

NEGOTIATED AGREEMENT

2022-2026

(2022-2023; 2023-2024; 2024-2025;2025-2026)

BETWEEN

**ANNAWAN EDUCATION
ASSOCIATION**

AND

**ANNAWAN COMMUNITY UNIT
SCHOOL DISTRICT 226**

HENRY COUNTY

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AGREEMENT

In compliance with Illinois Labor Relations Act, the Board of District 226 and the Annawan Education Association agree that at the point of negotiations impasse the Federal Mediation and Conciliation Service (FMCS) will be called in for mediation.

ARTICLE I **RECOGNITION**

- A. The Board of Education of District 226, Henry County, Illinois (hereinafter "Employer" or "District") hereby recognizes the Annawan Education Association/IEA-NEA (hereinafter the "Association") as the sole and exclusive bargaining representative for all full-time and part-time certificated or professional staff with exclusion of superintendent and full-time principals. The term "bargaining unit member" or employee(s) when used hereinafter in the Agreement shall refer to all employees represented by the Annawan Education Association/IEA-NEA in the bargaining unit as above defined. The term "Employer" or "District" when used hereinafter in the Agreement shall refer to the Board of Education or its Administrative Agents, including the superintendent and principals.
- B. The Board agrees that it shall not bargain with an employee or group of employees other than the fully recognized bargaining agent.

ARTICLE II **ASSOCIATION RIGHTS**

- A. Dues Deduction

Any member of the bargaining unit who is a member or has applied for membership in the Association may sign and deliver to the Board an authorization for continuous or annual dues deduction. The appropriate authorization forms shall be provided by the Association. The authorization is continuous and shall remain in effect from year to year unless the employee revokes said authorization between August 15 and September 1 of any year.

- B. The Board shall deduct from each employee's pay the current dues of the Association provided the Board has received an authorization form.
 - 1. Pursuant to such authorization, the Board shall deduct one-tenth of such dues from the regular salary check of the bargaining unit member each month for ten (10) months, beginning in September and ending in June each year.
 - 2. The Board shall remit said deducted dues to the Association within twenty (20) days following the pay period deduction.

GENERAL ASSOCIATION RIGHTS

- A. The Board shall place on the agenda of regular Board meetings as the first or second item for

consideration under “New Business” any matters brought to its attention by the Association at any time so requested.

- B. The Co-Presidents of the Association or the President’s designee shall be given verbal or written notice of all regular and special meetings of the Board. A copy of the agenda or statement of purpose of each meeting will be given at least twenty-four (24) hours prior to the scheduled time of the meeting or as the Board members are in receipt thereof.
- C. One (1) copy of all Board minutes shall be mailed or placed in the mailbox of the Co-Presidents of the Association as soon as they have been prepared.
- D. Within thirty (30) days of ratification of the agreement, the Board shall have prepared one (1) copy of the agreement per teacher plus two (2) copies for the AEA and delivered to the Association for its distribution to each teacher in the District.
- E. The Association shall have the right to request the use of the buildings, facilities, equipment and supplies, if that scheduled time does not conflict with scheduled student activities or scheduled faculty meetings with the administration for local association (AEA) needs.
- F. The Association shall have the right to post notices of activities and matters of Association concern on the designated notice areas in each building, provided the administration receives these courtesy bulletins and authorship of each notice so posted indicates the same. The Association may use district mail boxes for communication to bargaining unit members.

INFORMATION TO THE ASSOCIATION

- A. The Board shall furnish the Association Co-Presidents with the following documents as they are received, completed, or compiled.
 - 1. Board Agendas
 - 2. Summary of official minutes of the Board meetings
 - 3. Monthly budget summaries
 - 4. Board Policy manual
 - 5. The Board will also furnish upon request: Annual Auditors report and management letters, including the Annual Financial Report.
 - 6. Current Fiscal year budget
 - 7. Statistical information, not including teacher’s names, pertaining to teacher step placement, salary line placement, extended service placement, and present insurance coverage.
 - 8. Faculty lists including home addresses and listed telephone numbers.
- B. The Association shall be permitted for the purpose of local AEA meetings the use of school facilities, equipment and office supplies provided the meeting is scheduled at a location which does not conflict with the scheduled student activities, nor at a time which conflicts with scheduled faculty meetings with the administration and provided the authorized Association representative completes the form for facility use in the Principal’s office. Should custodial service be necessary subsequent to such meetings a reasonable charge for such service shall be assessed by the Association, consistent with

assessments of other public bodies. The Association shall reimburse the district for materials used for Association purposes.

- C. Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property provided said representative(s) check into the principal's office upon arrival and conduct their business during the teacher's non-student contact time and when not assigned other duties.
- D. Association representatives shall be permitted up to an aggregate of 3 days leave with pay each school year to attend association sponsored programs provided the association reimburses the district for the cost of the substitute teacher(s) employed for such leave and provided that representative provides three (3) days' notice to the Superintendent prior to absence.

ARTICLE III **BOARD RIGHTS**

- A. It is understood and agreed that the Board possesses the sole right and authority to operate and direct all staff including, but not limited to, all rights and authority exercised by the Board prior to the execution of this Agreement, except as modified in this Agreement. These rights include, but are not limited to:
 - 1. To determine its mission, policies, and goals and to set forth all standards of service offered to the public.
 - 2. To plan, direct and determine the operations or service to be conducted by the staff.
 - 3. To determine the methods, means, number of personnel needed to carry out the mission, goals and aims of the Board.
 - 4. To hire and assign or to transfer the staff members or staff employees within each department or among departments, or instructional related functions.
 - 5. To evaluate, promote, suspend, discipline or discharge.
 - 6. To make, publish and enforce rules and regulations of the Board.
 - 7. To introduce new or improved methods, equipment or facilities.
 - 8. To contract out for goods and services.
 - 9. To require staff to maintain accurate grade and attendance records and provide the same upon request.
 - 10. To establish the yearly school calendar.
 - 11. To adopt a budget and purchasing policy.
 - 12. To take any and all action as may be necessary to otherwise carry out the missions

and goals of the Board.

ARTICLE IV

EMPLOYEE DISCIPLINE

- A. Any questions or criticism by the employer of a teacher's performance shall be made in confidence and not in the presence of students, other teachers, parents, or other gatherings.
- B. A teacher will be given prior notice of the reason/reasons for meeting with the principal for disciplinary matters. The teacher is entitled to request that a local association representative be present in the meeting after reviewing the reason/reasons for the meeting. At least one period (40 minutes) should be allowed between the presentation of reason/reasons and the meeting of the teacher and principal.
- C. Should a teacher be required to meet with the superintendent or the Board of Education regarding an item which may result in disciplinary action he/she shall be notified of the reasons for the meeting five days preceding the meeting unless the nature of the incident is of such seriousness as to require suspension of the teacher pending the study of the circumstances involved, the Board retains the right to act accordingly. Should the teacher be found not at fault no penalty shall be assessed against the teacher for such action and the public record shall indicate the resolution of the alleged infraction. The teacher at such meeting shall be entitled to Association representation.

ARTICLE V

GRIEVANCE PROCEDURE

A. Definitions - A Grievance shall be:

- 1. Any claim by a certified employee, a group of employees or the Association, that there has been a violation, misrepresentation, misapplication of the terms of this agreement shall be a grievance.
- 2. All time limits consist of school days, except when a grievance is submitted fewer than ten (10) days before the close of the current school term, then time limits shall consist of all week days, excluding Saturdays, Sundays and holidays.

B. Procedures

The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications. When requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:

1. STEP I

The grievant or the Association may present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The Association's representative, the grievant, and the

immediately involved supervisor shall be present for the meeting. Within five (5) days of the meeting, the grievant and the Association shall be provided with the Supervisor's written response, including the reasons for the decision.

