

AGREEMENT

FY 2025, 2026, & 2027

This Agreement is entered into by and between the Board of Education of Community Unit School District No. 1, Scott County, Illinois, (hereinafter the District) and the South Scott Federation of Teachers, affiliated with the Illinois Federation of Teachers and the American Federation of Teachers, AFL-CIO as Local 4140 (hereinafter the Union).

ARTICLE I Recognition

1.01 Recognition

The District hereby recognizes the Union as the sole and exclusive bargaining agent for all full-time and part-time certified personnel, regularly employed teaching employees and nurses of the district except the Superintendent, principals, substitutes and teacher aides.

The District agrees not to negotiate with any teacher's organization other than the Union on any matter specifically covered by this Agreement.

ARTICLE II Negotiations Procedures

2.01 Bargaining

The Union and the District agree to bargain in good faith. "Good faith" shall mean that the parties shall confer at reasonable times and at reasonable places. The District shall not discriminate against any teacher with respect to their right to join the Union.

2.02 No Strike

During the term of this Agreement and any extension thereof, no employee covered by this Agreement, nor the Union, nor any person acting on behalf of the Union shall ever or at any time engage in any recognition of any picket line at the School District's premises, or any strike.

In the event of any violation or violations of any provision of this Article by the Union, its members or representatives or by any employee, the Union shall, upon notice from the Board, immediately direct such employees both orally and in writing to resume normal operations immediately and take every other reasonable effort to end any violations.

ARTICLE III
Employee Rights

3.01 Union Communications

The Union shall not be denied the reasonable use of each union member's mail box, email, video conferencing and one bulletin board per attendance center as designated by the attendance center principal.

3.02 Personnel File

All certified employees covered by this Agreement shall have the right to inspect his or her own personnel files with the exception of pre-employment recommendations within two (2) working days after presenting a written request for inspection. A copy of all materials placed in the file shall be provided to the employees within thirty (30) working days of being placed in the file. The employee has a right to attach a response to any materials in his or her file.

3.03 Posting of Vacancies

A notice of all teaching vacancies for certified personnel shall be posted in all attendance centers, upon the district website, and emailed to all certified staff.

3.035 New Hires

New teachers will receive a base salary set at the discretion of the Board but will not receive a salary higher than a current employee with the same education and experience.

The Board will have the discretion to hire new teachers at a higher salary if the teaching position is classified as a "teacher shortage area" defined by ISBE under 34 CFR 682.210 (q) (6).

A Salary Placement Advisory committee of five (5) persons – three (3) appointed by the union and two (2) appointed by the Board will review and recommend all new hire salary placements. This recommendation will be advisory only.

3.04 Notification of Assignment

Teachers shall be notified in writing of their intended teaching assignments not less than thirty (30) days prior to the start of the school term when assignments are different from the preceding terms except where the administration of the District determines that an emergency, a retirement or resignation, vacancy, or other circumstance makes a change in assignment suitable.

3.05 Pay Schedule

During the summer months (June, July, August) teachers will be asked to indicate if they desire to have their checks/direct deposit slips mailed to them. Those so indicating will have their checks/direct deposit slips mailed to them on the day prior to the official payday.

3.06 Extra Duty Stipend

An employee may elect to receive any extra duty stipend provided in this agreement in the following ways; such payment shall be made in June, or in the next paycheck following the end of the season, or monthly in each check. The last payment will be held until all equipment is returned and all stipend responsibilities are fulfilled. Notice of such election shall be made in writing for the school year by the first day of the school year.

Stipend Request Forms must be completed by the employee, approved by the Building Administrator and submitted to the district office for payment. Any requests not submitted by June 1st will be forfeited for that year.

3.07 Coaching Positions

Any in-district employees submitting a written request to fill an open coaching position will be given consideration for the position before any non-district employee. Employees being considered for the coaching position will be interviewed, and the employee deemed by the administration to have the best knowledge and experience in the area of the coaching position will be chosen for the position. If the administration determines that a non-district employee is more qualified than the in-district employee, the non-district employee will be considered for the coaching position.

A non-district employee holding a position as a coach or an extracurricular activity sponsor cannot be bumped by a district employee unless deemed appropriate by the administration and the school board.

The head coach of any extracurricular activity will be involved in the selection process for assistant coaching positions in their activity.

3.075 Unfilled Coaching Positions

If no qualified assistant coach is available, as determined by a consensus from the head coach, principal and superintendent, the head coach shall receive his/her stipend as well as 50% of the assistant coach's stipend.

3.08 Extra Class Load

If a high school teacher agrees to teach beyond a seven (7) period day on an eight-period day schedule, the teacher shall receive an additional (1/8) salary.

Any teacher asked by the administration to teach an independent study will be paid \$500 per course, per semester, up to two (2) students.

Any teacher teaching a dual credit course through Lincoln Land Community College will be paid \$250 per course per school year.

3.09 Additional Driving Hours

The high school administrator may determine the need for driving hours outside the normal school day to accommodate the needs of an individual student. Driving hours outside the normal work day will be compensated at the rate of thirty five dollars (\$35.00) per hour.

3.10 Annual Assigned Positions

The administration may assign members of the teaching staff to positions based on district needs and certification. Any change in teaching position, except for changes in specific course assignment, will be discussed with the employee to be reassigned.

An employee may submit a written request for a voluntary transfer to any posted position for which he/she is qualified. The written request for voluntary transfer must be made prior to the deadline of the posting. The administration will make the decision whether or not to grant the voluntary transfer. A voluntary transfer may take place during the school year at a time mutually agreeable to the teacher and administration.

The administration has the right to transfer an employee to another position for which the employee is qualified. This involuntary transfer will be discussed with the employee prior to a final decision being made. The employee shall be notified in writing of the transfer and the date the transfer will occur.

Teachers being transferred to a different position the next school year shall be notified in writing by June 30th proceeding the new school year except in an emergency situation.

The district has the right to transfer an employee at any time due to an emergency, including but not limited to; a retirement, resignation, vacancy, or other circumstances which makes a change in assignment suitable. The district will exercise this right only when all other options are exhausted.

3.11 Reduction in Force

The district shall follow the Illinois School Code for all matters associated with the reduction in force of teachers (see sections 24-11 & 24-12).

