of the Committee and set the agenda for Committee meetings.

The Committee will meet outside of the regular school day and teacher members will be paid at the contracted rate as per Section 3.34 (Non-Instructional Pay) for time spent in committee meetings. The Committee will meet at least twice annually to review implementation progress and make recommendations regarding the same. The data reviewed should include, but not be limited to, attendance data, discipline data, and teacher professional development evaluation data. The Committee recommendations will be made to the Superintendent and Union President no later than January 1, annually, beginning in 2020. In completing its work, the Committee will be governed by a consensus.

EVALUATION REVIEW TEAM

The Board and the Union acknowledge that annual review of evaluation procedures is necessary. In order to address issues and legislative changes, the Board and Union will convene an Evaluation Review Team.

This committee will be composed certified staff representing all content areas and roles jointly selected by the Union President and the Superintendent. Additional members of the Committee will include Curriculum Directors, Program Directors and Building Administrators. The Superintendent and Union President will serve as ex-officio members of the Committee. The Assistant Superintendent for Educational Services and one (1) Union Officer will serve as moderators of the Committee and set the agenda for Committee meetings.

The Committee will meet outside of the regular school day and teacher members will be paid at the contracted rate as per Section 3.34 (Non-Instructional Pay) for time spent in committee meetings. The Committee will meet to review evaluation procedures and associated evaluation instruments and make recommendations regarding the same. The Committee recommendations will be made to the Joint Committee no later than February 1, annually.

SOCIAL WORKER SALARY PLACEMENT

MEMORANDUM OF AGREEMENT
Social Worker Salary Placement

WHEREAS, the Board of Education of Joliet Township High School District 204, Will County, Illinois (the "Board") and the Joliet Township High Schools Council 204 of AFT Local 604 (the "Union") are parties to a collective bargaining agreement covering the 2019-20 through 2023-2024 school years (the "Agreement");

WHEREAS, Section 3.2 of the Agreement addresses placement and advancement on the salary schedule; and

WHEREAS, the parties wish to memorialize their agreement regarding initial salary placement of social workers and advancement on the salary schedule.

NOW, THEREFORE, the parties agree as follows:

Section 1. Newly hired social workers with a Bachelor's degree in Social Work from a program accredited by the Council on Social Work Education who are eligible for Advanced Standing within the Master of Social Work program at the same university or college will be initially placed within the MA+30 column of the salary schedule. The employee will authorize their college or university to verify their academic status to the District's Human Resources office.

Section 2. Movement to the MA+45 or MA+60/Doctor's Degree columns shall be consistent with the applicable terms and conditions of the collective bargaining agreement relating to salary lane movement.

Section 3. All other provisions of the Agreement shall remain unchanged.

CTE TEACHER SALARY PLACEMENT

MEMORANDUM OF AGREEMENT
CTE Teacher Salary Placement

WHEREAS, the Board of Education of Joliet Township High School District 204, Will County, Illinois (the "Board") and the Joliet Township High Schools Council 204 of AFT Local 604 (the "Union") are parties to a collective bargaining agreement covering July 1, 2022, through June 30, 2026 (the "Agreement");

WHEREAS, Section 3.2 of the Agreement addresses placement and advancement on the salary schedule; and

WHEREAS, the parties wish to memorialize their agreement regarding initial salary placement of current and newly hired Career and Technical Education ("CTE") teachers and their advancement on a supplemental CTE salary schedule attached hereto as Exhibit A.

NOW, THEREFORE, the parties agree as follows:

Section 1. Newly hired CTE teachers without a college degree will be placed on the CTE salary schedule (Exhibit A) in the column corresponding to their years of relevant work experience with employers other than District 204. Step placement in that column will likewise be determined by the years of relevant work experience with employers other than District 204.

Section 2. Movement to adjacent columns will occur at the start of the first school year following the teacher's accumulation of 10,000 hours of relevant work experience with employers other than District 204. For example a teacher in Column B will move to Column C after attaining 10,000 hours of relevant work experience following their initial employment in District 204, with such experience being with employers other than District 204. That same teacher can then move from Column C to Column D after accumulating another 10,000 hours of relevant work experience with employers other than District 204 following the effective date of the teacher's movement from Column B to Column C.

Section 3. Current employees will be placed on the CTE salary schedule based on years of relevant experience with employers other than District 204. Provided, however, a teacher who has announced their intent to retire in the next four school years whose placement on the CTE salary schedule will result in salary increase greater than six percent will remain at their current salary.

Section 4. CTE teachers with the following professional training or certifications will have the following percentage increases applied to the teacher's cell on the salary schedule:

Journeyman	5.0%
AWS Certified Welding Inspector	3.0%
OSHA-10 Certified Instructor	3.0%
ASE Master A1-A8+G1	3.0%

Section 5. All other provisions of the Agreement shall remain unchanged.

COUNCIL 204 REPRESENTATIVES

Yvette Justice
Council 204 President

Dan Mercer Local
604 President

Emily Petronio
Council 204 Secretary
Central Campus

John Barber
Council 204 Treasurer
West Campus

James Grzetich
Negotiation Team
Central Campus

Annie Monninger
Building Representative
West Campus

Sandra Green
Building Representative
Central Campus

Misty Mullin
Negotiation Team
West Campus

JTHS SCHOOL BOARD REPRESENTATIVES

Lorraine Guerrero Neumayer
Board Vice President

Michelle Stiff
Board Member

Dr. Ilandus Hampton
Assistant Superintendent
Business Services

Dr. Karla Guseman
Superintendent

Tecara Parker
Principal West
Campus

Dianne McDonald
Assistant Superintendent
Educational Services

Dr. Jeff Riley
Assistant Principal
Central Campus

Justin Petrarca
Board of Education Spokesperson