2. STEP II

If the grievance is not resolved at Step I then the Association may refer the grievance to the superintendent or the superintendent's official designee within ten (10) days after receipt of the Step I answer. The superintendent shall arrange with the Association representative for a meeting to take place within five (5) days of the superintendent's receipt of the appeal. Each party may include in its representation such witnesses and counselors as it deems necessary. Within five (5) days of the meeting, the Association shall be provided with the superintendent's written response, including the reasons for the decision.

3. STEP III

If the Association is not satisfied with the disposition of the grievance at Step II, the Association may submit the grievance to the Board of Education within ten (10) days after receipt of the Step II answer. The Board of Education shall arrange with the Association representative for a meeting to take place within five (5) days of the Board of Education's receipt of the appeal. Each party may include in its representation such witnesses and counselors as it deems necessary. Within five (5) days of the meeting, the Association shall be provided with the Board of Education's written response, including the reasons for the decision.

4. STEP IV

If the Association is not satisfied with the disposition of the grievance at Step III, the Association may submit the grievance to final and binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the day for Step IV answer, then the grievance shall be deemed withdrawn.

- a. The arbitrator shall have no power to alter the terms of the agreement.

C. Bypass to Superintendent

If the Association and its members and the superintendent agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.

D. Bypass to Arbitration

If the Superintendent and Association agree, a grievance may be submitted directly to arbitration.

E. Class Grievance

Class grievances involving one or more employees or one or more supervisors, and grievances

involving an administrator above the building level may be initially filed by the Association at Step II.

F. Association Participation - Informal Level

Should the local Association representative not be requested at this meeting by the grievant, the Co-Presidents of the Association shall be informed of the final disposition of the grievance within three (3) days of the meeting.

G. Board - Administration Cooperation

The Board and Administration shall cooperate with the Association in the investigation of any grievance to the extent that information requested by the grievant/association is pertinent to the grievance and is considered public information and the Board and the Administration shall not be required to create information or data which are not normally compiled by the District.

H. No Reprisals Clause

No reprisals shall be taken by the Board or the Administration against any employee because of the employee's participation in a grievance.

I. Released Time

Should the investigation or processing of any grievance require that the bargaining unit member or any Association representative be released from their regular assignment, the bargaining unit member or Association representative shall be released without loss of pay or benefits for the day(s) so designated.

J. Filing of Materials

All records related to a grievance shall be filed separately from the personnel files of the employees.

K. Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent.

L. No Written Response

If no written decision has been rendered with the time limit indicated by a step, then the grievance may be processed to the next step.

M. AAA Rules

The processing of a grievance at Step IV shall be in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association except in those circumstances where the expediency of the issue may best be served by utilizing the Expedited Arbitration Rules of the

AAA. In such cases, the use of the Expedited Rules shall be exercised only in those cases where mutually agreed.

N. The fees and the expenses of the arbitrator shall be shared equally by the parties.

O. Time Limit for Filing

No grievance shall be entertained or processed unless it is submitted within ten (10) school days after the employee concerned or the Association has become aware or should have become aware, through the use of reasonable diligence, of the occurrence of the event giving rise to the alleged grievance. If a grievance is not presented within the time limits set forth above, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Board's last answer. The time limit in each step may be extended by mutual written agreement of the Board and Association representatives involved in each step. When the filing time period extends after the close of the school term, "school days" shall be interpreted to include regular week days, excluding Saturdays, Sundays, or holidays.

ARTICLE VI **EVALUATION**

A. No formal evaluation shall take place until the Building Principal or Lead Teacher acquaints each teacher under his/her supervision with the evaluation procedures and instruments. All teachers new to the District shall be advised of the evaluation procedures and instruments to be utilized no later than September 30 or within one month of assuming their duties if employed after September 30. The Building Principal or Lead Teacher shall advise each teacher who shall observe and evaluate the teacher's performance.

1. Teachers who are assigned teaching duties in both the elementary and secondary levels may be, but need not be, evaluated by each principal. Prior to September 30th each year, a decision shall be made regarding which principal shall be the primary evaluator in these situations. The Principal to be selected by the superintendent for this purpose shall consider the input of the other principal in formulating the overall evaluation of the teacher.

B. A formal classroom evaluation shall be defined as one involving a classroom observation of not less than fifteen (15) minutes and a written evaluation of the visitation followed by a conference within five (5) days between the evaluator and the teacher. All formal observations shall commence in the first half of the scheduled lesson period. Teachers shall be advised of a formal classroom evaluation at least one period prior to the evaluation. Informal visitations can be made at any time and informal suggestions are encouraged.

C. A formal evaluation shall evaluate each teacher in writing, using an evaluation instrument. All formal evaluation shall be done with the full knowledge of the teacher. When the evaluation instrument is revised or a new one adopted, the certified staff shall be provided an opportunity for advisory input during its development and prior to implementation. Changes in the instrument may be made as required by law without limitation of time constraints as described in Article XVI Entire Agreement and Article VI, Section C. Formal evaluation observations shall not be conducted more frequently than twice within twenty (20) days.

- D. Non-tenured teachers shall be formally evaluated at least twice each year. Tenured teachers in contractual continued service whose performance is rated as either "excellent", grouping 4, or "proficient", grouping 3, shall be evaluated at least once in the course of the three school years after receipt of the rating. Tenured teachers shall, if determined by the administration to be necessary, be formally evaluated at least once each year. No tenured teacher shall be dismissed for reasons of classroom performance without having been formally evaluated at least twice during the year of dismissal. Any teacher receiving a "Needs Improvement" or "Unsatisfactory" rating, which puts them in grouping 2, will be formally evaluated at least once each year until they are able to move to grouping 3, or grouping 4.
- E. The evaluator shall provide the teacher both constructive assistance to improve the quality of instruction as well as a written statement of deficiencies. Suggestions for improving deficiencies shall be offered by the evaluator, recognizing that the responsibility for improvement rests with the teacher.
- F. The teacher shall sign copies of the written evaluation and receive a copy of said evaluation. If the teacher feels that his/her formal evaluation is incomplete, inaccurate or unjust, he/she may put his/her objections in writing. The evaluator shall sign the teacher's objection, if any, and a copy of said statement shall be given to the teacher and one copy attached to the evaluation report to be placed in the teacher's official personnel file. G. The administration may utilize informal observations and other firsthand evaluative criteria for the overall teacher evaluation. Any formal observation which is to be used for these purposes shall be reduced to writing indicating the time, date and occurrence giving rise to the notation. The written observation shall be completed within five (5) school days of the occurrence, and the teacher shall be informed of the contents of the report prior to being placed in the teacher's personnel file.
- G. The administration may utilize informal observations and other firsthand evaluative criteria for the overall teacher evaluation. Any formal observation which is to be used for these purposes shall be reduced to writing indicating the time, date and occurrence giving rise to the notation. The written observation shall be completed within five (5) school days of the occurrence, and the teacher shall be informed of the contents of the report prior to being placed in the teacher's personnel file.
- H. Any grievance filed relative to this Article shall be limited to violations of the specific procedures outlined in Section A through C.

J. EVALUATION COMMITTEE:

1. The parties to the Agreement shall establish an Evaluation Committee, which shall consist of the Superintendent and up to 2 administrators, and three representatives appointed from the Association by its Co-Presidents. The Co-Chairpersons of this Committee shall be the Superintendent and one of the three Association members.
2. The Evaluation Committee shall develop specific procedures (not in conflict with this Agreement) and provide input into the instruments to be used for the evaluation of employees covered by this Agreement. Final approval of the evaluation instrument rests with the Board. If not approved, then the committee will reconvene.

3. Evaluations of employees shall be conducted using the current evaluation tool until the adoption and implementation of agreed upon standards, procedures and instruments.
4. Either party to this Agreement may annually re- establish, as per above procedure, this Evaluation Committee for the purposes of reviewing and/or revising any procedures by serving written notice on the other party by May 15 of their desire to re- establish the Evaluation Committee.
5. The Board in cooperation with the Association shall develop a Teacher Evaluation Plan in conformance to P.A. 06-986 (Senate Bill 315) within the timeframes prescribed by law.
6. Release time will be granted to each member of the Evaluation Committee in order to attend professional development and meetings specific to the Evaluation Committee's work.

