

BASIC AGREEMENT

between the

NORTH BOONE EDUCATION ASSOCIATION

and

**NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT
NO. 200 BOARD OF EDUCATION**

July 1, 2008 to June 30, 2011

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AGREEMENT

This Agreement is entered into as of this first day of July 2008 by and between the NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT NO. 200 BOARD OF EDUCATION (hereinafter referred to as the "District" and the NORTH BOONE EDUCATION ASSOCIATION (hereinafter referred to as the "Association").

PREAMBLE

WHEREAS, the Association has been designated as the bargaining representative by a majority of the teachers covered by this Agreement; and

WHEREAS, the District and Association have voluntarily endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting relations between the District and the teachers covered by this Agreement, insofar as such practices and procedures are consonant with the paramount interest of the public and the students of this District; and

WHEREAS, it is the intention of the parties of this Agreement to provide for the salary schedule, fringe benefits and conditions of employment of the teachers covered by this Agreement, to provide for the continued and efficient operation of the District, and to provide an orderly and prompt method of handling and processing grievances;

NOW, THEREFORE, the parties agree with each other as follows:

ARTICLE I

RECOGNITION

The District hereby recognizes the Association as the exclusive and sole negotiating agent for all regular full time and regular part-time certified personnel, except the superintendent, administration, other central office personnel staff, building principals, and all other people involved in supervision and evaluation of teachers.

The term "teacher" when used hereinafter in this Agreement shall refer to all personnel represented by the Association in the unit as determined hereinbefore.

The District agrees not to negotiate with any teacher organization other than the Association for the duration of this Agreement.

ARTICLE II

EMPLOYEE & ASSOCIATION RIGHTS

Teachers shall have the right to join or refrain from joining the Association. The Association agrees to represent equally and without prejudice all members of the bargaining unit.

A. FAIR SHARE

During the term of this Agreement, teachers who are not members of the Association shall, commencing sixty (60) days after their employment or sixty (60) days after the effective date of this Agreement, whichever is later, pay a fair share fee to the Association for collective bargaining and contract administration services rendered by the Association as the exclusive representative of the teachers covered by said Agreement, provided the fair share fee shall not exceed the dues attributable to being a member of the North Boone Education Association (including the Illinois Education Association and the National Education Association). In the event that the teacher does not pay his or her fair share directly to the Association by a certain date established by the Association, such fair share fee shall be deducted by the District from the earnings of non-members and remitted to the Association. The Association shall annually submit to the District a list of the teachers covered by this Agreement who are not members of the Association and an affidavit, which specifies the amount of the fair share fee. The amount of the fair share fee shall not include any contributions related to the election or support of any candidate for political office or for member-only benefit.

Non-members who object to this fair share fee based on bonafide religious tenets or teaching shall pay an amount equal to such fair share fee to a non-religious, charitable organization mutually agreed upon by the teacher and the Association. If the affected non-member and the Association are unable to reach an agreement on the organization, the organization shall be selected by the affected non-member from an approved list of charitable organizations established by the Illinois Educational Labor Relations Board and the payment shall be made to said organization.

The Association shall indemnify and hold harmless the District, its members, officers, agents and employees from any, against any and all claims, demands, actions, complaints, suits or other forms of liability (monetary or otherwise) that arise out of or by reason of any action taken or not taken by the District for the purpose of complying with the above provisions of this Article, or in reliance upon any list, notice, certification, affidavit or assignment furnished under any of the such provisions. The District shall promptly notify the Association if there is any lawsuit or other legal challenge to the provisions of this Article and the Association, upon such notice being given, shall have the right to designate legal counsel to defend such action; provided, however, the District shall have the right to designate its own legal counsel in any such legal proceedings, subject to the approval of the Association, which approval shall not unreasonably be withheld, if such designation becomes necessary to protect its own interest, with the understanding that these indemnification provisions shall cover the cost of such representation.

B. DUES DEDUCTION

Any teacher who is a member of the Association or any other teacher organization who has applied for membership may sign and deliver to the District an assignment authorizing the deduction of membership dues. Such authorization shall continue in effect from year to year unless revoked in writing between June 1 and November 1 of any year. Such authorization shall include the deduction of the unpaid balance from the final check if the teacher terminates employment prior to the payment of the full amount of the authorized deduction. Dues deduction privileges shall automatically be terminated when and if there has been a refusal to render full and complete service to the District.

C. USE OF SCHOOL FACILITIES

Duly authorized representatives of the Association shall have the right to use District mail service, teacher mail boxes and bulletin boards for the following purposes: notices of the Association meetings, minutes of the Association meetings, elections, results of elections, appointment of officers and committees, and social, educational and recreational activities of the Association.

The Association shall have the right to use school buildings after receiving approval from the Building Principal.

No Association or teacher views on matters relating to administrator-teacher or District-teacher relationships will be discussed in the presence of students, nor shall the teacher or the Association use students to convey Association or teacher views on matters relating to administrator-teacher or District-teacher relationships to either parents or the public.

D. PAY PERIOD

All personnel shall have direct deposit by August 1, 2009. Personnel hired after June 30, 2005 will be required to participate in the Direct Deposit Program. No checks will be distributed in the district office prior to the Friday pay period during summer months. Summer pay period checks will be mailed prior to the pay period Friday.

E. PERSONNEL FILE

All communications, including evaluations by the supervisors or administrators, commendations and validated complaints directed toward the teacher which are included in the teacher's official personnel file shall be reviewed by the teacher and the teacher shall have the right to sign any such documentation prior to placement in the file. The teacher's refusal to sign any such documents shall not affect the right of the District to place said documents in the file. A teacher may add any written comments to any such documents. The teacher, upon reasonable request, may review the teacher's personnel file excluding credentials or letters of recommendation.

F. ASSOCIATION LEAVE

The Association shall be allowed up to six (6) days non-accumulative leave, in aggregate, in any school year without loss of pay where such leave is necessary for

Association business. A written notification of such leave shall be submitted to the Superintendent at least ten (10) working days prior to the requested day or days of leave. The Association President shall be allocated four (4) days for Association business. The Association representative who submits such notification shall make appropriate arrangements concerning the types and kinds of activities that will assist the substitute teacher and be educationally beneficial to the students during his or her absence. No more than six (6) teachers may utilize this leave at any one time.

The Association President shall be excused from regular scheduled supervisory duties except upon administrative request in substitute situations.

G. PARENT/COMMUNITY COMPLAINTS

Administrators will ask the parent or community member to talk to the teacher about the complaint. If the parent/community member has talked to the teacher or requests that the administrator handle the situation directly, the administrator shall inform the teacher of the complaint and the disposition of the situation as quickly as possible. No action, which might affect the teacher's job, shall be taken without attempting a parent/community member-teacher-principal conference.

H. TEACHER-PRINCIPAL COMPLAINTS

A teacher with a complaint toward a principal must attempt to confer with the principal to resolve the issue within ten (10) school days of the event or within ten (10) school days of the time the teacher should reasonably have known of such event.

I. STUDENT DISCIPLINE

The District will provide support, assistance, guidance and ultimate resource for teachers and the maintenance of control and discipline.

J. DISTRICT MEETING AGENDA

The District will provide the president of the Association with an agenda, detailed minutes, and treasurer's report at the same time as the Board members receive same.

ARTICLE III

SCHOOL DAY AND WORKING CONDITIONS

A. LENGTH OF SCHOOL DAY

K-4 Elementary teachers will report at 7:45 A.M. The first bell will be no earlier than 7:50 A.M. The final bell will be no later than 2:55 P.M. Any adjustment will not alter the student day of six (6) hours and fifty (50) minutes. Staff shall remain until 3:00 p.m. The length of the day will be seven (7) hours and fifteen (15) minutes.

5th through 8th Grade level teachers will report at 7:50 A.M. The first bell will not be earlier than 8:00A.M. The final bell will not be later than 3:00 P.M. Any adjustment will not alter the student day of six (6) hours and fifty (50) minutes. Staff shall remain until 3:05 P.M. The length of the day will be seven (7) hours and fifteen (15) minutes.

High school teachers will report a minimum of five (5) minutes before the school day begins and will remain a minimum of five (5) minutes after the student school day ends. The length of the day will be seven (7) hours and fifteen (15) minutes.

High school teachers who are assigned a fifth period class at North Boone Middle School, whose length of day will exceed 7 hours 15 minutes, and who do not receive any overload pay shall receive compensation equal to thirty (30) minutes per day for a total of 174 days based on the over-time rate.

There may be one (1) or two (2) consecutive in-service days prior to the start of school. One of the four required in-service days may be scheduled during the school year. The superintendent will consult with the association prior to the scheduling.