3.12 Extra Curricular Duties

No teacher shall be required to perform supervisory duties for student lunch room nor shall any teacher be required to perform supervisory duties for student play or recess periods associated with and immediately after the student lunch period except on a voluntary basis.

Any teacher willing to do supervisory duties for student lunch room or student play or recess period associated with and immediately before or after the student lunch period shall be compensated at a rate of twenty five dollars (\$25.00) per lunch period or recess with prior approval by the building administrator.

3.13 Early Release Time

An early release day will be provided at the end of the 1st and 3rd quarters with the remainder of the day to allow teachers to finalize quarterly record keeping. An early release day will be provided the last two (2) days of the 1st and 2nd semester to allow teachers to finalize semester and yearly record keeping.

In the event school is in session on the Wednesday before Thanksgiving an early release day will be scheduled.

3.14 Consultation Committee

In order to promote the free flow of information between staff and the Board, the South Scott Federation of Teachers and the Board agree to establish a Consultation Committee composed of three members of the Union and two (of seven) members of the Board of Education along with the Superintendent. The Consultation Committee shall meet at mutually agreed times and places two times per year, if necessary, to discuss matters of mutual interest.

Topics should be brought to the attention of the building principal when possible prior to being brought to the Consultation Committee. After the building principal has had the opportunity to address the topic and it still remains a concern, it may be placed on the Consultation Committee agenda.

3.15 Release Time

Teachers shall be released during regular class time to work on the development of curriculum and/or other criteria, e.g. ISAT. Teachers shall be notified at the first curriculum planning meeting of the tentative date on which material is to be completed.

3.16 Calendar Committee

A committee of six (6) persons, four (4) appointed by the Union and two (2) persons from the District, shall meet annually to develop a recommendation for the following year's school calendar. This recommendation shall be made to the Superintendent no later than April 1st, who will, in conjunction with the Calendar Committee, make a presentation and recommendation to the Board for adoption.

3.17 Mentoring

Teachers with five (5) or more years' experience in the District who have applied for and passed the qualifications will be assigned a non-tenured teacher and will be paid a stipend each semester, contingent upon the ISBE funding a mentoring program. Teachers will receive CPDUs from participating in the mentoring program through our school district.

Building principals will work with new staff to assign and supervise mentors as needed.

3.18 Teacher Workday/Prep Time

The regular teacher workday shall be deemed to be from 8:00 AM to 3:35 PM during which all teachers must be in attendance. With prior approval of the superintendent, a teacher's workday may be altered due to the performance of other district duties as deemed appropriate. These duties may include, but are not limited to, duties for extracurricular activities and/or providing services related to the operation of the district.

All District teachers will receive a minimum average of 300 planning time minutes per week.

3.185 Travel time

The travel time of teachers who are required to travel as part of their assigned duties between non district schools shall not include minutes needed to fulfill their planning minutes or duty-free lunch.

3.19 Extended Contract Employees

Extended Contract Defined:

- Nine and ½ month employees shall work an additional ten (10) days outside of the school year.
- Ten month employees shall work an additional twenty (20) days outside of the school year.
- Ten and ½ month employees shall work an additional thirty (30) days outside of the school year.
- Eleven month employees shall work an additional forty (40) days outside of the school year.
- Twelve month employees shall work an additional sixty (60) days outside of the school year.

The scheduling of the additional days shall be agreed to in writing between the Superintendent and the employee prior to the start of each fiscal year. The fiscal year shall be defined as July 1st through June 30th. If a problem arises between the Superintendent and the employee regarding scheduling, said employee shall be allowed to discuss his/her concerns with the Board of Education.

Extended Contract Pay:

Bargaining unit members who are employed for more than the regular school year shall receive 1/180 of their salary excluding any pay from their extra duties for each day worked outside of the school year.

Extended Contract Holidays:

Extended contract employees shall not be required to work on any day listed as a holiday (HOL) on the official school calendar.

ARTICLE IV
Grievance

4.01 Scope

A grievance shall be defined as a claim by a member of the Union or by the Union of any violation of a provision of this Agreement.

4.02 Stage One, Informal Discussion

The teacher shall attempt to resolve the potential grievance in an informal discussion with his/her attendance center principal within ten (10) school days from the time the employee became aware of the occurrence of the first event giving rise to the alleged violation of this Agreement. The attendance center principal shall respond orally within ten (10) school days of the informal discussion.

4.03 Stage Two, Written Statement to Principal

If the grievance cannot be resolved at Stage One, the employee shall file a written statement of the grievance with his/her attendance center principal. Such written statement of grievance shall be filed within ten (10) school days from the receipt of the oral response of the attendance center principal and shall contain a statement of the factual basis of the grievance and the section or sections of the Agreement which are alleged to have been violated. The attendance center principal shall respond in writing within ten (10) school days of receipt of the written grievance.

4.04 Stage Three, Appeal to Superintendent

If the grievance is not resolved at Stage Two, the employee may appeal the decision of the attendance center principal in writing to the District Superintendent within ten (10) school days of receipt of the written decision of the attendance center principal. Upon receipt of such appeal, the Superintendent shall schedule within ten (10) school days a conference with the grieving employee and Union representative and shall within ten (10) school days of such conference, respond in writing.

4.05 Stage Four, Binding Arbitration

If the grievance is not satisfactorily resolved at Stage Three, the Union shall submit to the Superintendent within twenty (20) school days of receipt of the answer in Stage Three a written request on behalf of the grievant to enter into binding arbitration.

Arbitration proceedings shall go forth before an arbitrator agreed upon by the parties and chosen from a panel of the Federal Mediation and Conciliation Services (FMCS).

The arbitrator's decision shall be binding on all parties. The arbitrator shall not amend or modify any of the provisions of this Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the School District and the Union and shall be based solely on the wording of this Agreement. The arbitrator shall be limited to directing the parties to comply with the terms of this Agreement.

ARTICLE V
Leaves

5.01 Sick Leave

All full-time regularly employed certified employees covered by the agreement shall receive the following sick leave with unlimited accumulation:

0-9 in district years	12 days
10-19 in district years	13 days
20-29 in district years	15 days
30+ in district years	20 days

All employees with at least seventy (70) accumulated sick leave days shall be able to use one (1) sick leave day per year as additional personal days (in addition to the personal leave stipulated in Section 5.3 below).