ARTICLE VII

LEAVES

A. SICK LEAVE

Each full-time employee shall be granted days of sick leave in each school year. 15 sick days shall be granted to employees with 0-19 years of completed service to the district. 18 sick days shall be granted to employees with 20-24 years of completed service to the district. 21 days shall be granted to employees with 25 or more years of completed service to the district. Sick leave shall be allowed to accumulate to a maximum of 360 days. Sick leave shall be determined to mean personal illness, quarantine at home, or serious illness or death in one's immediate family or household. Pregnancy related disabilities shall be treated as sick leave. Immediate family shall mean parents, spouse, brothers, sisters, children, aunts, uncles, nieces, nephews, grandchildren, grandparents, parents-in-law, brothers/sisters in-law, and legal guardians.

B. BEREAVEMENT LEAVE

Two (2) days of bereavement leave per teacher, deducted from sick leave, will be granted per year for deaths outside the teacher's immediate family (as defined in Article VII.A of this agreement). No more than a maximum of two (2) teachers per day district wide will be granted bereavement leave on the same day. Verbal requests for bereavement leave must be submitted to the appropriate building Principal at least 48 hours in advance of the date on which the leave is requested. Written requests will be submitted prior to the commencement of the bereavement leave, except in cases of emergency. In an emergency situation, written requests shall be submitted the first school day the teacher returns. In case of extenuating circumstances, and as determined by the Superintendent, the above restriction may be waived.

C. PROFESSIONAL CONFERENCES

Each teacher shall be permitted a professional leave day subject to the approval of the superintendent who shall not deny reasonable requests and subject to the following conditions:

1. Leave shall be requested for scheduled meetings, or

activities related to the teacher's assignment.

2. No more than three (3) leaves shall be approved for any given day.
3. Request for leave shall be submitted no fewer than five (5) days preceding absence.
 - a. Professional leaves shall be approved on a first come first serve basis.
 - b. Approved professional leave shall be at no loss of pay.
 - c. Employees shall be allowed reimbursement for reasonable expenses, not to exceed board approved rates for food, lodging, and travel, provided receipts are submitted and approved by the Superintendent and provided sufficient funds are available for such reimbursement. The superintendent shall advise each teacher of the maximum daily amount allowed for expense reimbursement and whether sufficient funds are available to reimburse the teacher prior to absence for such leave. The Board shall budget \$1,000 for professional leave.

D. COACHING CLINICS

Coaches shall be allowed one (1) day of released time from school to either:

1. Attend the State Tournament finals in their sport or,
2. Attend a clinic in their sport which is conducted on a day when school is in session.

Reasonable expenses for food, lodging and travel will be reimbursed in accordance with C.3c above. The amount to cover these expenses will be covered in the athletic budget instead of the professional leave budget. (\$1,000 will be budgeted in the athletic budget to cover these expenses.)

E. UNCOMPENSATED SICK LEAVES OF ABSENCE

Any teacher or certified personnel who becomes ill or physically incapacitated and who has used all allowable sick leave during any school year shall be granted an uncompensated leave of absence for up to the duration of said school year. In case of any disagreement regarding such leave the Board of Education may require the certificate of a medical doctor of the Board's choice evidencing such disability and the evidence of the doctor shall be final. All accrued medical fees for this examination shall be paid by the Board.

F. PERSONAL LEAVE

Professional staff shall have two (2) personal leave days, per school year. If any personal days are left unused at the end of a school year, one (1) day will be automatically banked for use in the subsequent school year. The use of such personal days is subject to the following conditions:

1. All personal leave, in excess of three days, shall be converted into sick leave if not used as personal leave. Leave accumulated prior to the 2007 contract will be converted to sick days.

2. At least three (3) days prior written request.
3. Such personal leave may not be used in increments of less than one-half day at a time.
4. Personal leave may be taken immediately before or immediately after a holiday provided that fourteen (14) school days notice is given before the 1st day of absence.
5. Personal leave cannot be used during the first week and the last week of the school year without advance written permission of the Superintendent.
6. The Superintendent retains the prerogative to approve or disapprove all personal leave requests.
7. No more than ten percent (10%) of the certified staff may be granted personal leave for the same day from the same building.
8. Personal leave may only be used for personal business that cannot be completed beyond the regular work day and weekends.
9. If all personal days have been used and a personal emergency or crisis situation occurs that requires absence, a teacher may advance one personal day from the subsequent school year. In such circumstances, the number of days available the following year shall be reduced by one day, at the onset of the year.

G. RIGHTS ON LEAVE

1. Any teacher on leave authorized by the Board shall be accorded the opportunity to maintain at their expense the insurance benefits to which any employee would have been entitled were the employee regularly employed as required under federal COBRA regulations which will be handled directly by the medical insurance carrier.
2. Any teacher on leave authorized by the Board shall be eligible to advance on the salary schedule provided they were employed one (1) semester or the equivalent thereof in the school where the leave was granted. Sick leave days will count as work days for this purpose unless 10 consecutive sick days preceded the approved leave and result in less than one (1) semester or the equivalent thereof having been worked. Pursuant to Article XIV Section A, any such advancement during the term of this Agreement shall be within lanes, with no step changes.
3. Any teacher on leave authorized by the Board shall maintain their accumulated sick leave days and seniority upon return to their duties at the conclusion of the leave.

H. OTHER LEAVES OF ABSENCE

Upon the recommendation of the superintendent and/or his/her designee, leave of absence for an extended period of time may be granted by the Board. Any employee desiring a leave of absence without pay must submit to the superintendent an application in writing at least sixty (60) calendar days before the desired date of the commencement of the leave. In emergency cases, the superintendent may waive the sixty (60) calendar days, if in his/her judgment, the employee submits in writing an explanation with proper verification and/or documentation indicating the events, occasions, or occurrences beyond the control of the employee who requested that the sixty (60) day period be waived.

A leave of absence for an extended period of time may be granted to tenured teachers for

any of the following reasons or purposes: illness, maternity, child adoption, child care (child shall mean children 2 years of age or younger at the time leave is requested), military, professional study, government or professional service, educational growth, and for such other reasons which, in the judgment of the superintendent, may be recommended to the Board for approval.

Under this policy, no leave shall exceed one year unless an extension thereof is requested by the employee in writing and recommended by the superintendent and approved by the Board of Education. Any request for an extension must be submitted to the superintendent no later than sixty (60) calendar days prior to the end of the school year during which the employee is on leave. In no event shall any employee be granted an unpaid leave of absence in excess of two (2) years.

Notification of intention to return to the employ of the school district from an unpaid leave of absence shall be made in writing to the Superintendent at least sixty (60) calendar days prior to the end of the school year preceding the expected return.

Employees returning from an unpaid leave of absence shall be placed on the salary schedule at the same place they occupied at the beginning of the leave unless they have completed teaching the equivalent of one semester's duty in the school year in which the leave was taken. In the latter case, employees shall be granted a full year's credit on the salary schedule. Prior to the approval of any leave request pursuant to this clause, the Superintendent and/or Board may require that the employee submit proper documentation such as statements of a physician, admission in an institution of higher learning, or approval by the proper agency of adoption.

Upon termination of approved leave, the teacher shall return to his/her former position if available. If not, he/she will be reinstated to another position, if vacant, for which he/she is legally qualified. If reasons for leave cease to exist, the teacher shall be permitted to terminate leave and shall be reinstated to his/her former position unless the Board is under contractual obligation to a temporary substitute, in which case the teacher shall be placed in any other available position if vacant for which they are legally qualified. In such case the teacher shall be reinstated to their former position or a similar position as soon as the Board's obligation to the substitute terminates.