B. MEETINGS

Teachers shall be available for meetings with students, parents, and/or professional personnel, including administrators and other supervisory personnel, after school is dismissed, if so requested within a reasonable time, or prior to the end of the school day whenever possible. Twenty-four (24) hours notice shall be deemed to be a reasonable time, except in emergency cases.

C. PLANNING AND PREPARATION

1. High school and middle school teachers will have one scheduled period per day free of assigned responsibilities, including class instruction or study hall supervision, for planning and preparation time. In addition, middle school teachers will have one scheduled period per day within the student day for team responsibilities unless assigned a 6th class.

High school and middle school teachers will be paid a stipend based on the following situations:

- 6 classes and 135 students or more .143
- 6 classes and 134 students or less .07
- 5 classes and 140 students or more .07

Classes in band and chorus are exempt from the stipends. High school teachers may not be assigned a 6th class more than two (2) consecutive years.

Stipends will be determined by the enrollment on the 20th full school day after the semester begins. Payment will be in a lump sum each semester payable within four (4) weeks of the 20th school day.

2. The District will provide elementary teachers a minimum weekly amount of minutes for planning and preparation time, which shall be determined on a weekly basis by the product of forty (40) times the amount of school days per week. Said time shall be scheduled free of assigned class instruction or study hall supervision, for purposes of planning and preparation, conferences related to the instructional responsibilities, and other activities appropriate to the promotion of effective teaching. For example, if there are four teaching days in the week, the amount of weekly planning and preparation time shall be 160 minutes. No provision herein shall be construed to guarantee a minimum amount of planning and preparation time on a daily basis. The District will provide special instruction teachers of art, music and physical education time scheduled free of assigned class instruction or study hall supervision for purposes of planning and preparation, conferences related to the instructional responsibilities and other activities appropriate to the promotion of effective teaching.
3. Regular part-time certificated personnel will be provided planning and preparation time on a pro rata basis at the assigned school.
4. Each principal will consider input from staff to develop daily schedules.
5. The District, in its discretion, may establish a zero (0) period. For certified staff teaching these classes, the end of their school day will also be no more than seven (7) hours, eight (8) minutes. Any request by the District to teach such a class will be on a voluntary basis.
6. The District will assign support staff to handle supervisory duties before school and after student dismissal. In the event support staff is unavailable, a principal may establish a rotating teacher schedule. Teachers shall have input regarding any supervision schedule and area. No teacher shall be allowed to individually bargain out of a supervision schedule or trade off the duty as an exchange.

D. **DUTY-FREE LUNCH**

Every teacher shall be allowed a duty-free lunch in accordance with Section 24-9 of the Illinois School Code (105 ILCS 5/24-9).

E. **TEACHING/LEARNING ENVIRONMENT**

The District will do everything in its power to minimize disruptions to the normal learning process.

F. **CLASS SIZE**

The District will establish in their Board Policy class sizes and teacher-pupil ratios. If classes exceed these policy levels, or if there are extenuating circumstances, the Superintendent, Association President, and affected teacher(s) will meet to provide some form of relief. That relief could include, but is not limited to, hiring additional staff or splitting the class. It is recognized that the nature of the subject matter, teacher workload, appropriate/varying teaching techniques, availability of District facilities, and budgetary limitations of the District are factors that affect class size.

The Association President will be given a copy of the official sixth (6th) day enrollment figures.

No later than one (1) week after the start of each semester the District shall give the Association a list of all class sizes.

ARTICLE IV

SCHOOL CALENDAR

The Association shall have the right to present to the superintendent suggestions in regard to the school calendar prior to superintendent making a recommendation to the District. The District shall decide the official calendar.

ARTICLE V

ACADEMIC FREEDOM

Academic freedom shall be guaranteed to teachers within the District's planned instructional program and no special limitation shall be placed upon study and investigation of facts and ideas concerning man, human society, the physical and biological world, and other branches of learning; subject to the following standards of professional responsibility: The teacher shall encourage the student to study varying points of view and respect his right to form his own judgment. Academic freedom exercised by a teacher requires that the teacher is cognizant of the maturity of his/her instructional presentations.

ARTICLE VI

ASSIGNMENTS, TRANSFER AND VACANCIES

A. ASSIGNMENTS

Teachers shall be notified of their regular teaching assignments for the following year prior to the last week of the school year. Tentative assignments will include the building(s) to which the teacher is assigned. The District shall provide the staff with the instrument to elicit this intent.

B. TRANSFERS

Teachers who are reassigned after tentative assignment will be advised of such reassignment as soon as possible. Any teacher reassigned after July 1 in a given contract year, if the new assignment is deemed for personal reasons unacceptable by the teacher, and if the teacher so requests, will, without prejudice, be released from further contractual obligations to the District.

It is agreed that the convenience and expressed preference of any individual teacher will be given consideration in making assignments in so far as such considerations does not conflict with the instruction requirements and best interests of the District. If a teacher believes that the District has acted arbitrarily or capriciously the teacher may file a grievance alleging the same pursuant to the provisions of this Agreement.

The District will give consideration to the individual teacher's preference for a teaching assignment. The teacher will submit that written preference to the Superintendent before any change of assignment is made.

Teachers shall not be transferred during the regular school year to another building or reassigned to teach in other grade levels or subject areas without prior consultation with the District's administration.

C. VACANCIES

The District shall advise the Association as soon as practicable of any written resignations that occur at anytime.

The District shall post notice or otherwise cause to be in a reasonable manner and in a timely manner disseminated to existing teachers, a list of vacancies of regular and part-time certified personnel including extra-curricular positions, together with information as to the manner and time constraints for teacher response. Certified personnel shall be given an interview.

During the summer months, teachers will be notified by vacancies in the following manner:

1. District will utilize paycheck mailing of such openings.
2. "All Staff" email.
3. "School Messenger" System.

Nothing in this paragraph shall be construed to require the District to fill any such position or to prevent the District from filling such position.

D. **REDUCTION IN FORCE**

The District agrees to abide by current State and Federal laws regarding reduction in force.

ARTICLE VII

EVALUATION

A. ADMINISTRATIVE EVALUATION OF TEACHER

The parties agree that the primary objective of the teacher evaluation process is to improve the quality of instruction. The parties recognize the importance and value of a procedure for assisting and evaluating the progress and success or failure of all teachers.

TENURED TEACHER: Each teacher is to be evaluated annually. Tenured teachers will be observed/evaluated a minimum of one (1) time during the year established for review. The teacher may request a second observation/evaluation to be completed within a month. A teacher, who is in contractual continued service and has received a satisfactory or better rating during the previous evaluation period, may waive the annual evaluation for no more than one year. A teacher completing a remediation plan shall be evaluated three (3) times in the year following completion of the remediation plan. The teacher is then returned to the regular evaluation schedule. The evaluation period for a tenured teacher is a school term.

NON-TENURED TEACHER: A non-tenured teacher will be observed/evaluated a minimum of three (3) times per year the first year of employment and a minimum of two (2) times the second year of employment and a minimum of one (1) time the third and fourth year of employment. The evaluation period for a non-tenured teacher is from the beginning of the school year until March 15th.

The evaluation process:

1. The evaluator will explain the teacher evaluation process to all new faculty members during the first quarter of the school term.
2. During the first quarter, the evaluator will meet with each teacher being evaluated to discuss goals related to teaching activities and to establish a timeline for observations, conferences and a final summative evaluation conference.
3. The evaluator and the teacher will meet for a pre-evaluation conference prior to any formal observation.
4. The evaluator and the teacher will meet for a post-evaluation conference following each observation within ten (10) working days for all teachers.
5. The evaluator will use the Observation Narrative Form as found in the District policy. All Observation Narrative Forms are to be placed in the teacher's personnel file with the written summative evaluation form at the conclusion of the evaluation period.
6. In composing narratives and establishing ratings for the summative evaluation form, administrators may use all pertinent information previously shared in writing with the teacher. The summative evaluation will be given to the teacher at least 24 hours prior to the summative evaluation conference, unless waived by the teacher. This information must be filed in the personnel

file with the completed Teacher Evaluation Forms at the conclusion of the evaluation period.

Evaluations shall be completed in accordance with the directions contained in the policy adopted by the District. The procedures set forth in the evaluation procedure for evaluating teachers shall be deemed to be a part of this Agreement. A failure by the District or administration to follow the procedures set forth shall be subject for a grievance.

The Association shall be consulted concerning any changes in the adopted teacher evaluation process.

The principals shall provide the teacher with the assistance to improve the quality of teaching.

The teacher may exercise the option to write remarks on the Teacher Evaluation Forms.