Any teacher absent more than three consecutive days may be asked to provide the district with a medical note.

Any teacher who uses no sick days during a given school year will be granted two extra days to be put towards their next year's total. Teachers using two or less sick days during a given school year will receive one extra sick day to be put toward their next year's total. These sick days will accrue in the same manner as regular sick days.

5.15 Sick Leave – Extended Contract Employees

- Nine and ½ month employees shall receive ½ (.5) additional sick day per year.
- Ten month employees shall receive one (1) additional sick day per year.
- Ten and ½ month employees shall receive one and ½ (1.5) additional sick day per year.
- Eleven month employees shall receive two (2) additional sick days per year.
- Twelve month employees shall receive three (3) additional sick days per year.

Article V, Section 5.1 Sick Leave shall be adhered to as well for all extended contract employees.

Extended contract employees receiving a stipend for extra duties will not be eligible for exchange or flex hours. The District has the ability per Article III, Section 3.18 Teacher Workday/Prep Time to alter a teacher's schedule if deemed appropriate.

The vacation schedule for twelve month employees shall be based on consecutive years of experience in the District as follows:

1-10 years of experience in position	10 days
11-20 years of experience in position	15 days
21-30 years of experience in position	20 days

5.03 Personal Leave

All full-time regularly employed certified employees covered by this Agreement shall receive **three (3)** personal days per year without restriction as to purpose. It will be the teacher's responsibility to get the missed materials presented at the beginning of the school term. No more than four (4) teachers may be absent from the district on any one (1) day. Teachers shall notify the principal of their intent to take such day at least forty-eight (48) hours prior to use. **Teachers unable to provide a request for personal leave 48 hours in advance will be considered on a case by case basis by the building administrator.**

Unused personal leave shall be added to the teacher's accumulated sick leave.

A personal day may be granted at the beginning or end of the term upon approval of the building principal and superintendent.

5.04 Maternity Leave

Each teacher shall be entitled to use her accumulated sick leave and/or personal leave for temporary disability due to pregnancy or pregnancy related disability. In the event the teacher has exhausted her leave, the teacher shall be granted a non-paid leave of absence for such remaining time as the teacher is temporarily disabled due to pregnancy or pregnancy related causes, not to exceed the remainder of the school year. The teacher's disability may be confirmed by a physician appointed by the District and paid by the District.

5.05 Bereavement Leave

Each teacher shall be granted three (3) days of bereavement leave per occurrence for the purpose of attending the funeral of a member of their immediate family which is defined as an employee's spouse, employee's parent or guardian, spouse's parent, child, stepchild, brother or sister, grandchild, employee's grandparent, or, after providing legal documentation, any person for whom the employee has the power of attorney. Use of bereavement days under this paragraph shall not result in a reduction in sick leave.

Each teacher shall be granted two (2) days of bereavement leave per occurrence for the purpose of attending the funeral of a member of their extended family which is defined as an employee's brother-in-law, sister-in-law, daughter-in-law, son-in-law or grandparents-in-law. Use of bereavement days under this paragraph shall not result in a reduction in sick leave.

Each teacher shall be granted one (1) day of bereavement leave per occurrence, for the purpose of attending the funeral of the employee's aunt, uncle or cousin, nieces, nephews, employee's spouse's aunt, uncle or cousin. Use of such days under this paragraph shall result in a reduction in sick leave.

5.06 Leave for Jury Duty

When an employee is called for jury duty, the employee shall be granted leave with full pay and benefit. The employee shall reimburse the District the amount earned, less mileage and meal allowances. Leave for jury duty shall not be counted against the allowance for personal leave or sick leave.

5.07 Leave for Court Subpoena

There shall be no deduction in pay for absence due to attendance in Court in response to a subpoena issued by the clerk of a court and served on such employee who attends as a witness upon trial or have his or her deposition taken in a school related matter pending in court. If the teacher is monetarily compensated for such a court appearance, the teacher shall surrender any monies received to the district. Leave for a school related subpoena shall not be counted against the allowance for personal leave or sick leave.

5.08 Perfect Attendance Incentive

The District will pay two hundred fifty dollars (\$250) per quarter to teachers who have not used any benefit time during the month. Perfect attendance is defined as not using any personal days, sick days, FMLA leave, bereavement leave, or unpaid leave. The incentive will be paid at the end of each quarter (November, January, April, & June).

ARTICLE VI Additional Benefits

6.01 Insurance Benefits

The district shall pay the percentage of the per month cost of the employee's group hospitalization and major medical policy for each full-time certified employee.

80% for 2024-25
85% for 2025-26
90% for 2026-2027

There shall be established an Advisory Insurance Committee consisting of three members appointed by the Board, which may include Board Members; and three members appointed by the Union President. The Committee will meet as needed to review the insurance plan, and each time the Board seeks to re-bid or change the insurance plan or carrier. The committee shall seek to assure that participants in the plan receive maximum benefit for each dollar expended. Notwithstanding anything to the contrary, the committee shall be advisory only, and the Board shall have the right to change insurance benefits or the carrier at its discretion.

Substitution of Life Insurance for Health Insurance will be allowed, not to exceed \$125.00 per month which is a fixed figure for the Life Plan.

6.02 Travel Reimbursement

1. Staff members who are directed to use their own vehicles as a part of their assigned duties will be paid the actual necessary mileage driven as determined by the Superintendent at the current IRS mileage rate from July 1st of the current year.
2. District travel allowances will be paid in December and June.
3. Staff members who request to travel out of the district to attend conferences will be reimbursed at the following rates:
 - Lodging- \$150.00 maximum per night
 - Meals- per receipts, not to exceed \$40.00
 - Mileage- current IRS mileage rate to the driver only
 - Registration Fee - \$250.00 (maximum paid by district)
4. When required by the district to attend conferences and/or meetings; the District will pay the following per diem:
 - Lodging - standard single or double occupancy rates
 - Meals - per receipts not to exceed \$40.00
 - Mileage - current IRS mileage rate to the driver only
 - Registration Fee - paid in full per teacher

6.03 Workshops

The Board shall attempt to provide all teachers the opportunity to attend one workshop/conference per school year. The cost shall be limited to the provisions as agreed to in Section 6.2 (Travel Reimbursement). The building principal shall determine the appropriateness of the workshop / conference to the teacher's current assignment, and the time(s) from when teachers may take professional leave days.