I. SABBATICAL LEAVE

Sabbatical leaves may be granted in accordance with Section 24-6.1 of the Illinois School Code.

J. JURY DUTY

Any employee called for jury duty during working hours or who is subpoenaed to testify during working hours in any judicial matter shall be paid his/her full salary for such time and suffer no loss of benefits or contractual advantage. Daily rates received for such duties shall be reimbursed to the District only for those working days when the employee was absent from school and in no case shall such reimbursement exceed the employee's per diem rate of pay with the District. Such reimbursement shall not include any compensation for food or travel.

The employer or his/her designee may waive the conditions listed above when appropriate and

he/she may want additional leave days when in his/her opinion the interest of the District are served by such additional days.

K. CATASTROPHE BANK

Teachers may elect to participate on an annual basis in a voluntary catastrophe bank. Teachers build the catastrophe bank by each contributing two (2) days during their first year of employment in the Unit District #226 and one (1) day each year thereafter. If the bank has a balance meeting the cap of (120) days or more on the first day of school, then no contribution will be necessary from anyone except first-year employees wishing to participate. If a retiring teacher has sick days exceeding the number he/she needs to retire early, that teacher may elect to contribute those excess sick days to the catastrophe bank upon retirement

1. The catastrophe bank shall be instituted according to the following guidelines.
 - a. Participation shall be open to all certified employees on a voluntary basis. In order to benefit from the catastrophe bank, the employee must have participated in the most recent contribution.
 - b. Intent to participate will be declared by all new employees within five (5) working days of the start of the school year or the beginning of their employment and such participation shall continue for the duration of the agreement.
 - c. Participating members shall contribute two (2) of their available sick leave days to the bank, whenever the bank balance falls below thirty (30) days. Days in the bank will remain regardless of the position of the staff member.
 - d. Upon exhaustion of the bank, if an employee requests the use of days from the bank and the request is granted, provisions in Item #3 above will be reinstated, with a maximum number of 4 days contributed by an employee in a school year.
2. Definition. For purposes of this article, a catastrophe shall be defined as "sick leave" as used in this policy and shall conform to the definition outlined in Article VII Part A, of the negotiated agreement between the Board of Education of Annawan and the AEA.
3. All unused catastrophe days from the previous contract shall be added to the present contract.
4. A committee (see below) shall be instituted to determine if a given application fits the above definition.
5. Administration of the Catastrophe Bank. Applications for catastrophe bank coverage are to be submitted for review and approved by a special committee, comprised of 4 teachers selected by the AEA and 1 administrator designated by the Superintendent. The committee shall be responsible for verifying the validity of the prolonged illness or disability and determining the eligibility for catastrophe bank benefits. The Association agrees to indemnify and hold harmless the Board, its members, employees, and agents for and against any claims, grievances, actions, causes of action or liability resulting from the Association's operation and administration of the sick leave bank, including, but not limited to, any claims based upon the Executive Board's denial of a teacher's application for sick leave benefits.
6. Application for use of the Catastrophe Bank. Members facing a catastrophic situation, or a member's legal representative, may after exhausting twenty (20) work days of the member's own available sick leave, personal leave, or leave without pay, make written application for the

use of the bank days to the committee, stating reason for leave and anticipated length of leave. Confirmation by a doctor of the reason for leave and length of anticipated leave must be submitted with application in writing. The findings of the committee as well as the legitimacy of the request shall be final and binding. In the event a staff member becomes eligible, under TRS rules, for temporary or permanent disability, such staff member shall no longer qualify for the catastrophe bank until returning to work full time; with this being allowed based on a medical release stating the staff member is able to return to work and is presented to the administration. If an employee has given an irrevocable resignation for reasons of retirement as outlined in Article XIV, letter F, and that resignation has been approved by the Board of Education, those sick days will be considered unavailable as they are designated for retirement purposes.

7. Maximum days that may be granted by the Committee to a participating employee for catastrophe use per year will be ninety (90) days.
8. Maximum number of days that can be accumulated in the catastrophe bank is one hundred twenty (120).
9. Once a contributing member has given irrevocable notice of intent to retire to the Board, he or she need only exhaust the number of sick days available to them above those needed for early retirement, before being eligible to apply for a grant of days from the catastrophe bank.

L. Flex Time

Teachers are eligible for “flex time” to accommodate appointments of a short time duration, that necessitate being absent for less than one half of a school day. (e.g. appointments for medical, dental, legal, etc). Teachers who elect to use flex time are responsible to arrange their own substitute coverage and must notify the administrator, at least 48 hours in advance, unless an emergency exists, of the intended use of such flex time. Teachers who voluntarily serve as substitutes, e.g. by giving up a planning period shall not receive additional monetary reimbursement. All use of flex time must be done in a manner that does not cause the District to incur costs for substitute coverage.

ARTICLE VIII **REDUCTION IN STAFF**

A. Consultation with Association

When the Board decides it is necessary to reduce the number of employees in the District because of decreased enrollment, lack of funds, or other sound educational reasons, the Association will be informed of such reduction in staff in advance of any public announcement. The Association shall be given an opportunity to discuss the number of employees not to be reemployed, the particular positions to be eliminated and alternatives to such reduction in staff.

B. Reduction Procedures

1. If the Board decides to decrease the number of teachers employed or to discontinue some particular type of teaching service or area, the Board shall, among tenured and non-tenured teachers who satisfy all certification and qualification requirements, use performance evaluation rankings to determine the sequence of layoffs. Seniority will be used between

teachers who receive the same average performance evaluation rating within the Groups described below in Article VII, B.2.

2. For purposes of ranking tenured and non-tenured teachers based upon performance, teachers are to be grouped into four performance categories based on their last two summative evaluations. Group One consists of all non-tenured teachers who have not yet received a performance evaluation rating. Group Two consists of tenured and non-tenured teachers who received a "Needs Improvement" or "Unsatisfactory" performance evaluation rating on their last evaluation. Group Three consists of tenured and non-tenured teachers who received at least a "Proficient" (or Satisfactory) performance evaluation rating on both of their last two evaluations, if two evaluations are available, or on the teacher's last evaluation if only one evaluation is available. Group Four consists of teachers with "Excellent" ratings on their last two performance evaluations, and teachers with "Excellent" ratings on two of their last three performance evaluation, with the third being "Proficient" (or Satisfactory), or as mutually agreed upon by the Board and Association from recommendations made by the Joint Committee.
3. RIF Groupings 1-4 shall be as defined by the Illinois School Code.
4. Seniority shall only be used to determine layoff sequence in cases of a tie for teachers with the same average performance evaluation rating within the same grouping. Notices for all teachers shall be effective if received 45 days before the end of the school term.
5. Only teachers in Group Three or Group Four, who meet a vacant position's qualification requirements, will have recall rights in reverse order of the reduction in force (RIF). Group Two teachers will have recall rights if their most recent evaluation was at least "Proficient" or "Satisfactory".
 - a. An employee's failure to respond affirmatively within fifteen calendar days after the Board's letter is sent by certified mail to the employee's address on file with the Board recalling such employee, shall result in the termination of the employee's rights of recall hereafter.
6. The District, in consultation with the AEA Co-Presidents, shall develop a sequence of dismissal lists categorized by position, utilizing the groupings described herein, and distribute the list to the Association within sixty days before the end of the school term.