The evaluation instruments shall be in the hands of the teacher and the final evaluation conference held prior to the termination of the agreed on evaluation period.

B. CONSTRUCTIVE INPUT TO PRINCIPALS

Each year by the end of November, the administration will offer teachers the opportunity to complete a climate survey concerning building level issues that measure the effectiveness of the building in meeting its mission and goals. Feedback will be given through the use of a climate survey instrument, which will be reviewed by the Association on a yearly basis. The survey instruments will be disseminated each year by the Superintendent to individual teachers.

Teachers will have one (1) week to complete the climate surveys and will return them to the building representatives who will forward them to the Superintendent. The Superintendent will review the results with individual building principals and will utilize the results in self-evaluation by the principals.

C. LABOR MANAGEMENT COMMUNICATION COMMITTEE

Each month the administration will meet with the NBEA President, Vice-President, and a representative of each of the six buildings for the purpose of offering teachers the opportunity to document and raise issues concerning building level issues measuring the effectiveness of each building in meeting its mission and goals. The Superintendent will review the results with individual building principals following the monthly meeting.

ARTICLE VIII
SALARY SCHEDULE

A. MAIN SCHEDULE

Salary schedule applicable for the 2008-2009 school year is attached hereto as *Appendix "A"*, salary schedule applicable for the 2009-2010 school year is attached hereto as *Appendix "B"*, salary schedule applicable for the 2010-2011 school year is attached hereto as *Appendix "C"*, and all three are incorporated herein by reference.

B. LONGEVITY

For lane BA24, teachers who do not receive a vertical incremental movement on the salary schedule will receive a 2% increase for the 2008-2009 school year, not to exceed 6% of TRS reportable earnings of the prior year. This article will expire at the end of the 2008-2009 school year.

C. INTERNAL SUBSTITUTION

Teachers will be compensated for internal substitution, provided the teacher has a normal teaching load and assumes the additional class assignment in lieu of a scheduled preparation period. The rate will be \$25.00 per hour/class for the duration of the contract.

D. APPROVED TEACHER SUPERVISION

Teacher's, who assume administrative responsibilities after contractual hours, will receive reimbursement in the amount of \$25.00 per hour for the duration of the contract.

E. APPROVED ADDITIONAL DUTIES

Approved additional duties will be paid for in the amount of \$25.00 per hour for the duration of the contract.

ARTICLE IX

EXTRA ASSIGNMENT SCHEDULE

A. NON-ASSIGNMENT DUTIES

Paid extra work assignments, except varsity head coaching positions, may be made only with the consent of the teacher.

B. CONTRACTED EXTRA DUTIES

As long as sufficient individuals who are determined to be qualified or willing to volunteer, extra curricular assignments will be on a voluntary basis. Once a teacher volunteers or is assigned an extra curricular assignment as set forth in Exhibit B he or she will complete the assignment except for extenuating circumstances.

A teacher who will not be retained in the same capacity in the paid extra curricular assignment shall be notified in writing as soon as practicable after the end of the activity.

Non-certified personnel may be required to re-apply yearly for extracurricular positions if qualified, certified personnel desire the opportunity to apply for a position. Certified personnel must notify the administrator prior to June 1 for the following school year. No person shall be released from a position during mid-season for any reason except just cause.

A teacher who desires to be considered for any coaching or other extra curricular assignment should submit a written request to the appropriate building principal.

C. SUMMER SCHOOL EMPLOYMENT

If the District, in its discretion, offers a summer school program, teacher employment opportunities for summer school will be posted at least thirty (30) days prior to the beginning of the program. Teachers desiring employment in the summer school program shall submit their applications on forms provided by the District. Teachers who have applied for summer school positions will be notified of the action taken regarding their applications as early as practicable. The salary will be \$28.00 per hour for the duration of the contract, if a grant is not received, for each hour of actual classroom instruction plus 30 minutes per day for preparation time. If a grant is obtained the salary portion of the grant money will be disbursed equally among the school summer teachers in accordance with the regulations of the grant but not less than \$30.00 per hour. The Association shall have the right to present to the superintendent, suggestions in regard to the organization of the summer school program prior to distribution of applications.

D. GROUP VIII PROGRAMS

For any new activity, the sponsoring teacher or appropriate administrator will submit an application for approval. Participants will be reimbursed the hourly rate. New programs must be approved by the Board of Education prior to beginning the program in question. The creation of funding levels does not entitle any teacher to project funding.

Total amount available per year during the term of this contract will be \$5,400 to be divided equally among the buildings (\$900).

E. **EXTENDED CONTRACTS**

Certified school counselors shall have their salaries adjusted on a pro rate basis for any teacher work days beyond the regular school year.

ARTICLE X

HOSPITALIZATION AND MAJOR MEDICAL INSURANCE

The group major medical, vision and dental insurance policy will be maintained by the District throughout the term of this Agreement. The District reserves the right to institute cost containment measures relative to insurance coverage so long as the basic level of insurance benefits remains substantially similar to the insurance coverage in effect at the time of this Agreement. Such changes may include, but are not limited to mandatory second opinions for elective surgery, pre-admission and continuing admission review, prohibition on weekend admissions except in emergency situations and mandatory out-patient elective surgery for certain designated surgical procedures.

Through the term of this contract, the District will pay the individual members group major medical, vision and dental insurance policy premium for all full time faculty. Any individual members group medical, vision and dental insurance policy premium increase below (5.0) five percent per year will be District savings available to the individual member in additional Extended Formal Education tuition money and / or toward an annual insurance out-of-pocket expense reimbursement.

The District will pay a proportional share of the individual part time teacher's medical/vision/dental insurance premium equivalent to the percentage of a five-day school week that the part time teacher works. Any teacher employed less than 9/10 times will not be required to accept District insurance.

Full time faculty members may elect dependent coverage with the premiums for the coverage deducted through payroll deductions. For full time faculty members that choose dependent coverage, the District will contribute 45% of the employee's family dependent medical premium to offset the cost. In the event that other employee dependent options are available and the employee meets the qualifications in the preceding sentence, the District will contribute 15% of the employee's spouse only medical premium, and 10% of the employee's child/children only medical premium. The District will not contribute toward the employee's dependent dental or vision insurance premium.

A member may not waive the benefits in totality.

A District directed insurance committee; including members of the Association shall convene no later than February, and annually to begin assessment of the current coverage. The committee will investigate alternative insurance carriers, coverage and related matters to advise the District. Nothing herein shall be construed to limit the District's discretion as to the carrier or the insurance policy at the time.

The extent of coverage under any insurance policies referred to in this agreement shall be governed by the terms and conditions as set forth in the policies. Any questions or disputes concerning the insurance policies or benefits there under shall be resolved in accordance with the terms set forth in said policies and shall not be subject to the grievance and arbitration procedure set forth in this agreement. The failure of any insurance carrier(s) to provide any benefit for which it is contracted or is obligated shall result in no liability to the District, nor shall such failure be considered by a breach of the District of any obligation

undertaken under this or any other agreement. However, nothing in this agreement shall be construed to relieve any insurance carrier(s) from any liability that it may have to the District, faculty member or beneficiary of any faculty member.

ARTICLE XI

BOARD-PAID RETIREMENT CONTRIBUTION

The District agrees to pay the total retirement contribution on all credible earnings to the Teacher Retirement System (TRS) of the State of Illinois based on the current TRS rate, including TRS health insurance, including income from extra duties as set forth in Exhibit "B", which will be non-taxable according to the provisions of Internal Revenue Service Code Section 414 (h) (2).

ARTICLE XII

MINIMUM STANDARDS AND PROFESSIONAL GROWTH

A. EXTENDED FORMAL EDUCATION

Tuition reimbursement shall only be made for graduate coursework that has been approved by the superintendent and has direct educational merit for purposes of placement or horizontal advancement on the salary schedule of the District.

The District shall reimburse a teacher who makes proper application toward graduate college credit up to \$150 per hour, not to exceed the actual cost of tuition. A calendar year is defined as the beginning of the school year to the beginning of the following school year. Application for reimbursement will be linked to the current approval system. At the end of the calendar year, reimbursement shall be at the littlest of \$150 per credit hour or the actual cost of tuition. The maximum tuition money available will be \$30,000 for 2008-2009, \$32,000 for 2009-2010, and \$34,000 for 2010-2011 for each year. Transcripts must be received by October 1st and payout will be by November 20th.

B. NATIONAL BOARD CERTIFICATION

Teachers who achieve National Board Certification (NBCT) will receive a ten year bonus of up to \$1,000 per year, including TRS, each of the 10 years during which the National Board Certified Teacher maintains their Illinois Master Certificate and continues employment with the district. The maximum NBCT bonus money available per year will be \$5,000.