6.04 Planning Period Substitution

The Board shall pay thirty-five (\$35) per class period to regularly employed teachers who are assigned to substitute in another teacher's class or detention/suspension duty, or are required to attend a staffing during their planning period in the course of any school day. The Board shall pay thirty-five (\$35) to regular education teachers who are required to attend more than nine (9) staffing during their planning period or lunch time throughout the course of one school year.

When any teacher substitutes for art, music, computer lab, library, PE, social skills or any other class for any other teacher, he/she shall be compensated at thirty-five (\$35) per class period.

The Board shall pay each teacher thirty-five (\$35) per hour for any time spent at Saturday detention, Homework Enhancement Program, or staffing after the normal scheduled school day if approved by the building principal.

6.05 Activities Pass

Each teacher who agrees to work the admission gate for one (1) or more athletic contests during the school year shall receive a yearly pass to admit said teacher, teacher's spouse/partner and teacher's children to Winchester/West Central athletic contests held in Winchester. This yearly pass does not apply to tournaments held in Winchester, nor to any non-athletic events.

6.06 Sick Leave Bank

- I. The Board and the Association agree that the sick leave bank, as provided by the Sick Leave Bank Act, shall continue throughout the term of this agreement.
 - A. Every school year each teacher newly employed by the district may volunteer to donate one (1) sick day to the sick leave bank. A new teacher who donates a day to the sick leave bank within the first ten days of the school year shall be considered a participating member of the sick leave bank in the same manner as those who contributed in previous years.
 - B. Previously employed teachers may become a participating member during the first ten days of any school year. However, they will not be eligible to apply for any days from the bank until two full school years have elapsed from the date they donated.
 - C. The total number of days to accumulate in the sick leave bank will not exceed one hundred (100) days with the exception of days donated by newly participating teachers causing the accumulated total of days to exceed one hundred (100) days in the sick leave bank. A participating teacher may donate additional days to the sick leave bank anytime the total number of days drops below one hundred (100) days provided that the teacher retains at least ten (10) sick days in his or her own account. Any sick leave bank days not used during one school year shall be accumulated in the sick leave bank to be available for use in successive school years.
- II. Any teacher currently employed by the district who is a participating member of the sick leave bank shall be eligible to request sick days from the sick leave bank provided that:
 - A. The employee has used all his or her accumulated sick days, personal days and emergency days.
 - B. A medical condition or injury of an employee or family member as certified by a physician that requires an employee's absence from work for a prolonged period of time. Banked sick leave days will not be granted for elective surgery, maternity leave, nor during any period an employee is receiving disability benefits from social security, retirement, worker's compensation or any other source.
 - C. The committee (governing body) approved the request.

- III. A committee will be established to act as the governing body for the administration of the sick leave bank.
 - A. This committee shall have six voting members, consisting of five employees named by the Association; three from grades Pre-K thru 8 and two from grades 9 thru 12, as well as the district superintendent. The building administrator from the building in which the employee is assigned for the majority of the work day and the Association president and the treasurer will be ex-officio members..
 - B. The committee must reach a 2/3 majority of voting members for the request to be granted. The committee will determine the number of days to be granted from the sick leave bank, but in no event shall the sick leave bank provide more than twenty (20) days to any one teacher in any school year. The number of sick leave days granted may never exceed the number of days in the sick leave bank. If sick leave days are granted but not used by the employee, the unused portion of the granted sick days is returned to the sick leave bank.
- IV. Miscellaneous items are included to protect the sick leave bank.
 - A. An employee who cancels his or her participation in the sick leave bank while still employed by the district shall not be eligible to withdraw the sick leave time he or she has contributed to the sick leave bank.
 - B. Upon leaving the district for other employment, termination of employment or retirement from the district an employee shall not be eligible to withdraw the sick leave time he or she has contributed to the sick leave bank.
 - C. An employee nor the employee's estate shall be entitled to payment for unused sick leave acquired from the sick leave bank.
 - D. Reports on the status of the sick leave bank, including the number of days available in the sick leave bank, will be provided to the Association by the sick leave bank committee at least once during every school year.

6.07 Tuition Reimbursement

The district will pay 100% of the tuition for any teacher completing a Master's Degree at an accredited college or university which has been approved in writing by the Superintendent to relate to their area of teaching assignment in the district. Written approval of a Master's Degree program shall be binding upon the district and shall be countersigned by the teacher. Progress on the salary schedule of the district shall be allowed for successful completion of course work in an approved Master's Degree program. Upon completion of the Master's Degree program, an official transcript verifying successful completion of the Master's degree program and tuition bills shall be submitted to the district office by September 1st. Reimbursement will be made over a period of three years at a rate of one third (1/3) of the tuition amount submitted to the district office. The first payment will be in May of the year following submittal of information, as outlined in this section of the Agreement, with payments the next two successive years. The teacher needs to submit a request for payment by July 1st

of each year of the payment.

Should a teacher not be employed in the district for any reason during the three year period this payment schedule will cease.

If the master's degree is in Educational Leadership or in an "educationally related" area the reimbursement will be over a five (5) year period. One fifth (1/5) of the tuition will be reimbursed each year after successful completion of the master's program. Should a teacher not be employed in the district for any reason during the five year period this payment schedule will cease. Deadlines and paper work as outline in the first paragraph of this section will apply.

6.08 Salary Schedule Placement

Credit for additional coursework will be given only for graduate level classes beyond a Bachelor's or Master's degree from an accredited college or university. Additional undergraduate hours will not qualify for horizontal salary schedule advancement.

6.09 Teacher's Retirement System

Throughout the term of this contract, the Board agrees to pay the full teacher contribution to TRS based upon the current fiscal year assessment rate.