ARTICLE IX TEACHER ASSIGNMENTS

- A. All teachers shall receive written tentative notice of their building assignments, room assignments, class and/or subject assignments, for the forthcoming year (in those cases where no change in assignment is planned, the teacher will be notified in a generic statement to that effect.)
- B. The Board of Education and the Association share a commitment to education for the children of this community. The parties agree that class size and availability of aides is an important aspect of an effective educational program. In addition, both parties acknowledge that students are served best when teachers are placed in their strongest curriculum area. Therefore, all reasonable effort will be made to keep class size at reasonable levels, if the class size is large, the administration will attempt to provide that teacher with one consistent aide for that room,

when financially possible, and place teachers in the curriculum area that will serve students best. If the number of students in a classroom and/or the specific needs of the students in a classroom are such that the class composition requires re- evaluation, the education team comprised of the classroom current teacher(s), previous year's teacher(s), counseling/social work staff, special education teacher(s), building administrator, title teacher or interventionist (if applicable) shall examine the situation and formulate a recommended plan to the District Superintendent.

All efforts will be made to give teachers notice of their building, class and/or subject assignments for the forthcoming year by no later than May 1st.

Once the above deadline for assignment passes, teaching assignments that necessitate changes due to the needs of the District will be handled as follows:

1. If a change occurs before August 1st the teachers affected will be notified and when practicable requests for voluntary reassignment will be given first priority.
2. If the change occurs after August 1st the teachers affected by the change, unless electing a voluntary reassignment, will be provided with a \$200 classroom supply stipend and logistical assistance in moving their classroom, if applicable.

Should a class assignment or class size issue arise the affected teacher(s) should openly discuss their concerns with their building principal and superintendent. If the affected teacher(s) still feel their concern is not being addressed, the teacher(s) directly involved shall discuss their concerns with the AEA Executive Board. The AEA Executive Board will then decide whether further action should be undertaken to address the issue. If the Executive board feels further action needs to be taken, the issue will be re-addressed with the Administration and/or presented to the Annawan Board of Education for consideration.

- C. When it is necessary for a building administrator to make the following assignments: ticket seller, concession supervisor, class sponsor, organizational supervisor, it shall be first offered on a voluntary basis. If the administration is unable to fill said assignment on a volunteer basis, they retain the right to assign said duties. These involuntary assignments will be rotated on a fair and equitable basis. No teacher shall be required to assume such an assignment for more than the remainder of the then current school year without his/her approval. Any other extra duty assignments, excluding coaching assignments which are unacceptable to the teacher should be reported to the building supervisor and if it is possible to rotate that duty it should be treated in the same manner as the aforementioned assignments in Article X, C.

ARTICLE X

WORK DAY AND WORK HOURS

A. The intended normal employee working day shall be a 7 hour 50 minute day unless provided otherwise in this Agreement. The typical day shall commence at 7:45 A.M. and conclude at 3:35 P.M. unless otherwise approved by the Principal. During each workday, the employee shall be entitled to a duty-free lunch period equal to that specified in the School Code of Illinois, Section 24-9.

- B. The basic weekly teaching assignment in the senior high school may consist of thirty (30) teaching periods or twenty- five (25) teaching periods and five (5) periods where other duties may be

assigned, and five (5) preparation periods. There may be exceptions to the basic teaching assignment. Junior High teachers shall be permitted an aggregate of five (5) preparation periods per week, with the exception of Band, Chorus, Art and Librarian. No teacher shall be assigned to more than thirty (30) hours of scheduled student contact without the consent of the teacher. The normal teaching load in the elementary levels shall not exceed thirty (30) hours of scheduled student contact without the consent of the teacher. Elementary teachers shall be permitted an aggregate three (3) hours per week for preparation.

- C. Should the Board elect to implement an eight (8) period day, the normal teaching load for junior high and high school teachers shall be considered six (6) class assignments, a seventh (7th) assignment involving supervision of an area, and one (1) preparation period. If the teacher receives a seventh (7th) class assignment, the teacher shall be compensated an amount equal to one-eighth (1/8) of his/her salary for a full year or one-sixteenth (1/16) for a semester course.
- D. Nothing in this Article shall require the Employer to keep schools open in the event of severe inclement weather or when otherwise prevented by an Act of God. When the schools are closed to students due to the above conditions, bargaining unit members shall not be required to report for duty.
- E. Teachers who are unable to report for work because of severe inclement weather or an Act of God may utilize personal leave days for this purpose.

ARTICLE XI

CONDITIONS OF EMPLOYMENT

A. SCHOOL CALENDAR

The Board shall establish for the coming year, a school calendar which does not exceed one hundred eighty-five (185) school days. The calendar shall contain no more than one hundred eighty (180) employee work days. Emergency days that are not used for emergency purposes shall not become work days. The Superintendent shall solicit input from the teachers concerning the calendar, however it is recognized that such input is strictly advisory.

B. STUDENT GRADES

The responsibility and prerogative for assigning grades to students rest with the classroom teacher. The administration shall not change any grade recorded by a teacher without said teacher's knowledge.

C. SUBSTITUTING

Every effort shall be made to secure qualified substitute teachers to assume the duties of regularly employed teachers in their absence. For emergency situations (when no substitute is available) each school shall maintain a list of teachers who would be willing to substitute during their preparation period. Should it be necessary for a teacher to teach, supervise, or perform administrative duties during his/her planning time due to the unavailability of a substitute teacher, such teacher shall be compensated at the appropriate fraction of the substitute rate unless

serving as a flex time substitute, on a voluntary basis. Substituting, at the request of another teacher, for a flex time absence shall be done with no additional compensation.

In the event there are not an adequate number of volunteer internal substitutes, management reserves the right to designate or assign the responsibility.

D. STUDENT DISCIPLINE

The parties agree that the employee has the primary responsibility for maintenance of discipline within the classroom. The administration, however, recognizes its responsibility within Board Policy to assist the employee in maintenance of control and discipline.

“Assist” is to be interpreted as follows: Extreme cases shall be taken to the building principal and mutual follow-up shall be made between teacher, building principal and the pupil. If student-teacher conferences, parent-teacher conferences, or student-teacher-administrator conferences have been unsuccessful in controlling student behavior, certified personnel may request the dropping of the student from a class. Final action shall be left with the building principal and/or superintendent.

E. RIGHT TO REVIEW – PERSONAL FILE

The official file of all materials related to an employee shall exist at the Administrative Central Office. Each employee shall have the right to review the contents of said employee’s personnel file with the exception of pre-employment confidential materials, and to attach and place therein written reactions to the contents. The employee may review his/her file upon reasonable advance notice submitted to the Superintendent and/or his/her designee during the regular hours established for the Central Office. The signature does not indicate agreement with the contents of the materials. The employee may not remove any materials from said file; however, copies of materials shall be made for the employee (at his/her expense) if requested. An employee shall be informed of material being placed in the employee’s file which is derogatory to an employee’s conduct or services.

ARTICLE XII **JOB SECURITY**

A. DISTRICT SENIORITY

1. “Seniority” shall be defined as the length of a certified employee’s continuous full-time services within the District. Said service shall be computed from the first day of current uninterrupted employment within the District. The “first day” shall be defined as the day upon which duties are first performed.
2. Seniority will not accrue during any leave-of-absence without pay. Seniority will not be interrupted due to excused absences or illness.
3. Certified employees who have formerly been employed on a continuous, full time basis and then have become administrators or served in other non- bargaining unit positions and then return to the bargaining unit without a break in service shall retain seniority credit for

all time employed by the District and shall enter on the appropriate level at the present teacher's pay scale for the portion of their job that involves teaching.

4. In the event seniority is equal between eligible certified employees, the following procedures are to be utilized as a tiebreaker:
 - a. Previous experience credit inside and outside the District which is allowed for credit on the salary schedule.
 - b. Education beyond the bachelor's degree which is allowed as credit on the salary schedule.
 - c. Any further ties to be determined by drawing of lots.

ARTICLE XIII

VACANCIES AND TRANSFERS

- A. The Superintendent will post in all school buildings a notice of all vacancies and newly created positions as they occur for a period of at least ten (10) days except when such vacancies occur within two weeks of the opening of school or during the school year. Current employees shall be given priority consideration for such determination of the appropriate person for each position. Positions may be temporarily filled until the application process has been completed. Unsuccessful applicants will be notified in writing.
- B. During the summer, written notifications of vacancies will be mailed to the Co-Presidents of the Association.
- C. In the event instructional transfers are necessary and no suitable teacher requests such a transfer, the Board shall assign such duties to the teacher whom they feel is best prepared for the assignment.