C. CREDIT GIVEN

Credit shall be given on the salary schedule for all courses taken toward a Master's, or C.A.S. Degree in a major or minor field. All credits in the terms of the contract covered by the ensuring school year and credit earned during the first semester shall apply toward the second semester, for 50% of the increment, if applicable. All courses, which are not a part of a degree program, must have written approval of the superintendent in order to receive credit on the salary schedule. Approval shall be extended prior to enrolling in the course if salary credit is expected for the subsequent school term. Transcripts must be received for first semester by October 1st. For second semester, transcripts must be received by January 15th.

ARTICLE XIII

LEAVES

A. PROFESSIONAL LEAVE

Paid professional business leave may be granted with the approval of the superintendent.

B. PERSONAL BUSINESS

Leave for personal business that must be transacted on a regular school day may be requested up to four (4) days per year (non-cumulative) to be used, if necessary, by half-day fractions, with the approval of the building principal. Personal business shall be interpreted to mean business transactions of a nature affecting the individual teacher and family, when necessary. Personal leave requested on the day before or after a school holiday or on the day before the end of the school year, or on the first day of the school year, will be granted only in cases of extreme emergency.

For any teacher who has acquired tenure status, no reason need be given for requesting personal business day. Non-tenure teacher shall give notice and reasons for leave to the building principal prior to leave being taken.

Any personal leave days not used for the school year may be accumulated as additional sick leave days beginning with the next ensuing school year, or in the case of retirement after the school year, toward and in addition to other cumulative sick days for purpose of pension and/or retirement matters.

C. ADDITIONAL LEAVE

Additional leave for valid and legitimate reasons may be granted teachers with the approval of the superintendent and with no deduction in the salary of said teacher, provided the teacher will reimburse the substitute teacher.

D. MILITARY LEAVE

When military service interrupts the teaching experience of a tenure teacher within the District, a full experience shall be given to a maximum of three (3) years. Whether said teacher volunteered for military service rather than waiting for the draft induction shall have no bearing on this. Military leave is restricted to one (1) enlistment term or one (1) draft term.

E. LEAVE OF ABSENCE

Leaves of absence may be granted without pay to teachers who have rendered satisfactory service to the district and who desire to return to employment in the same capacity upon termination of said leave. Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave consistent with a reasonable continuity of instruction for students. Leaves of absence without pay for not more than one year may be granted to teachers according to the following conditions:

1. Written requests for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the District.
2. Dates of departure and return must be acceptable to the administration and determined prior to initiating the request.
3. Leaves of less than one (1) month, if acceptable to and approved by the administration, will not require District approval nor three (3) months' notice.
4. Leaves may be granted for:
 - a. Advanced study leading to a degree at an approved university
 - b. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program
 - c. Military service
 - d. Maternity and pending adoption
 - e. Other reasons acceptable to the District, which will improve the educational program in the District
5. Teachers on approved leaves will retain seniority. A year's seniority will be granted for the leave if more than 51% of the school regular calendar days were worked prior to the date of departure.
6. Teachers on such leave may continue insurance benefits if they reimburse the District for any pro rata costs of benefits for which they apply.
7. Teachers will not advance on the salary schedule while on the approved leave of absence without pay, unless working at least 51% of the regular school calendar year days before departure.
8. Failure of the teacher to notify the District of the intention to return at least 60 days before the end of the school year or semester prior to resuming duties will be considered as a resignation from continued contractual service, thereby removing the District's obligation to re-employ. Said notice must be received by the District 60 days prior to the end of the school year or semester prior to resuming duties, as the case may be.
9. The above provision applies except where prohibited by the Illinois School Code, and does not apply in cases of medical leave.

F. **SICK LEAVE**

1. The District shall grant sick leave in the amount of eleven (11) days at full pay each school year.

2. If a teacher does not use the full amount of annual sick leave allowed, the unused amount shall accumulate to 340 days. Teachers with 340 days of accumulated sick leave will also be entitled to the annual eleven (11) sick leave days for the current school year.
3. Sick leave shall be interpreted to mean personal illness, quarantined at home, or a serious illness, or death in a household of the teacher or in the immediate family. Immediate family shall be interpreted to mean parents, spouse, brothers, sisters, children, grandparents, grandchildren, parent-in-law, brothers-in-law, sisters-in-law, aunts, uncles and legal guardians.
4. The District shall notify each teacher on or before September 1 of each year of the amount of accumulated sick leave.
5. Bereavement Leave - One (1) of the allowed sick days per school year may be used for any person not defined as family.

G. FAMILY MEDICAL LEAVE ACT

The District will provide leave and benefits as mandated by the Family Medical Leave Act (P.L. 103-3) as promulgated by the United States Department of Labor.

H. JOB SHARING LEAVE

1. Eligibility and Definition: Job sharing is defined as a voluntary opportunity for two (2) tenured employees, both having an overall rating of Satisfactory or Excellent on their most recent evaluations, to share one (1) full-time position. Job sharing assignments shall be filled only by teachers who have jointly agreed to work together. No one shall be involuntarily transferred to a job-sharing position.
2. The Plan for Responsibility: The responsibilities of an assignment of two (2) job sharers may be divided according to a plan designed by the job sharers, subject to approval by the building administrator. This plan will include, but not be limited to, teaching responsibilities, schedule of work hours and/or days, attendance at staff meetings, method of communication between job-sharers and attendance on field trips. Both teachers shall attend the first day of school and the last day of school, parent/teacher conferences, District-wide institute and staff development days and open houses. The plan for responsibility must be approved by the building administrator prior to applying for a job-sharing assignment.
3. Application: Employees who are interested in a job sharing opportunity shall submit their request along with the plan of responsibility, including administrator approval, to the Superintendent or designee by March first of the year preceding the school year for which the job-share assignment is requested. Job sharing assignments (including renewals) shall be approved or denied annually on or before May first by the Board of Education.

4. Length of Job-Sharing Assignment: The length of the job-sharing assignment shall be for one school year and may be renewed by the employer, provided that a request is made by March first by the participants to extend the assignment for an additional year.
5. Evaluation: Both teachers involved in a job-share assignment will be evaluated on an annual basis.
6. Salary and Fringe Benefits: Participants in job sharing positions shall be placed appropriately on the salary schedule of the basic agreement between the Association and the employer and salaries shall be pro-rated according to the time worked. For the purpose of determining the annual salary, participants shall receive a full salary step advancement credit for each school year of job sharing experience. Benefits, in addition to salary, shall be administered in the same method that benefits for part-time certified employees are administered.
7. Substituting: Job-share partners will be given the first opportunity to substitute for each other. The District substitute rate shall apply.
8. Return to full-time: In the event a job sharer wishes to return to a full-time teaching assignment the following school year and notifies the Superintendent or designee of this request by March 1, the District shall provide the teacher with a full-time position for which the teacher is qualified to teach based on district seniority. If necessary, a probationary teacher shall be reduced in order to provide the job sharer a full-time position.
9. Number of Positions: The Board may approve a maximum of two (2) new shared positions each year. Job-share positions shall also be limited to one (1) job share position per building where there are twelve (12) or fewer full-time positions. Buildings with thirteen (13) or more full-time positions will be limited to two (2) job-share positions.

ARTICLE XIV

RETIREMENT PROGRAM:

- A. **Retirement Incentive Benefit Plan:** The Board shall recognize the service of full-time teachers who have rendered a total of at least sixteen (16) years of creditable service to the District, a minimum of 10 years consecutive, and who are eligible to receive retirement pension benefits through the regular provisions of the Teachers' Retirement System of the state of Illinois. This incentive program excludes any teacher eligible to receive any retirement option under the "Early Retirement Option" provision of the TRS Illinois Pension Act or any other program sponsored by the State of Illinois.
- B. **Eligibility and Notice:**
1. To be eligible the teacher must have served satisfactorily in the district for a minimum of sixteen (16) years, a minimum of 10 years consecutive, by the actual retirement date.
 2. The teacher shall provide written notice to the superintendent of his or her intent to retire and participate in the program either four years, three years, two years or one year prior to the first day of March of the final year(s) of active service. The board shall approve the request and notify the teacher within sixty (60) days of receipt of the retirement and resignation notice.
 3. The teacher's notice to the Board and the Board's subsequent action on the request shall constitute a commitment by the parties to the terms stated in the notice, which terms shall be reflected in an individual retirement agreement between the teacher and the Board. In the event a teacher revokes in writing the retirement notice the revocation notice must be received prior to the District's hiring of a replacement teacher.
- C. **Salary Benefit:** An eligible teacher who submits a timely letter of resignation (prior to the 1st day of March) will be paid a salary increase in each of his/her last year(s) of service not to exceed six percent (6%) of the amount the previous year's TRS creditable earnings.