6.10 Retirement Option

A teacher submitting an irrevocable letter of resignation for retirement after eighteen (18) actual years teaching in the district, qualifying under the Illinois Teacher's Retirement System, will be paid one of the following bonuses:

- A. An amount to be paid in the teacher's final year of employment equal to 106% of the teacher's salary, based on the teacher's placement on the salary schedule from the previous year, less all TRS creditable otherwise earned or to be earned by the teacher during the year of the bonus only in the event that the teacher submits the resignation by January 1st in the school year he/she plans to retire; or exception may be made due to emergency medical reasons authorized by a physician or loss of a spouse, in which case resignation must be submitted by May 1st in the school year he/she plans to retire.
- B. An amount to be paid in each of the teacher's final two years of employment equal to 106% of the teacher's salary based on the teacher's placement on the salary schedule from the previous year, less all TRS creditable otherwise earned or to be earned by the teacher during the year of the bonus, only in the event that the teacher submits the resignation by January 1st in the school year preceding the year he/she plans to retire.
- C. An amount to be paid in each of the teacher's final three years of employment equal to 106% of the teacher's salary based on the teacher's placement on the salary schedule from the previous year, less all TRS creditable otherwise earned or to be earned by the teacher during the year of the bonus, only in the event that the teacher submits the resignation by January 1st in the school year which is two years preceding the year he/she plans to retire.

In the event the retirement options in paragraphs a, b or c are used, the district reserves the right to make adjustments in the stated percentage rates in order to guarantee TRS limits for salary increases which require district payment of penalties or charges to TRS are not exceeded by limitations as set by Public Act 94-0004 (SB27), or any change in Illinois legislation or the Illinois Teacher's Retirement System during the duration of this contract.

Any teacher who elected the retirement option prior to the effective date of this Agreement will remain under the terms of the previous Agreement.

6.11 Student Tuition

Beginning with the 2017-2018 school year, non-resident employees may apply to enroll their children on a tuition-free basis. Applications must be approved by the administration and/or the Board. This waiver has been granted by the state legislature for a five year period and if not renewed, the employee may be allowed to pay all or part of the tuition through payroll deduction.

ARTICLE VII Evaluation

7.01 Teacher Evaluation

The formal evaluation plan of the district shall incorporate the following procedures:

- A. An explanation and discussion of the evaluation process will take place at a scheduled faculty meeting before any evaluations are administered.
- B. Non-tenured teachers shall be evaluated in class at least twice every year.
- C. Tenured teachers shall be evaluated in class at least once every two years.
- D. Teachers shall receive a copy of any formal classroom written evaluation within ten (10) days following the observation. If a teacher requests a conference regarding the evaluation, the evaluator shall hold the conference within (10) school days of the request.
- E. If the teacher feels the formal evaluation of the classroom teaching performance was incomplete or inaccurate, the teacher may attach written objections to the evaluation form.
- F. If a teacher is deemed unsatisfactory or needs improvement according to the standards set forth in the evaluation form, a consulting teacher shall be selected to aid in the remediation process.
- G. The consulting teacher shall be selected from a roster submitted by the Union. If there are no teachers meeting the legal requirements to perform this duty, a consulting

teacher shall be provided through the State Board of Education.

- H. If the consulting teacher is a member of the bargaining unit, that teacher shall receive an hourly rate of pay based on that individual's placement on the salary schedule for the number of hours spent on the task.
- I. In addition to the formal evaluation provided in the district evaluation plan there shall be at least one additional informal observation which shall be conducted as determined appropriate by the evaluator.
- J. Qualified evaluators are individuals who have successfully passed the State-developed assessments specific to evaluation of teachers (Illinois School Code Section 24A). If the evaluator is a member of the union, the district and union must agree to those individuals evaluating union members.
- K. A qualified evaluator who is not a union member may evaluate non-tenured teachers for one of their two required yearly evaluations.

ARTICLE VIII
Technical Clauses

8.01 Duration

This Agreement shall become effective retroactive to the 1st day of July, 2024 and continue until the 30th day of June, 2027.

8.02 Individual Contracts

The terms and conditions of this Agreement shall be the terms and conditions of individual contracts of members of the bargaining unit.

8.03 Complete Understanding

This Agreement constitutes the full and complete understanding between the parties. All rights, powers and authority of the Board and/or its administrative staff not specifically limited by the language in this Agreement are retained by the Board. The Board, however, shall take no action which shall violate any of the specific provisions of this Agreement.

8.04 Waiver of Additional Bargaining

The parties acknowledge that during the course of negotiation which resulted in the Agreement, each have the right to make demands, proposals and counterproposals with respect to any matter not specifically excluded by law and that this Agreement has been arrived at following the full exercise of this right. It is therefore understood that neither party shall be obliged to bargain collectively with respect to any subject or matter referred to or covered by the Agreement or with regard to any subject or matter not referred to or covered by the Agreement during the term of this Agreement. This provision shall not operate to eliminate rights required and guaranteed to either party under statute.

8.05 Supersedes Prior Agreements

This Agreement supersedes and nullifies all previous written Agreements between the Board and the Union.

8.06 Validity

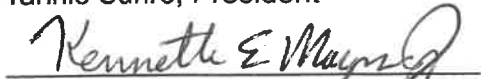
Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, that part shall be deleted to the extent that it violates the law and the remaining articles, sections and clauses shall remain in effect.

This Agreement is signed and adopted this 14th day of MAY, 2024.