If volunteers are not utilized, the teacher reassigned shall be the less senior if all qualifications are equal. Employees involuntarily transferred shall be given priority consideration to future vacancies over an employee seeking a voluntary transfer, providing they hold the necessary legal qualifications.

ARTICLE XIV

EMPLOYEE COMPENSATION

A. SALARY SCHEDULE

The salary schedule shall be set forth in Appendix A, which is attached to and incorporated in this Agreement. This schedule shall be based on a 180 day school calendar. During the duration of this 2022-2026 agreement. Teachers will move a total of 6 steps (i.e. step in the salary schedule) over the course of the 4 year contract. Years 1 and 2 of the contract teachers will receive one year of experience or one step each year. Years 3 and 4 of the

contract, teachers will receive two years of experience, or two steps each year. To prevent any teacher gaining an extra year beyond the actual years of Unit 226 experience, this applies only to teachers hired prior to July 1, 2017, whose credited years of service to Unit 226 fall below actual years of Unit 226 experience. (For example, a teacher with 10 years of experience at the beginning of the Agreement shall move to 11 years' experience after year one of the contract. After year two of the contract, the employee shall move to 12 years' experience. After year three of the contract, the employee shall move to 14 years' experience, and after year four of the contract, said teacher will move to 16 years' experience. At the end of the 4 year contract, this teacher will have gained 6 years' worth of experience on the salary schedule.) Teachers may, where applicable, move laterally within their lanes for completed continuing education hours.

B. EXTRA-DUTY JOB -- Added to Salary Schedule

This extra-duty pay schedule shall be set forth in Appendix C, which is attached to and incorporated into this Agreement.

C. REIMBURSEMENT FOR CLASSES

The Board will maintain and establish an annual college course reimbursement fund of Seven Thousand Five Hundred Dollars (\$7,500.00) to be used to reimburse teachers who are acquiring approved coursework up to and including a Master's Degree, approved coursework beyond a Master's Degree, or who are taking courses to meet state requirements or the requirements to become highly qualified.

Teachers who are eligible for course reimbursement must apply by May 31 each year. Application for reimbursement shall be accompanied or followed by an official transcript showing a grade of an A, B, or Pass in a Pass/Fail course. Checks for approved tuition reimbursement shall be issued by the District by September 15 of the new school year.

Reimbursement shall be limited to \$7,500 total, not to exceed \$125 per semester hour, with a cap of nine (9) hours per year per full-time employee. (The number of hours part-time teachers are eligible to be reimbursed for will be prorated based on their teaching schedule.)

D. HOSPITALIZATION INSURANCE

The Board of Education will make a full single premium contribution for a single premium health insurance rate, including a \$10,000 term life insurance rate for each full time teacher for a group health/life insurance program. Underwriter and provisions of the group health policy are to be determined by the Board, with enrollment criteria to be determined by the insurance carrier. Should employee options exist, the teacher shall indicate his/her choice of options not later than ten (10) days before they are required to the insurance carrier or payroll deduction purposes, whichever is first.

E. TEACHER'S RETIREMENT PAYMENT

Effective July 1, 1983, and modified in 1997-1998, and again in 2017-18, Illinois law requires each employer to shelter the entire nine percent (9%) employee retirement contribution for

current year taxes. As a result, all nine percent (9%) contributions are treated as employer contributions under the U. S. Internal Revenue Code and are excluded from the employee's taxable income regardless of who actually pays the nine (9%). The Board will pay four (4) percent of TRS of the portion of TRS for all teachers.

The Board shall also pay an additional 1% ($4\% + 1\% = 5\%$ total) in the bachelors salary columns for each teacher step 16 and beyond, and an additional 2% ($4\% + 2\% = 6\%$ total) in the Master's column Step 17 and beyond, and an additional 1% in years 27, 28, and 29, for a total of 8% paid by the Board for bachelors salary columns and 9% Master's columns with 29 years of service or more, calculated according to TRS guidelines.

In the event TRS increases the employer contribution percentage during the term of this Agreement, the employee portion of TRS contribution paid by the Board shall be reduced proportionately by 50% of the amount of any such increase.

The Teacher's Retirement System payment will be forwarded to the TRS by the District after deduction from the certified employee's salary. These percentages will be computed according to TRS guidelines.

F. EXPERIENCE CREDIT

Up to five years outside public school teaching experience will be allowed on the salary schedule effective with the 1989-90 school year. The Board of Education may increase the experience allowance factor at their discretion, if necessary. Such action will not be considered precedent setting.

G. VOLUNTARY RETIREMENT PAYMENTS

1. To be eligible for retirement payments, a certified employee must (1) be eligible for retirement under the Illinois Teachers Retirement System (TRS) and apply for and receive TRS retirement benefits commencing at the end of the final school year of employment, (2) have a minimum of fifteen (15) years of continuous service to the District when he/she retires and (3) be eligible to retire under TRS without any TRS penalties or excess salary contribution payments charged to the Board due to the employee's retirement.
2. To receive voluntary retirement payments, the certified employee must submit a letter of irrevocable resignation for reasons of retirement to the Board by May 31 of the year preceding their final four years of service to the district. A certified employee must elect the 6/6/6/6 retirement option whenever he or she first reaches eligibility. A certified employee may not defer his or her eligibility and shall have only one (1) opportunity to take the 6/6/6/6. Exceptions to the "first eligibility" standard may be made by mutual agreement between the Board and individual certified employee for unusual or extreme circumstances.
3. For certified employees who are eligible under this Section G and provide four (4) years advance notice, the employer will increase the certified employee's salary in each of the final four (4) years of service by six percent (6%) of the previous year's salary. The initial retirement payment increase will be calculated based upon the certified employee's base salary from the salary schedule (i.e., the non- TRS number from Appendix A) in the year of retirement notification. During these four years, employee TRS reportable earnings will be

capped at 6% based on the provisions of TRS so that no penalty is assessed to the District or the employee.

4. The Board shall have the right to limit the number of certified employees taking any early retirement option plan to three (3) certified employees district-wide in any initial year of eligibility. Certified employees who are limited from taking the 6/6/6/6 by the District when first eligible shall not lose their eligibility, and shall be permitted to retire in the following year under this provision. In the event the Board elects to limit the number of certified employees taking the 6/6/6/6, the determination of which certified employees may retire shall be based on in-District seniority. A certified employee with greater seniority may voluntarily delay his or her retirement and exchange places with a less senior certified employee upon Board approval.
5. Certified employees taking advantage of the Retirement Payments Option set forth in this Section G. must be able to complete the entire Retirement Option by June 30, 2027.
6. The parties agree that if new legislation is enacted during the term of this CBA that changes the TRS annual creditable earnings increases allowed without a TRS penalty or excess salary payment charged to the District, the retirement payment set forth in this Section G. shall change to match that cap, but shall not exceed six percent (6%) salary increases.

H. TRS CREDITABLE EARNINGS LIMITATION

No teacher within four (4) years of TRS retirement eligibility (tier 1: age 55-35 years service credit / age 55-20 years service credit / age 60-10 years service credit / age 62-5 years of service credit) (tier 2: age 67-10 years service credit / age 62-10 years service credit) shall receive an increase of more than six percent (6%) TRS creditable earnings within any year of employment. This provision applies to all creditable earnings considered by TRS to determine whether a District has exceeded the TRS six percent (6%) cap on creditable earnings increases. In the event a teacher's, who is within four (4) years of TRS retirement eligibility, TRS creditable earnings would increase by more than six percent (6%) in any given year of this Agreement, the teacher shall only receive a total creditable earnings increase of no more than six percent (6%). No payment to any teacher will result in any employer contribution or penalty to the Board, and if any contribution or penalty is or may be assessed by TRS against the Board due to the inadvertent overpayment to the teacher of an amount greater than a 6% increase, the Board may adjust the employee's salary or extra duty retroactively to comply with the limitation on earnings set forth in this section of the Agreement.