TRS creditable earnings is defined as all compensation paid to the teacher, including payment of extracurricular activities and stipends for a maximum of four (4) years prior to retirement if the teacher performs the identical extracurricular duties and stipend duties for each of the years. In the event the teacher does not perform identical duties, the pay increase will be limited to the previous year's placement on the salary schedule up to 6% maximum. The district will be responsible for applying for exemptions under Public Law 94-1057. Therefore, exemptions identified in Public Law 94-1057 will not effect the calculation of the 6% salary benefit. Should the teacher revoke the retirement prior to the District hiring a replacement the teacher's compensation shall be based on the salary schedule beginning with the school year immediately following revocation. In addition, the teacher shall receive a salary reduction

equal to each year of participation in the retirement program. Moreover, the teacher shall no longer be eligible to participate in the Retirement Program under this Section and will be subject to salary reduction for any fines, fees, taxes or penalties incurred by the District as a result of revoking the retirement.

- D. **Severance:** An eligible teacher who submits a timely letter of resignation (prior to the 1st day of March) will be paid severance in the amount of \$480.00 per year of service, not to exceed a total of \$12,000.00. Severance will be paid in two payments. 50% will be paid July 1st of the retirement year and the remaining 50% will be paid July 1st of the following year.
- E. **Limitations on participation:** The parties agree that if legislation is enacted or administrative rules adopted during the life of this agreement that adversely affects the Board's obligations or employee rights under any of the benefits set forth in this Article, then the provisions relating to such benefits are null and void. The parties agree to meet within thirty days of the passage of legislation to renegotiate the provision and the impact on any and all employees. The parties further agree that if legislation is enacted or administrative rules adopted during the life of this agreement to amend the "6% penalty" provision, the parties agree to meet within thirty days of the passage of the legislation to negotiate the impact of such legislation.
- F. **General Limitation:** The parties agree that any teacher who is within four years of being eligible for regular retirement under the Illinois Pension Code and receives in excess of a 6% aggregate annual increase in TRS creditable earnings that triggers a penalty to TRS that would be paid by the Board, shall not be eligible for the Retirement Program set forth in this Section.
- G. **Memorandum of Understanding:** The parties agree to allow members a one time opportunity to amend their retirement benefit under the July 1, 2005 to June 30, 2008 Basic Agreement to receive a severance in the amount of \$480.00 per year of service, not to exceed a total of \$9,000. Severance will be paid in two payments. 50% will be paid July 1st of the retirement year and the remaining 50% will be paid July 1st of the following year.

ARTICLE XV

GRIEVANCE PROCEDURE

A. **DEFINITION:** A grievance is defined to be a complaint by a teacher or group of teachers in the Association based on an event or condition which is claimed or considered to be a violation, misinterpretation or misapplication of this Agreement.

1. Nothing contained herein shall be construed as limiting the right of any teacher to pursue a grievance without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement. The Association will be notified prior to any adjustment.
2. It is agreed that no grievances shall be presented hereunder which occurred prior to the effective date of this Agreement.
3. A grievance may be withdrawn at any level without establishing precedent.
4. The failure of the aggrieved to act within the time limits set forth will preclude further appeal of the grievance.
5. Time limits set forth in this procedure may be extended by mutual agreement.
6. If a grievance is unresolved at the end of the school term, the time limits will be applied as if school were in session.

B. **LEVEL ONE**

An aggrieved party shall attempt to resolve the grievance by oral discussion with his or her immediate supervisor or principal.

C. **LEVEL TWO**

1. If a settlement (or a definite arrangement for a future settlement) cannot be reached within five (5) school days after the discussion set forth in Level One with the concerned teacher, together with the Grievance Committee declaring itself to be in sympathy with and support of the aggrieved teacher's position and shall submit said statements to the building principals. A copy of said written statements of grievance and support shall be submitted to the superintendent of schools by the aggrieved party and the Grievance Committee. Any grievance not so referred and supported shall be considered withdrawn and no longer at issue.
2. Within ten (10) school days after receipt of the written statement by the superintendent, the superintendent will meet with the aggrieved party and the Association representatives in an effort to resolve it.
3. If the aggrieved person does not file a grievance in writing with the Chairman of the Grievance Committee, and the written grievance is not forwarded to the superintendent within thirty (30) days after the teacher knew or should have

known of the act or condition on which the grievance is based, then the grievance will be considered as waived

D. **LEVEL THREE**

1. If the aggrieved person is not satisfied with the disposition of the grievance at Level Two and if no decision has been rendered within ten (10) school days after he/she has met with the superintendent, he/she may file the grievance in writing with the Chairman of the Grievance Committee within five (5) school days after a decision by the superintendent, or fifteen (15) school days after he/she has first met with the superintendent, whichever is sooner. Within five (5) school days after receiving the written grievance, the Grievance Committee may refer it to the District if it determines that the grievance is meritorious and that appealing it is in the best interest of the school system. Within ten (10) school days after receiving the written grievance, the District will meet with the aggrieved person and the Association representatives for the purpose of resolving the grievance.
2. Within ten (10) days after meeting with the aggrieved person and Association representative for the purpose of resolving the grievance, the District will render its decision.

E. **LEVEL FOUR**

If the grievance is not settled within ten (10) school days from the date that a decision was rendered in Level Three, the aggrieved party may submit the grievance to Illinois Labor Relations Board for purposes of binding arbitration pursuant to the statute in such case made and provided. Each party shall bear the full cost for its representation in the arbitration. Cost of the arbitrator will be divided equally between the parties.

F. **NO REPRISALS CLAUSE**

No reprisals shall be taken by the employee against any teacher because of the teacher's participation or refusal to participate in a grievance.

G. **EXPEDITED ARBITRATION**

At the mutual agreement of both parties, the Expedited Arbitration Rules of the American Arbitration Association shall be used instead of the Voluntary Labor Arbitration Rules.

ARTICLE XVI

MANAGEMENT RIGHTS

The District hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the statutes of the State of Illinois.

ARTICLE XVII

INCLUSION

PLACEMENT OF STUDENTS

Although it is agreed that the handicapped student's participation and right to participate in regular education programs and services cannot be affected by this agreement, the District does agree to consider how the handicapped student's placement will affect the teacher when determining the handicapped student's placement. The support and assistance, as defined by the IEP, will be administered by the principal.

The District shall invite appropriate regular education staff to be included in the IEP meeting and other related instructional planning involving the placement of special education students in regular educational classrooms. The District will provide continued training to enable the regular education teacher to meet the needs of disabled children. District planning related to IEP provisions and recommendations shall include input from regular education staff. Appropriate information related to the student's academic, medical, social, and emotional needs shall be shared with regular education staff invited to participate in the IEP or related planning meetings.

ARTICLE XVIII

UNINTERRUPTED SERVICES

The Association agrees not to strike or engage in, or support or encourage any concerted refusal to render full and complete service to the District in full accordance with Illinois Education Labor Relations Act.

ARTICLE XIX

NEGOTIATIONS

A. TEAM COMPOSITION AND AUTHORITY

Each party to negotiations shall select its own negotiation representative. Both parties agree to confer upon their respective negotiators the necessary power to make proposals, consider proposals, make counter-proposals in the course of negotiations and to reach tentative agreements, which shall be presented respectively to the District and the Association for ratification.

B. NEGOTIATION SESSIONS

The District agrees to meet and participate in negotiations with the duly designated representative of the Association as defined in Section A above.

Both parties agree to meet at reasonable times and negotiate salaries, extra duty increments, and other matters mutually agreed upon. Extra duties (see Exhibit "B") have only monetary considerations.

C. RATIFICATION PROCESS

When the Association and the District reach agreement on all matters under consideration, the items will be reduced to writing and shall be submitted to the membership of the Association for ratification and then to the District for official approval. No proposal shall be deemed accepted until a final agreement is reached and approved.

D. IMPASSE PROCEDURE

If the parties have not reached an agreement by ninety (90) days before the scheduled start of the forthcoming school year, the parties shall notify the Illinois Educational Labor Relations Board concerning the status of negotiations.

An impasse occurs after both parties have considered the proposals and counter-proposals of the other party in good faith, and when despite such diligent efforts no agreement can be reached on the subject being negotiated.

If, after a reasonable period of negotiation, and within forty-five (45) days of scheduled start of the forthcoming school year, the parties engage in collective bargaining have reached an impasse, either party may petition the Illinois Labor Relations Board to initiate mediation. The costs of mediation shall be shared equally between the parties hereto.