For the Union



Frannie Suhre, President

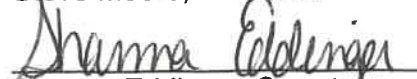


Kenneth E. Mays
Secretary

For the Board of Education



Steve Moore, President



Shanna Eddinger, Secretary

YEAR	2024-25 School Year					
	BA	BA/8	BA/16	BA/24	MA	MA/8
A	\$ 37,765	\$ 38,415	\$ 39,065	\$ 39,715	\$ 40,715	\$ 41,365
B	\$ 37,947	\$ 38,597	\$ 39,247	\$ 39,897	\$ 40,897	\$ 41,547
C	\$ 38,129	\$ 38,779	\$ 39,429	\$ 40,079	\$ 41,079	\$ 41,729
D	\$ 38,220	\$ 38,903	\$ 39,585	\$ 40,268	\$ 41,318	\$ 42,000
E	\$ 38,433	\$ 39,116	\$ 39,798	\$ 40,481	\$ 41,531	\$ 42,213
F	\$ 38,750	\$ 39,415	\$ 40,092	\$ 40,784	\$ 41,834	\$ 42,517
G	\$ 39,415	\$ 40,092	\$ 40,784	\$ 41,490	\$ 42,209	\$ 42,943
H	\$ 40,092	\$ 40,784	\$ 41,490	\$ 42,209	\$ 42,943	\$ 43,692
I	\$ 40,784	\$ 41,490	\$ 42,209	\$ 42,943	\$ 43,692	\$ 44,455
J	\$ 41,490	\$ 42,209	\$ 42,943	\$ 43,692	\$ 44,455	\$ 45,234
K	\$ 42,209	\$ 42,943	\$ 43,692	\$ 44,455	\$ 45,234	\$ 46,029
L	\$ 43,153	\$ 43,902	\$ 44,665	\$ 45,444	\$ 46,239	\$ 47,048
M	\$ 44,112	\$ 44,875	\$ 45,654	\$ 46,449	\$ 47,258	\$ 48,086
N	\$ 45,085	\$ 45,864	\$ 46,659	\$ 47,468	\$ 48,296	\$ 49,139
O	\$ 45,864	\$ 46,659	\$ 47,468	\$ 48,296	\$ 49,139	\$ 49,998
P	\$ 46,659	\$ 47,468	\$ 48,296	\$ 49,139	\$ 49,998	\$ 50,876
Q	\$ 47,468	\$ 48,296	\$ 49,139	\$ 49,998	\$ 50,876	\$ 51,770
R	\$ 48,296	\$ 49,139	\$ 49,998	\$ 50,876	\$ 51,770	\$ 52,683
S	\$ 49,139	\$ 49,998	\$ 50,876	\$ 51,770	\$ 52,683	\$ 53,613
T	\$ 49,998	\$ 50,876	\$ 51,770	\$ 52,683	\$ 53,613	\$ 54,563
U	\$ 50,876	\$ 51,770	\$ 52,683	\$ 53,613	\$ 54,563	\$ 55,531
V	\$ 51,980	\$ 52,893	\$ 53,823	\$ 54,773	\$ 55,741	\$ 56,729
W	\$ 53,103	\$ 54,033	\$ 54,983	\$ 55,951	\$ 56,939	\$ 57,946
X	\$ 54,243	\$ 55,193	\$ 56,161	\$ 57,149	\$ 58,156	\$ 59,184
Y	\$ 55,193	\$ 56,161	\$ 57,149	\$ 58,156	\$ 59,184	\$ 60,232
Z	\$ 56,161	\$ 57,149	\$ 58,156	\$ 59,184	\$ 60,232	\$ 61,302
AA	\$ 57,149	\$ 58,156	\$ 59,184	\$ 60,232	\$ 61,302	\$ 62,392
BB	\$ 58,156	\$ 59,184	\$ 60,232	\$ 61,302	\$ 62,392	\$ 63,505
CC	\$ 59,184	\$ 60,232	\$ 61,302	\$ 62,392	\$ 63,505	\$ 64,639
DD	\$ 60,232	\$ 61,302	\$ 62,392	\$ 63,505	\$ 64,639	\$ 65,797
EE	\$ 61,302	\$ 62,392	\$ 63,505	\$ 64,639	\$ 65,797	\$ 66,977
FF	\$ 62,392	\$ 63,505	\$ 64,639	\$ 65,797	\$ 66,977	\$ 68,182
GG	\$ 63,505	\$ 64,639	\$ 65,797	\$ 66,977	\$ 68,182	\$ 69,409
HH	\$ 64,639	\$ 65,797	\$ 66,977	\$ 68,182	\$ 69,409	\$ 70,662

TRS Benefit is NOT included in salary schedule. 100% of TRS contribution is paid by district (currently 9%).

The steps in the salary schedule may not correspond to actual years of experience.

Placement on the salary schedule will be in accordance with Section 3.035 of the contract.

YEAR	2025-26 School Year					
	BA	BA/8	BA/16	BA/24	MA	MA/8
A	\$ 39,276	\$ 39,952	\$ 40,628	\$ 41,304	\$ 42,344	\$ 43,020
B	\$ 39,653	\$ 40,336	\$ 41,018	\$ 41,701	\$ 42,751	\$ 43,433
C	\$ 39,844	\$ 40,527	\$ 41,209	\$ 41,892	\$ 42,942	\$ 43,624
D	\$ 40,035	\$ 40,718	\$ 41,400	\$ 42,083	\$ 43,133	\$ 43,815
E	\$ 40,131	\$ 40,848	\$ 41,564	\$ 42,281	\$ 43,383	\$ 44,100
F	\$ 40,355	\$ 41,071	\$ 41,788	\$ 42,505	\$ 43,607	\$ 44,324
G	\$ 40,688	\$ 41,386	\$ 42,097	\$ 42,823	\$ 43,926	\$ 44,642
H	\$ 41,386	\$ 42,097	\$ 42,823	\$ 43,564	\$ 44,319	\$ 45,090
I	\$ 42,097	\$ 42,823	\$ 43,564	\$ 44,319	\$ 45,090	\$ 45,876
J	\$ 42,823	\$ 43,564	\$ 44,319	\$ 45,090	\$ 45,876	\$ 46,678
K	\$ 43,564	\$ 44,319	\$ 45,090	\$ 45,876	\$ 46,678	\$ 47,496
L	\$ 44,319	\$ 45,090	\$ 45,876	\$ 46,678	\$ 47,496	\$ 48,330
M	\$ 45,311	\$ 46,097	\$ 46,898	\$ 47,716	\$ 48,551	\$ 49,401
N	\$ 46,317	\$ 47,119	\$ 47,937	\$ 48,771	\$ 49,621	\$ 50,490
O	\$ 47,339	\$ 48,157	\$ 48,992	\$ 49,842	\$ 50,711	\$ 51,596
P	\$ 48,157	\$ 48,992	\$ 49,842	\$ 50,711	\$ 51,596	\$ 52,498
Q	\$ 48,992	\$ 49,842	\$ 50,711	\$ 51,596	\$ 52,498	\$ 53,419
R	\$ 49,842	\$ 50,711	\$ 51,596	\$ 52,498	\$ 53,419	\$ 54,359
S	\$ 50,711	\$ 51,596	\$ 52,498	\$ 53,419	\$ 54,359	\$ 55,317
T	\$ 51,596	\$ 52,498	\$ 53,419	\$ 54,359	\$ 55,317	\$ 56,294
U	\$ 52,498	\$ 53,419	\$ 54,359	\$ 55,317	\$ 56,294	\$ 57,291
V	\$ 53,419	\$ 54,359	\$ 55,317	\$ 56,294	\$ 57,291	\$ 58,308
W	\$ 54,579	\$ 55,537	\$ 56,514	\$ 57,512	\$ 58,528	\$ 59,566
X	\$ 55,758	\$ 56,735	\$ 57,732	\$ 58,749	\$ 59,786	\$ 60,844
Y	\$ 56,955	\$ 57,953	\$ 58,969	\$ 60,007	\$ 61,064	\$ 62,144
Z	\$ 57,953	\$ 58,969	\$ 60,007	\$ 61,064	\$ 62,144	\$ 63,244
AA	\$ 58,969	\$ 60,007	\$ 61,064	\$ 62,144	\$ 63,244	\$ 64,367
BB	\$ 60,007	\$ 61,064	\$ 62,144	\$ 63,244	\$ 64,367	\$ 65,512
CC	\$ 61,064	\$ 62,144	\$ 63,244	\$ 64,367	\$ 65,512	\$ 66,680
DD	\$ 62,144	\$ 63,244	\$ 64,367	\$ 65,512	\$ 66,680	\$ 67,871
EE	\$ 63,244	\$ 64,367	\$ 65,512	\$ 66,680	\$ 67,871	\$ 69,087
FF	\$ 64,367	\$ 65,512	\$ 66,680	\$ 67,871	\$ 69,087	\$ 70,326
GG	\$ 65,512	\$ 66,680	\$ 67,871	\$ 69,087	\$ 70,326	\$ 71,591
HH	\$ 66,680	\$ 67,871	\$ 69,087	\$ 70,326	\$ 71,591	\$ 72,880