I. STIPENDS

1. Detention stipend \$7.50 per day. (minus withholdings)
2. Concessions \$45.00 (minus withholdings)
Ticket selling \$35.00 (minus withholdings)
Event Supervision \$ 50.00 (minus withholdings)

J. RETIRED PERSONNEL INSURANCE COVERAGE

Retired personnel may participate in the school single or family hospitalization plan. The premium of the retiree would be paid by the retiree. This benefit will cease at the 65th birthday of the retiree. (It will be the obligation of the district to notify insurance bidders that retirees are part of the districts' insured individuals.)

**ARTICLE XV
NO STRIKE CLAUSE**

- A. During the term of this Agreement, neither the Association or its agents or any employee, for any reason, will authorize, institute, aid, or engage in a work stoppage or strike.
- B. The Union agrees to notify all Association officers and representatives of their obligation and responsibility for maintaining compliance with this Article.
- C. The Board may discharge or discipline any staff employee who violated Section XV.A.
- D. Nothing contained herein shall preclude the Board from obtaining judicial restraint and damages in the event of a violation of this Article.
- E. The Board agrees not to have a lock out during the term of this agreement on the condition that neither the Association or its agents or any staff employee violates any provision of this Article.

**ARTICLE XVI
ENTIRE AGREEMENT**

- A. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
- B. This Agreement may only be amended during its term by the mutual agreement of both parties in writing.
- C. This Agreement contains the entire agreement between the parties hereto and neither party shall be bound by any statement, representation, agreement, stipulation or provision made prior to the execution hereof and not set forth herein.

- D. This Agreement supersedes all prior collective bargaining agreements made between the parties hereto.
- E. There shall be two original signed copies of any final agreement. One original copy shall be retained by the Board and one original by the Association.
- F. The Board and Association recognize that waiving the right to bargain collectively under A of this Article refers only to matters of the current Agreement and does not prohibit collective bargaining discussion for a future contract.
- G. SAVINGS CLAUSE

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction or in the event Congress or the Legislature enacts a law in conflict with any article, section, or clause, as the case may be, it shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections, and clauses shall remain in full force and effect for the duration of this Agreement.

ARTICLE XVII

DURATION AND ACCEPTANCE OF AGREEMENT

The language, salary schedules and extra-curricular differentials under this contract will be in effect from August 1, 2022, through July 31, 2026.

This contract between the parties is attested to by the representatives whose signatures appear below.

FOR THE BOARD

FOR THE ASSOCIATION

President

Co-President

Co-President

Date

Date

Annawan Unit #226

2022-2023 Salary Schedule

Appendix A

	2022 - 23 Salary + TRS							
	BA	BA + 8	BA+16	BA + 24	MS	MS +8	MS +16	MS +24
0	37076	37776	38476	39176	39876	40676	41476	42276
1	37076	37776	38476	39176	40876	41676	42476	43276
2	37076	37776	38476	39176	41876	42676	43476	44276
3	37076	37776	38476	39176	42876	43676	44476	45276
4	38076	38776	39476	40176	43876	44676	45476	46276
5	39076	39776	40476	41176	44876	45676	46476	47276
6	40076	40776	41476	42176	45876	46676	47476	48276
7	41076	41776	42476	43176	46876	47676	48476	49276
8	42076	42776	43476	44176	47876	48676	49476	50276
9	43076	43776	44476	45176	48876	49676	50476	51276
10	44176	44976	45776	46576	50076	51026	51976	52926
11	45276	46076	46876	47676	51276	52226	53176	54126
12	46376	47176	47976	48776	52476	53426	54376	55326
13	47476	48276	49076	49876	53676	54626	55576	56526
14	48576	49376	50176	50976	54876	55826	56776	57726
15	49676	50476	51276	52076	56076	57026	57976	58926
16	50776	51576	52376	53176	57276	58226	59176	60126
17	51176	52126	53076	54026	57676	58676	59676	60676
18	51576	52526	53476	54426	58476	59476	60476	61476
19	51976	52926	53876	54826	59276	60276	61276	62276
20	52376	53326	54276	55226	60076	61076	62076	63076
21	52776	53726	54676	55626	60876	61876	62876	63876
22	53176	54126	55076	56026	61676	62676	63676	64676
23	53576	54526	55476	56426	62476	63476	64476	65476
24	53976	54926	55876	56826	63276	64276	65276	66276
25	54376	55326	56276	57226	64076	65076	66076	67076
26	54776	55726	56676	57626	64876	65876	66876	67876

Annawan Unit #226

2023-24 Salary Schedule

Appendix B

	2023-24 SALARY + TRS							
	BA	BA + 8	BA+16	BA + 24	MS	MS +8	MS +16	MS +24
0	40000	40700	41400	42100	42800	43600	44400	45200
1	40000	40700	41400	42100	43800	44600	45400	46200
2	40000	40700	41400	42100	44800	45600	46400	47200
3	40000	40700	41400	42100	45800	46600	47400	48200
4	40000	40700	41400	42100	46800	47600	48400	49200
5	40038	40738	41438	42138	46838	47638	48438	49238
6	41038	41738	42438	43138	47338	48138	48938	49738
7	42038	42738	43438	44138	48338	49138	49938	50738
8	43038	43738	44438	45138	49338	50138	50938	51738
9	44038	44738	45438	46138	50338	51138	51938	52738
10	45138	45938	46738	47538	51538	52488	53438	54388
11	46238	47038	47838	48638	52738	53688	54638	55588
12	47338	48138	48938	49738	53938	54888	55838	56788
13	48438	49238	50038	50838	55138	56088	57038	57988
14	49538	50338	51138	51938	56338	57288	58238	59188
15	50638	51438	52238	53038	57538	58488	59438	60388
16	51738	52538	53338	54138	58738	59688	60638	61588
17	52138	53088	54038	54988	59138	60138	61138	62138
18	52538	53488	54438	55388	59938	60938	61938	62938
19	52938	53888	54838	55788	60738	61738	62738	63738
20	53338	54288	55238	56188	61538	62538	63538	64538
21	53738	54688	55638	56588	62338	63338	64338	65338
22	54138	55088	56038	56988	63138	64138	65138	66138
23	54538	55488	56438	57388	63938	64938	65938	66938
24	54938	55888	56838	57788	64738	65738	66738	67738
25	55338	56288	57238	58188	65538	66538	67538	68538
26	55738	56688	57638	58588	66338	67338	68338	69338

Annawan Unit #226

2024-25 Salary Schedule

Appendix C

2024-25 SALARY + TRS

	BA	BA + 8	BA+16	BA + 24	MS	MS +8	MS +16	MS +24
0	40025	40725	41425	42125	42825	43625	44425	45225
1	40025	40725	41425	42125	43825	44625	45425	46225
2	40025	40725	41425	42125	44825	45625	46425	47225
3	40025	40725	41425	42125	45825	46625	47425	48225
4	40025	40725	41425	42125	46825	47625	48425	49225
5	40063	40763	41463	42163	46863	47663	48463	49263
6	41063	41763	42463	43163	47363	48163	48963	49763
7	42063	42763	43463	44163	48363	49163	49963	50763
8	43063	43763	44463	45163	49363	50163	50963	51763
9	44063	44763	45463	46163	50363	51163	51963	52763
10	45163	45963	46763	47563	51563	52513	53463	54413
11	46263	47063	47863	48663	52763	53713	54663	55613
12	47363	48163	48963	49763	53963	54913	55863	56813
13	48463	49263	50063	50863	55163	56113	57063	58013
14	49563	50363	51163	51963	56363	57313	58263	59213
15	50663	51463	52263	53063	57563	58513	59463	60413
16	51763	52563	53363	54163	58763	59713	60663	61613
17	52163	53113	54063	55013	59163	60163	61163	62163
18	52563	53513	54463	55413	59963	60963	61963	62963
19	52963	53913	54863	55813	60763	61763	62763	63763
20	53363	54313	55263	56213	61563	62563	63563	64563
21	53763	54713	55663	56613	62363	63363	64363	65363
22	54163	55113	56063	57013	63163	64163	65163	66163
23	54563	55513	56463	57413	63963	64963	65963	66963
24	54963	55913	56863	57813	64763	65763	66763	67763
25	55363	56313	57263	58213	65563	66563	67563	68563
26	55763	56713	57663	58613	66363	67363	68363	69363