ARTICLE XX

EFFECT OF AGREEMENT

A. MUTUAL AGREEMENT

The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto.

B. PRECEDENCE OF THE AGREEMENT

If there is any conflict between the terms and provisions of this Agreement and the terms and provisions of individual teacher contracts or agreements, the terms and provisions of this Agreement shall prevail.

ARTICLE XXI

SAVINGS

If any article, paragraph, sentence, or clause is held to be in conflict with any article, paragraph, sentence or clause of existing written procedures found in the District or building handbooks, then articles, paragraphs, sentences or clauses of this Agreement shall supersede. Further, in the event that any article, paragraph, sentence or clause of this Agreement is held to be invalid by law, such article, paragraph, sentence or clause shall be deemed of no effect, but such determination shall not affect any remaining portion of this Agreement.

ARTICLE XXII

TERM OF AGREEMENT

This Agreement shall be in full force and effect as of July 1, 2008 to June 30, 2011.

NORTH BOONE COMMUNITY UNIT
DISTRICT NO. 200
BOARD OF EDUCATION

NORTH BOONE EDUCATION
SCHOOL ASSOCIATION

By: _____
President

President

By: _____
Secretary

Secretary

Date: _____

Date: _____

APPENDIX "A"
SALARY SCHEDULE 2008-2009

Step % 3%
Lane % 3%
Base % 4%

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	30,801.68	31,725.73	32,677.50	33,657.83	34,667.56	35,707.59	36,778.82	37,882.18	39,018.65
	33,997.45	35,017.37	36,067.89	37,149.93	38,264.43	39,412.36	40,594.73	41,812.57	43,066.95
1	31,725.73	32,677.50	33,657.83	34,667.56	35,707.59	36,778.82	37,882.18	39,018.65	40,189.21
	35,017.37	36,067.89	37,149.93	38,264.43	39,412.36	40,594.73	41,812.57	43,066.95	44,358.96
2	32,677.50	33,657.83	34,667.56	35,707.59	36,778.82	37,882.18	39,018.65	40,189.21	41,394.88
	36,067.89	37,149.93	38,264.43	39,412.36	40,594.73	41,812.57	43,066.95	44,358.96	45,689.73
3	33,657.83	34,667.56	35,707.59	36,778.82	37,882.18	39,018.65	40,189.21	41,394.88	42,636.73
	37,149.93	38,264.43	39,412.36	40,594.73	41,812.57	43,066.95	44,358.96	45,689.73	47,060.42
4	34,667.56	35,707.59	36,778.82	37,882.18	39,018.65	40,189.21	41,394.88	42,636.73	43,915.83
	38,264.43	39,412.36	40,594.73	41,812.57	43,066.95	44,358.96	45,689.73	47,060.42	48,472.23
5	35,707.59	36,778.82	37,882.18	39,018.65	40,189.21	41,394.88	42,636.73	43,915.83	45,233.31
	39,412.36	40,594.73	41,812.57	43,066.95	44,358.96	45,689.73	47,060.42	48,472.23	49,926.40
6	36,778.82	37,882.18	39,018.65	40,189.21	41,394.88	42,636.73	43,915.83	45,233.31	46,590.30
	40,594.73	41,812.57	43,066.95	44,358.96	45,689.73	47,060.42	48,472.23	49,926.40	51,424.19
7	37,882.18	39,018.65	40,189.21	41,394.88	42,636.73	43,915.83	45,233.31	46,590.30	47,988.01
	41,812.57	43,066.95	44,358.96	45,689.73	47,060.42	48,472.23	49,926.40	51,424.19	52,966.91
8	39,018.65	40,189.21	41,394.88	42,636.73	43,915.83	45,233.31	46,590.30	47,988.01	49,427.65
	43,066.95	44,358.96	45,689.73	47,060.42	48,472.23	49,926.40	51,424.19	52,966.91	54,555.92
9	40,189.21	41,394.88	42,636.73	43,915.83	45,233.31	46,590.30	47,988.01	49,427.65	50,910.48
	44,358.96	45,689.73	47,060.42	48,472.23	49,926.40	51,424.19	52,966.91	54,555.92	56,192.60
10	41,394.88	42,636.73	43,915.83	45,233.31	46,590.30	47,988.01	49,427.65	50,910.48	52,437.80
	45,689.73	47,060.42	48,472.23	49,926.40	51,424.19	52,966.91	54,555.92	56,192.60	57,878.38
11	42,636.73	43,915.83	45,233.31	46,590.30	47,988.01	49,427.65	50,910.48	52,437.80	54,010.93
	47,060.42	48,472.23	49,926.40	51,424.19	52,966.91	54,555.92	56,192.60	57,878.38	59,614.73
12	43,915.83	45,233.31	46,590.30	47,988.01	49,427.65	50,910.48	52,437.80	54,010.93	55,631.26
	48,472.23	49,926.40	51,424.19	52,966.91	54,555.92	56,192.60	57,878.38	59,614.73	61,403.17
13	45,233.31	46,590.30	47,988.01	49,427.65	50,910.48	52,437.80	54,010.93	55,631.26	57,300.20
	49,926.40	51,424.19	52,966.91	54,555.92	56,192.60	57,878.38	59,614.73	61,403.17	63,245.27
14	46,590.30	47,988.01	49,427.65	50,910.48	52,437.80	54,010.93	55,631.26	57,300.20	59,019.20
	51,424.19	52,966.91	54,555.92	56,192.60	57,878.38	59,614.73	61,403.17	63,245.27	65,142.62
15		49,427.65	50,910.48	52,437.80	54,010.93	55,631.26	57,300.20	59,019.20	60,789.78
		54,555.92	56,192.60	57,878.38	59,614.73	61,403.17	63,245.27	65,142.62	67,096.90
16			52,437.80	54,010.93	55,631.26	57,300.20	59,019.20	60,789.78	62,613.47
			57,878.38	59,614.73	61,403.17	63,245.27	65,142.62	67,096.90	69,109.81
17				55,631.26	57,300.20	59,019.20	60,789.78	62,613.47	64,491.88
				61,403.17	63,245.27	65,142.62	67,096.90	69,109.81	71,183.10
18				57,300.20	59,019.20	60,789.78	62,613.47	64,491.88	66,426.63
				63,245.27	65,142.62	67,096.90	69,109.81	71,183.10	73,318.60
19					60,789.78	62,613.47	64,491.88	66,426.63	68,419.43
					67,096.90	69,109.81	71,183.10	73,318.60	75,518.15
20						64,491.88	66,426.63	68,419.43	70,472.02
						71,183.10	73,318.60	75,518.15	77,783.70