TRS Benefit is NOT included in salary schedule. 100% of TRS contribution is paid by district (currently 9%).

The steps in the salary schedule may not correspond to actual years of experience.

Placement on the salary schedule will be in accordance with Section 3.035 of the contract.

YEAR	2026-27 School Year					
	BA	BA/8	BA/16	BA/24	MA	MA/8
A	\$ 40,847	\$ 41,550	\$ 42,253	\$ 42,956	\$ 44,037	\$ 44,740
B	\$ 41,239	\$ 41,949	\$ 42,659	\$ 43,369	\$ 44,461	\$ 45,171
C	\$ 41,636	\$ 42,353	\$ 43,069	\$ 43,786	\$ 44,888	\$ 45,605
D	\$ 41,837	\$ 42,553	\$ 43,270	\$ 43,986	\$ 45,089	\$ 45,806
E	\$ 42,037	\$ 42,754	\$ 43,470	\$ 44,187	\$ 45,290	\$ 46,006
F	\$ 42,138	\$ 42,890	\$ 43,642	\$ 44,395	\$ 45,553	\$ 46,305
G	\$ 42,373	\$ 43,125	\$ 43,877	\$ 44,630	\$ 45,788	\$ 46,540
H	\$ 42,722	\$ 43,455	\$ 44,202	\$ 44,964	\$ 46,122	\$ 46,875
I	\$ 43,455	\$ 44,202	\$ 44,964	\$ 45,742	\$ 46,535	\$ 47,345
J	\$ 44,202	\$ 44,964	\$ 45,742	\$ 46,535	\$ 47,345	\$ 48,170
K	\$ 44,964	\$ 45,742	\$ 46,535	\$ 47,345	\$ 48,170	\$ 49,012
L	\$ 45,742	\$ 46,535	\$ 47,345	\$ 48,170	\$ 49,012	\$ 49,870
M	\$ 46,535	\$ 47,345	\$ 48,170	\$ 49,012	\$ 49,870	\$ 50,747
N	\$ 47,576	\$ 48,401	\$ 49,243	\$ 50,102	\$ 50,978	\$ 51,871
O	\$ 48,633	\$ 49,475	\$ 50,334	\$ 51,210	\$ 52,102	\$ 53,015
P	\$ 49,706	\$ 50,565	\$ 51,441	\$ 52,334	\$ 53,246	\$ 54,176
Q	\$ 50,565	\$ 51,441	\$ 52,334	\$ 53,246	\$ 54,176	\$ 55,123
R	\$ 51,441	\$ 52,334	\$ 53,246	\$ 54,176	\$ 55,123	\$ 56,090
S	\$ 52,334	\$ 53,246	\$ 54,176	\$ 55,123	\$ 56,090	\$ 57,077
T	\$ 53,246	\$ 54,176	\$ 55,123	\$ 56,090	\$ 57,077	\$ 58,083
U	\$ 54,176	\$ 55,123	\$ 56,090	\$ 57,077	\$ 58,083	\$ 59,108
V	\$ 55,123	\$ 56,090	\$ 57,077	\$ 58,083	\$ 59,108	\$ 60,156
W	\$ 56,090	\$ 57,077	\$ 58,083	\$ 59,108	\$ 60,156	\$ 61,223
X	\$ 57,308	\$ 58,314	\$ 59,340	\$ 60,388	\$ 61,455	\$ 62,544
Y	\$ 58,546	\$ 59,571	\$ 60,619	\$ 61,686	\$ 62,776	\$ 63,886
Z	\$ 59,803	\$ 60,851	\$ 61,918	\$ 63,007	\$ 64,117	\$ 65,251
AA	\$ 60,851	\$ 61,918	\$ 63,007	\$ 64,117	\$ 65,251	\$ 66,406
BB	\$ 61,918	\$ 63,007	\$ 64,117	\$ 65,251	\$ 66,406	\$ 67,586
CC	\$ 63,007	\$ 64,117	\$ 65,251	\$ 66,406	\$ 67,586	\$ 68,787
DD	\$ 64,117	\$ 65,251	\$ 66,406	\$ 67,586	\$ 68,787	\$ 70,014
EE	\$ 65,251	\$ 66,406	\$ 67,586	\$ 68,787	\$ 70,014	\$ 71,265
FF	\$ 66,406	\$ 67,586	\$ 68,787	\$ 70,014	\$ 71,265	\$ 72,541
GG	\$ 67,586	\$ 68,787	\$ 70,014	\$ 71,265	\$ 72,541	\$ 73,843
HH	\$ 68,787	\$ 70,014	\$ 71,265	\$ 72,541	\$ 73,843	\$ 75,170

TRS Benefit is NOT included in salary schedule. 100% of TRS contribution is paid by district (currently 9%).