Annawan Unit #226

2025-26 Salary Schedule

Appendix D

2025-26 SALARY + TRS								
	BA	BA + 8	BA+16	BA + 24	MS	MS +8	MS +16	MS +24
0	41000	41700	42400	43100	43800	44600	45400	46200
1	41400	42100	42800	43500	44625	45425	46225	47025
2	41400	42100	42800	43500	45625	46425	47225	48025
3	41400	42100	42800	43500	46625	47425	48225	49025
4	41400	42100	42800	43500	47625	48425	49225	50025
5	41400	42100	42800	43500	47663	48463	49263	50063
6	41663	42363	43063	43763	48163	48963	49763	50563
7	42663	43363	44063	44763	49163	49963	50763	51563
8	43663	44363	45063	45763	50163	50963	51763	52563
9	44663	45363	46063	46763	51163	51963	52763	53563
10	45763	46563	47363	48163	52363	53313	54263	55213
11	46863	47663	48463	49263	53563	54513	55463	56413
12	47963	48763	49563	50363	54763	55713	56663	57613
13	49063	49863	50663	51463	55963	56913	57863	58813
14	50163	50963	51763	52563	57163	58113	59063	60013
15	51263	52063	52863	53663	58363	59313	60263	61213
16	52363	53163	53963	54763	59563	60513	61463	62413
17	52763	53713	54663	55613	59963	60963	61963	62963
18	53163	54113	55063	56013	60763	61763	62763	63763
19	53563	54513	55463	56413	61563	62563	63563	64563
20	53963	54913	55863	56813	62363	63363	64363	65363
21	54363	55313	56263	57213	63163	64163	65163	66163
22	54763	55713	56663	57613	63963	64963	65963	66963
23	55163	56113	57063	58013	64763	65763	66763	67763
24	55563	56513	57463	58413	65563	66563	67563	68563
25	55963	56913	57863	58813	66363	67363	68363	69363
26	56363	57313	58263	59213	67163	68163	69163	70163

Annawan CUSD #226

2022-26 Extra Curricular Pay Schedule

Appendix E

EXTRA-CURRICULAR ACTIVITY		2022-23	2023-24	2024-25	2025-26	AW CO-OP EXTRA CURRICULAR DUTY	
TIER 1	HS Athletic Director	\$4,529	\$4,574	\$4,620	\$4,666	All AW Cooperative coaches are paid according to the Wethersfield Extra Curricular Pay Schedule. HS FB HS Baseball HS XC HS Softball HS Boys Track HS Girls Track	
	HS Head Boys Basketball	\$3,907	\$3,946	\$3,986	\$4,025		
	HS Head Girls Basketball	\$3,907	\$3,946	\$3,986	\$4,025		
	HS Head Volleyball	\$3,907	\$3,946	\$3,986	\$4,025		
TIER 2	HS Assistant Boys Basketball	\$2,808	\$2,836	\$2,864	\$2,893	EXPERIENCE/LONGEVITY Experience bonuses will be paid to Annawan CUSD 226 coaches/supervisors. Tiered bonus will accumulate after every 2 years completed in sport/activity.	
	HS Assistant Girls Basketball	\$2,808	\$2,836	\$2,864	\$2,893		
	HS Assistant Volleyball	\$2,808	\$2,836	\$2,864	\$2,893		
	8th Boys Basketball	\$1,583	\$1,599	\$1,615	\$1,631		
	6/7th Boys Basketball	\$1,583	\$1,599	\$1,615	\$1,631		
	8th Girls Basketball	\$1,583	\$1,599	\$1,615	\$1,631		
	6/7th Girls Basketball	\$1,583	\$1,599	\$1,615	\$1,631		
	8th Volleyball	\$1,583	\$1,599	\$1,615	\$1,631		
	6/7th Volleyball	\$1,583	\$1,599	\$1,615	\$1,631		
	JH Track 1	\$1,583	\$1,599	\$1,615	\$1,631		
	JH Track 2	\$1,149	\$1,160	\$1,172	\$1,184		
	JH Track 3	\$1,080	\$1,091	\$1,102	\$1,113		
	GS Athletic Director	\$621	\$627	\$633	\$640		
	TIER 3	Mentor Teacher	\$558	\$564	\$569		
JH Basketball Cheerleading		\$505	\$510	\$515	\$520		
JH Scholastic Bowl		\$505	\$510	\$515	\$520		
JH Speech		\$505	\$510	\$515	\$520		
JH Student Council w/yearbook		\$575	\$581	\$587	\$592		
HS Cheerleading -Basketball		\$540	\$545	\$551	\$556		
HS Cheerleading -Football		\$540	\$545	\$551	\$556		
HS FFA		\$1,266	\$1,279	\$1,291	\$1,304		
HS National Honor Society		\$505	\$510	\$515	\$520		
HS Pep Band		\$720	\$727	\$734	\$742		
HS Play Director		\$783	\$791	\$799	\$807		
HS Assistant Play Director		\$505	\$510	\$515	\$520		
HS Scholastic Bowl		\$505	\$510	\$515	\$520		
HS Speech		\$684	\$691	\$698	\$705		
HS Student Council		\$793	\$801	\$809	\$817		
HS Swing		\$720	\$727	\$734	\$742		
TIER 4		JH Maroon Platoon	\$289	\$292	\$295	\$298	TIERED BONUS CHART *Year Tier 1 Tier 2 Tier 3 Tier 4 3 \$200 \$150 \$75 \$25 5 \$400 \$300 \$150 \$50 7 \$600 \$450 \$225 \$75 9 \$800 \$600 \$300 \$100 11 \$1,000 \$750 \$375 \$125 13 \$1,200 \$900 \$450 \$150 15 \$1,400 \$1,050 \$525 \$175 17 \$1,600 \$1,200 \$600 \$200 * Amount is paid at the start of year 3, 5, 7, etc.
	JH Student Council w/o yearbook	\$432	\$436	\$441	\$445		
	HS AFS	\$360	\$364	\$367	\$371		
	HS Art Club	\$289	\$292	\$295	\$298		
	HS Bass Fishing	\$289	\$292	\$295	\$298		
	HS FCCLA	\$289	\$292	\$295	\$298		
	HS Health Careers Club	\$289	\$292	\$295	\$298		
	HS LEAD	\$289	\$292	\$295	\$298		
	HS Prom	\$360	\$364	\$367	\$371		
	HS Spanish Club	\$289	\$292	\$295	\$298		
TIER 5	HS Yearbook	\$1,696	\$1,713	\$1,730	\$1,747	OUTSIDE COACHING/SUPERVISION EXPERIENCE Previous outside coaching/supervision experience completed in another school district will be accepted up to 6 years in the same sport/activity. Evidence of outside coaching experience in the given sport/activity must be submitted before September 1st.	
	Summer Weightroom	\$994	\$1,004	\$1,014	\$1,024		
	2nd Summer Weightroom	\$994	\$1,004	\$1,014	\$1,024		
	Year Round Weight Room	\$3,792	\$3,830	\$3,868	\$3,907		