APPENDIX "B"
SALARY SCHEDULE 2009-2010

Step % 3%
Lane % 3%
Base % 4%

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	32,033.75	32,994.76	33,984.60	35,004.14	36,054.26	37,135.89	38,249.97	39,397.47	40,579.39
	35,357.34	36,418.06	37,510.61	38,635.93	39,795.00	40,988.85	42,218.52	43,485.07	44,789.63
1	32,994.76	33,984.60	35,004.14	36,054.26	37,135.89	38,249.97	39,397.47	40,579.39	41,796.77
	36,418.06	37,510.61	38,635.93	39,795.00	40,988.85	42,218.52	43,485.07	44,789.63	46,133.32
2	33,984.60	35,004.14	36,054.26	37,135.89	38,249.97	39,397.47	40,579.39	41,796.77	43,050.68
	37,510.61	38,635.93	39,795.00	40,988.85	42,218.52	43,485.07	44,789.63	46,133.32	47,517.31
3	35,004.14	36,054.26	37,135.89	38,249.97	39,397.47	40,579.39	41,796.77	43,050.68	44,342.20
	38,635.93	39,795.00	40,988.85	42,218.52	43,485.07	44,789.63	46,133.32	47,517.31	48,942.83
4	36,054.26	37,135.89	38,249.97	39,397.47	40,579.39	41,796.77	43,050.68	44,342.20	45,672.46
	39,795.00	40,988.85	42,218.52	43,485.07	44,789.63	46,133.32	47,517.31	48,942.83	50,411.12
5	37,135.89	38,249.97	39,397.47	40,579.39	41,796.77	43,050.68	44,342.20	45,672.46	47,042.64
	40,988.85	42,218.52	43,485.07	44,789.63	46,133.32	47,517.31	48,942.83	50,411.12	51,923.45
6	38,249.97	39,397.47	40,579.39	41,796.77	43,050.68	44,342.20	45,672.46	47,042.64	48,453.92
	42,218.52	43,485.07	44,789.63	46,133.32	47,517.31	48,942.83	50,411.12	51,923.45	53,481.16
7	39,397.47	40,579.39	41,796.77	43,050.68	44,342.20	45,672.46	47,042.64	48,453.92	49,907.53
	43,485.07	44,789.63	46,133.32	47,517.31	48,942.83	50,411.12	51,923.45	53,481.16	55,085.59
8	40,579.39	41,796.77	43,050.68	44,342.20	45,672.46	47,042.64	48,453.92	49,907.53	51,404.76
	44,789.63	46,133.32	47,517.31	48,942.83	50,411.12	51,923.45	53,481.16	55,085.59	56,738.16
9	41,796.77	43,050.68	44,342.20	45,672.46	47,042.64	48,453.92	49,907.53	51,404.76	52,946.90
	46,133.32	47,517.31	48,942.83	50,411.12	51,923.45	53,481.16	55,085.59	56,738.16	58,440.30
10	43,050.68	44,342.20	45,672.46	47,042.64	48,453.92	49,907.53	51,404.76	52,946.90	54,535.31
	47,517.31	48,942.83	50,411.12	51,923.45	53,481.16	55,085.58	56,738.16	58,440.30	60,193.51
11	44,342.20	45,672.46	47,042.64	48,453.92	49,907.53	51,404.76	52,946.90	54,535.31	56,171.37
	48,942.83	50,411.12	51,923.45	53,481.16	55,085.59	56,738.16	58,440.30	60,193.51	61,999.32
12	45,672.46	47,042.64	48,453.92	49,907.53	51,404.76	52,946.90	54,535.31	56,171.37	57,856.51
	50,411.12	51,923.45	53,481.16	55,085.59	56,738.16	58,440.30	60,193.51	61,999.32	63,859.30
13	47,042.64	48,453.92	49,907.53	51,404.76	52,946.90	54,535.31	56,171.37	57,856.51	59,592.21
	51,923.45	53,481.16	55,085.59	56,738.16	58,440.30	60,193.51	61,999.32	63,859.30	65,775.08
14	48,453.92	49,907.53	51,404.76	52,946.90	54,535.31	56,171.37	57,856.51	59,592.21	61,379.97
	53,481.16	55,085.59	56,738.16	58,440.30	60,193.51	61,999.32	63,859.30	65,775.08	67,748.33
15		51,404.76	52,946.90	54,535.31	56,171.37	57,856.51	59,592.21	61,379.97	63,221.37
		56,738.16	58,440.30	60,193.51	61,999.32	63,859.30	65,775.08	67,748.33	69,780.78
16			54,535.31	56,171.37	57,856.51	59,592.21	61,379.97	63,221.37	65,118.01
			60,193.51	61,999.32	63,859.30	65,775.08	67,748.33	69,780.78	71,874.20
17				57,856.51	59,592.21	61,379.97	63,221.37	65,118.01	67,071.55
				63,859.30	65,775.08	67,748.33	69,780.78	71,874.20	74,030.43
18				59,592.21	61,379.97	63,221.37	65,118.01	67,071.55	69,083.70
				65,775.08	67,748.33	69,780.78	71,874.20	74,030.43	76,251.34
19					63,221.37	65,118.01	67,071.55	69,083.70	71,156.21
					69,780.78	71,874.20	74,030.43	76,251.34	78,538.88
20						67,071.55	69,083.70	71,156.21	73,290.90
						74,030.43	76,251.34	78,538.88	80,895.05

APPENDIX "C"
SALARY SCHEDULE 2010-2011

Step % 3%
Lane % 3%
Base % 4%

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	33,315.10	34,314.55	35,343.99	36,404.31	37,496.44	38,621.33	39,779.79	40,973.37	42,202.57
	36,771.64	37,874.79	39,011.03	40,181.36	41,386.80	42,628.41	43,907.26	45,224.48	46,581.21
1	34,314.55	35,343.99	36,404.31	37,496.44	38,621.33	39,779.97	40,973.37	42,202.57	43,468.65
	37,874.79	39,011.03	40,181.36	41,386.80	42,628.41	43,907.26	45,224.48	46,581.21	47,978.65
2	35,343.99	36,404.31	37,496.44	38,621.33	39,779.97	40,973.37	42,202.57	43,468.65	44,772.70
	39,011.03	40,181.36	41,386.80	42,628.41	43,907.26	45,224.48	46,581.21	47,978.65	49,418.01
3	36,404.31	37,496.44	38,621.33	39,779.97	40,973.37	42,202.57	43,468.65	44,772.70	46,115.89
	40,181.36	41,386.80	42,628.41	43,907.26	45,224.48	46,581.21	47,978.65	49,418.01	50,900.55
4	37,496.44	38,621.33	39,779.97	40,973.37	42,202.57	43,468.65	44,772.70	46,115.89	47,499.36
	41,386.80	42,628.41	43,907.26	45,224.48	46,581.21	47,978.65	49,418.01	50,900.55	52,427.56
5	38,621.33	39,779.97	40,973.37	42,202.57	43,468.65	44,772.70	46,115.89	47,499.36	48,924.34
	42,628.41	43,907.26	45,224.48	46,581.21	47,978.65	49,418.01	50,900.55	52,427.56	54,000.39
6	39,779.97	40,973.37	42,202.57	43,468.65	44,772.70	46,115.89	47,499.36	48,924.34	50,392.07
	43,907.26	45,224.48	46,581.21	47,978.65	49,418.01	50,900.55	52,427.56	54,000.39	55,620.40
7	40,973.37	42,202.57	43,468.65	44,772.70	46,115.89	47,499.36	48,924.34	50,392.07	51,903.84
	45,224.48	46,581.21	47,978.65	49,418.01	50,900.55	52,427.56	54,000.39	55,620.40	57,289.01
8	42,202.57	43,468.65	44,772.70	46,115.89	47,499.36	48,924.34	50,392.07	51,903.84	53,460.95
	46,581.21	47,978.65	49,418.01	50,900.55	52,427.56	54,000.39	55,620.40	57,289.01	59,007.68
9	43,468.65	44,772.70	46,115.89	47,499.36	48,924.34	50,392.07	51,903.84	53,460.95	55,064.78
	47,978.65	49,418.01	50,900.55	52,427.56	54,000.39	55,620.40	57,289.01	59,007.68	60,777.92
10	44,772.70	46,115.89	47,499.36	48,924.34	50,392.07	51,903.84	53,460.95	55,064.78	56,716.72
	49,418.01	50,900.55	52,427.56	54,000.39	55,620.40	57,289.01	59,007.68	60,777.92	62,601.25
11	46,115.89	47,499.36	48,924.34	50,392.07	51,903.84	53,460.95	55,064.78	56,716.72	58,418.22
	50,900.55	52,427.56	54,000.39	55,620.40	57,289.01	59,007.68	60,777.92	62,601.25	64,479.29
12	47,499.36	48,924.34	50,392.07	51,903.84	53,460.95	55,064.78	56,716.72	58,418.22	60,170.77
	52,427.56	54,000.39	55,620.40	57,289.01	59,007.68	60,777.92	62,601.25	64,479.29	66,413.67
13	48,924.34	50,392.07	51,903.84	53,460.95	55,064.78	56,716.72	58,418.22	60,170.77	61,975.89
	54,000.39	55,620.40	57,289.01	59,007.68	60,777.92	62,601.25	64,479.29	66,413.67	68,406.08
14	50,392.07	51,903.84	53,460.95	55,064.78	56,716.72	58,418.22	60,170.77	61,975.89	63,835.17
	55,620.40	57,289.01	59,007.68	60,777.92	62,601.25	64,479.29	66,413.67	68,406.08	70,458.26
15		53,460.95	55,064.78	56,716.72	58,418.22	60,170.77	61,975.89	63,835.17	65,750.23
		59,007.68	60,777.92	62,601.25	64,479.29	66,413.67	68,406.08	70,458.26	72,572.01
16			56,716.72	58,418.22	60,170.77	61,975.89	63,835.17	65,750.23	67,722.23
			62,601.25	64,479.29	66,413.67	68,406.08	70,458.26	72,572.01	74,749.17
17				60,170.77	61,975.89	63,835.17	65,750.23	67,722.73	69,754.42
				66,413.67	68,406.08	70,458.26	72,572.01	74,749.17	76,991.64
18				61,975.89	63,835.17	65,750.23	67,722.73	69,754.42	71,847.05
				68,406.08	70,458.26	72,572.01	74,749.17	76,991.64	79,301.39
19					65,750.23	67,722.73	69,754.42	71,847.05	74,002.46
					72,572.01	74,749.17	76,991.64	79,301.39	81,680.44
20						69,754.42	71,847.05	74,002.46	76,222.53
						76,991.64	79,301.39	81,680.44	84,130.85

EXTRACURRICULAR CATEGORIES
2008-2011 SCHOOL YEARS
EXHIBIT "B"

Group I

Athletic Director - H.S.
Basketball - H.S. boys - Head
Basketball - H.S. girls - Head
Football - H.S. Head
Vocal Music with Musical
Volleyball - H.S. Head
Wrestling Coach – H.S.