The steps in the salary schedule may not correspond to actual years of experience.

Placement on the salary schedule will be in accordance with Section 3.035 of the contract.

Extra Curricular Stipend Schedule

For each year the stipend will be based on the base salary for that year
 New stipend schedule will be updated July 1 each year

Base Salary FY 2025

HIGH SCHOOL							
<u>Position</u>	<u>Years 1-4</u>	<u>Stipend</u>	<u>Years 5-8</u>	<u>Stipend</u>	<u>Years 9+</u>	<u>Stipend</u>	
District Athletic Director	31%	\$ 11,707	32%	\$ 12,085	33%	\$ 12,462	
Head Football	12%	\$ 4,532	13%	\$ 4,909	14%	\$ 5,287	
Assistant Football (2 positions)	9%	\$ 3,399	10%	\$ 3,777	11%	\$ 4,154	
Head Boys Basketball	12%	\$ 4,532	13%	\$ 4,909	14%	\$ 5,287	
Assistant Boys Basketball	9%	\$ 3,399	10%	\$ 3,777	11%	\$ 4,154	
Freshman Basketball	6%	\$ 2,266	7%	\$ 2,644	8%	\$ 3,021	
Head Girls Basketball	12%	\$ 4,532	13%	\$ 4,909	14%	\$ 5,287	
Assistant Girls Basketball	9%	\$ 3,399	10%	\$ 3,777	11%	\$ 4,154	
Head Volleyball	12%	\$ 4,532	13%	\$ 4,909	14%	\$ 5,287	
Assistant Volleyball	9%	\$ 3,399	10%	\$ 3,777	11%	\$ 4,154	
Head Baseball	10%	\$ 3,777	11%	\$ 4,154	12%	\$ 4,532	
Assistant Baseball	6%	\$ 2,266	7%	\$ 2,644	8%	\$ 3,021	
Head Golf	10%	\$ 3,777	11%	\$ 4,154	12%	\$ 4,532	
Head Softball	10%	\$ 3,777	11%	\$ 4,154	12%	\$ 4,532	
Assistant Softball	6%	\$ 2,266	7%	\$ 2,644	8%	\$ 3,021	
Head Co-Ed Track	12%	\$ 4,532	13%	\$ 4,909	14%	\$ 5,287	
Head Boys Track	10%	\$ 3,777	11%	\$ 4,154	12%	\$ 4,532	
Head Girls Track	10%	\$ 3,777	11%	\$ 4,154	12%	\$ 4,532	
Cheerleading	6%	\$ 2,266	7%	\$ 2,644	8%	\$ 3,021	
Bass Fishing	6%	\$ 2,266	7%	\$ 2,644	8%	\$ 3,021	
Head Dance Team	4%	\$ 1,511	5%	\$ 1,888	6%	\$ 2,266	
Head Trap Shooting	6%	\$ 2,266	7%	\$ 2,644	8%	\$ 3,021	

JUNIOR HIGH							
<u>Position</u>	<u>Years 1-4</u>	<u>Stipend</u>	<u>Years 5-8</u>	<u>Stipend</u>	<u>Years 9+</u>	<u>Stipend</u>	
Head Boys Basketball	9%	\$ 3,399	10%	\$ 3,777	11%	\$ 4,154	
Assistant Boys Basketball	4%	\$ 1,511	5%	\$ 1,888	6%	\$ 2,266	
Head Girls Basketball	9%	\$ 3,399	10%	\$ 3,777	11%	\$ 4,154	
Assistant Girls Basketball	4%	\$ 1,511	5%	\$ 1,888	6%	\$ 2,266	
Co-Ed JH Track	12%	\$ 4,532	13%	\$ 4,909	14%	\$ 5,287	
Boys Track	9%	\$ 3,399	10%	\$ 3,777	11%	\$ 4,154	
Assistant Boys Track	4%	\$ 1,511	5%	\$ 1,888	6%	\$ 2,266	
Girls Track	9%	\$ 3,399	10%	\$ 3,777	11%	\$ 4,154	
Assistant Girls Track	4%	\$ 1,511	5%	\$ 1,888	6%	\$ 2,266	
Head Volleyball	9%	\$ 3,399	10%	\$ 3,777	11%	\$ 4,154	
Head Baseball	6%	\$ 2,266	7%	\$ 2,644	8%	\$ 3,021	
Head Softball	6%	\$ 2,266	7%	\$ 2,644	8%	\$ 3,021	
Cheerleading	4%	\$ 1,511	5%	\$ 1,888	6%	\$ 2,266	
Asst VB (per Bluffs stipends)	4%	\$ 1,456					

<u>Position</u>	<u>%</u>	<u>Stipend</u>	<u># of positions</u>
FFA	8.0%	\$ 3,021	1
HS Yearbook	8.0%	\$ 3,021	1
Scholastic Bowl	3.5%	\$ 1,322	1
Musical / Play	3.5%	\$ 1,322	1
Student Council	2.5%	\$ 944	1
National Honor Society	1.5%	\$ 566	1
Assistant Musical / Play	1.5%	\$ 566	1
Spanish Club	1.0%	\$ 378	1
Ecology Club	1.0%	\$ 378	1
Art Club	1.0%	\$ 378	1
History Club	1.0%	\$ 378	1
Junior Class Sponsor	1.0%	\$ 378	2
Class Sponsor (FR, SOPH, SEN)	0.5%	\$ 189	2
JH Yearbook	4.0%	\$ 1,511	1
Vocal Music	1.5%	\$ 566	1
Band 5th- 12th	6.0%	\$ 2,266	1
Geography Bowl	1.0%	\$ 378	1
Spelling Bee Coordinator	0.5%	\$ 189	1

Coaches will be placed at the level in years in which they are entering for that particular season
 Experience does not carry over from one sport to another sport
 Experience will carry over from Assistant to Head assignment in the same sport
 Experience will carry over from JH to HS assignment in the same sport