Group II

Baseball - H.S. Head
Basketball - H.S. boys - JV
Basketball - H.S. girls – JV
Basketball - H.S. boys - Freshmen
Basketball - H.S. girls - Freshmen
Cross Country - H.S.
Drama – H.S. Head
Football - H.S. JV Head
Football – H.S. Freshman Head
Football - H.S. Assistant – 3 positions
Instrumental Music - H.S.
Middle School Lunch Supervision (2)
Soccer – H.S. Head – Fall
Soccer – H.S. Head – Spring
Softball - H.S. Head
Track - H.S. Boys– Head
Track – H.S. Girls – Head
Volleyball - H.S. Freshmen
Volleyball - H.S. JV

Group III

Athletics/Activities Assistant (5-8 Grades)
Baseball - H.S. JV
Cheerleading Sponsor - H.S. – 2 positions
FFA – H.S.
Golf – H.S.
Middle School Boys Basketball – 2 positions
Middle School Drama – Head
Middle School Football – Head
Middle School Girls Basketball – 2 positions
Middle School Girls Volleyball – 2 positions
Middle School Soccer – Coed
Musical w/out Vocal
Softball - H.S. JV
Student Council – H.S.
Track - H.S. Boys and Girls - Assistant

Group IV

Dance Team – H.S.
Middle School Football – Assistant
Middle School Student Council Sponsor
Middle School Track – Head
Middle School Yearbook
Vocal Music - H.S. without musical
Yearbook Advisor - H.S. (2 positions)

Group V

Chess Club - H.S.
Dramatics - H.S. Assistant
Junior & Senior Advisor – H.S. (2 positions for each grade)
Middle School Intramurals
Middle School Natural Helpers
Natural Helpers - H.S.

Group VI

5-6 Intramurals – 2 positions
5-6 Yearbook
5-8 Chess Club
Freshmen and Sophomore Advisor - H.S. (2 position for each grade)
Mentors (Ratio of 1 Mentor for every 2 Mentees)
Middle School Basketball Cheerleading – 2 positions
Middle School Football Cheerleading
Middle School Track – Assistant
Middle School Drama – Assistant
Scholastic Bowl Sponsor - H.S.

Group VII

Band - J.H.
Elementary Vocal Concerts
Foreign Language Club Sponsor - H.S. - (1 each language)
Math Team – H.S.
Middle School Computer Club Advisor
Middle School Quiz Bowl Advisor
Middle School Quiz Bowl Master
Middle School Team Leaders – 2 positions
Middle School Vocal Music
National Honor Society Sponsor - H.S.
S.A.D.D. Sponsor - H.S.
Scholastic Bowl Assistant – H.S.
WYSC - H.S.

Flat Amount

Administrative Committee Member (8 positions) -- \$30 per meeting, not to exceed \$300

APPENDIX "D"
EXTRA CURRICULAR SALARY SCHEDULE 2008-2011

Step % 2%
Lane % 27%
Base % 2.5% Appendix "A" BAO Base

Step	Group VII	Group VI	Group V	Group IV	Group III	Group II	Group I
0	770.04	977.95	1,242.00	1,577.34	2,003.22	2,544.09	3,231.00
	849.94	1,079.42	1,370.86	1,704.99	2,211.06	2,808.05	3,566.22
1	785.44	997.51	1,266.84	1,608.89	2,043.29	2,594.98	3,295.62
	866.93	1,101.01	1,398.28	1,775.81	2,255.28	2,864.21	3,637.55
2	801.15	1,017.46	1,292.18	1,641.07	2,084.15	2,646.87	3,361.53
	884.27	1,123.03	1,426.24	1,811.33	2,300.39	2,921.50	3,710.30
3	817.17	1,037.81	1,318.02	1,673.89	2,125.84	2,699.81	3,428.76
	901.96	1,145.49	1,454.77	1,847.56	2,346.40	2,979.93	3,784.51
4	833.52	1,058.57	1,344.38	1,707.36	2,168.35	2,753.81	3,497.34
	920.00	1,168.40	1,483.87	1,884.51	2,393.33	3,039.52	3,860.20
5	850.19	1,079.74	1,371.27	1,741.51	2,211.72	2,808.88	3,567.28
	938.40	1,191.77	1,513.54	1,922.20	2,441.19	3,100.31	3,937.40
6	867.19	1,101.33	1,398.69	1,776.34	2,255.95	2,865.06	3,638.63
	957.17	1,215.60	1,543.81	1,960.64	2,490.02	3,162.32	4,016.15
7	884.54	1,123.36	1,426.67	1,811.87	2,301.07	2,922.36	3,711.40
	976.31	1,239.91	1,574.69	1,999.86	2,539.82	3,225.57	4,096.47
8	902.23	1,145.83	1,455.20	1,848.11	2,347.10	2,980.81	3,785.63
	995.84	1,264.71	1,606.18	2,039.85	2,590.61	3,290.08	4,178.40
9	920.27	1,168.74	1,484.31	1,885.07	2,394.04	3,040.43	3,861.34
	1,015.75	1,290.01	1,638.31	2,080.65	2,642.43	3,355.88	4,261.97
10	938.68	1,192.12	1,513.99	1,922.77	2,441.92	3,101.24	3,938.57
	1,036.07	1,315.81	1,671.07	2,122.26	2,695.27	3,423.00	4,347.21
11	957.45	1,215.96	1,544.27	1,961.23	2,490.76	3,163.26	4,017.34
	1,056.79	1,342.12	1,704.49	2,164.71	2,749.18	3,491.46	4,434.15
12	976.60	1,240.28	1,575.16	2,000.45	2,540.57	3,226.53	4,097.69
	1,077.92	1,368.96	1,738.58	2,208.00	2,804.16	3,561.29	4,522.83
13	996.13	1,265.09	1,606.66	2,040.46	2,591.38	3,291.06	4,179.64
	1,099.48	1,396.34	1,773.36	2,252.16	2,860.25	3,632.51	4,613.29
14	1,016.05	1,290.39	1,638.79	2,081.27	2,643.21	3,356.88	4,263.23
	1,121.47	1,424.27	1,808.82	2,297.21	2,917.45	3,705.16	4,705.56
15	1,036.38	1,316.20	1,671.57	2,122.89	2,696.07	3,424.01	4,348.50
	1,143.90	1,452.76	1,845.00	2,343.15	2,975.80	3,779.27	4,799.67
16	1,057.10	1,342.52	1,705.00	2,165.35	2,750.00	3,492.49	4,435.47
	1,166.78	1,481.81	1,881.90	2,390.01	3,035.32	3,854.85	4,895.66
17	1,078.24	1,369.37	1,739.10	2,208.66	2,805.00	3,562.34	4,524.18
	1,190.12	1,511.45	1,919.54	2,437.81	3,096.02	3,931.95	4,993.57
18	1,099.81	1,396.76	1,773.88	2,252.83	2,861.10	3,633.59	4,614.66
	1,213.92	1,541.68	1,957.93	2,486.57	3,157.94	4,010.59	5,093.45
19	1,121.81	1,424.69	1,809.36	2,297.89	2,918.32	3,706.26	4,706.95
	1,238.20	1,572.51	1,997.09	2,536.30	3,221.10	4,090.80	5,195.32
20	1,144.24	1,453.19	1,845.55	2,343.85	2,976.68	3,780.39	4,801.09
	1,262.96	1,603.96	2,037.03	2,587.03	3,285.52	4,172.62	5,299.22

EXHIBIT "B" CONDITIONS:

1. The District reserves the right to decide if the position is offered. If offered, the amounts on the schedule will apply.
2. A two percent (2%) increase for each year of experience in that particular sport in the District shall be added to the salary.
3. A two percent (2%) increase for each year of experience with a particular activity in the District is added to the salary.
4. Varsity basketball coach may schedule not more than eight (8) games using juniors only. A \$30 stipend for each game played under Illinois High School Association Rules will be paid.
5. In seasons when freshmen coaching positions are not filled, the junior varsity basketball coach(es) may schedule up to six (6) games using freshmen only. A \$30 stipend for each game played under Illinois High School Association Rules will be paid.