

CONTRACTUAL AGREEMENT



Carrier Mills-Stonefort Community School District #2

and the

Stonefort-Carrier Mills Association of Teachers

2023 - 2024

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PREAMBLE

The Board of Education, of Community Unit District No. 2, and the Stonefort-Carrier Mills Teacher's Association recognize that the ultimate aim of public schools is to provide the best education possible for children and youth in the district. Attainment of these educational objectives, a joint responsibility of the Board of Education, the administrative and supervisory staff, and the professional teaching personnel, requires staff participation in the consideration of matters of mutual concern, including those affecting salary and other matters related to professional service.

Attainment of educational objectives of the district requires mutual understanding and cooperation between the board, the administrative and supervisory staff, and the professional teaching personnel.

To this end, free and open exchange of views is desirable and necessary, with all parties participating in deliberations leading to the determination of matters of mutual concern.

It is recognized that teaching is a profession requiring specialized educational qualifications and that the success of the educational program in the district depends upon the maximum utilization of the abilities of teachers who are reasonably well satisfied with the conditions under which their services are rendered.

ARTICLE I

RECOGNITION

The school board of Carrier Mills-Stonefort Community Unit No.2, Saline County, Illinois, hereinafter referred to as the "School Board", recognizes the Stonefort-Carrier Mills Association of Teachers affiliated with Illinois Education Association/National Education Association, hereinafter referred to as the "Association", as the sole and exclusive bargaining representative for all certified personnel employed by the School Board except the building principal and the superintendent.

The School Board agrees not to negotiate or consult with any other teachers' organization, individual employee or group of employees unless mutually agreed upon by the parties.

ARTICLE II

NEGOTIATIONS PROCEDURE

1. Meetings between the participating parties will be called upon written request of either of the parties; and request shall contain the reasons for the meeting. A mutually agreeable meeting date and location will be set.
2. Facts, opinions, and proposals will be exchanged freely during the meeting or meetings in the effort to reach mutual understanding and agreement.
3. All bargaining sessions shall be closed meeting with only participation by the bargaining team members.
4. The date and time of the next bargaining session, along with a tentative agenda, shall be agreed upon prior to adjournment of any session.
5. In the event of impasse in negotiations, the parties agree to use the mediation services of Federal Mediation and Conciliation Service. If unavailable, another mediation service shall be selected by mutual agreement.
6. The Board and the Superintendent agree to furnish to the Association's members of the Professional Negotiation Committee, in continued accordance with their reasonable request, appropriate information concerning financial resources of the district, tentative budgetary requirements and allocations, and such other information as will assist the Association in developing intelligent, accurate, and constructive programs on behalf of the teachers and their students.
7. Tentative agreements shall be reduced to writing in duplicate and initialed by each spokesperson during that negotiating session. Initialed copies shall be distributed to each negotiating team.
8. Upon mutual conclusion of negotiations, all initialed tentative agreements shall be assembled by the Board into a single

document (Draft) and once approved by both parties shall be submitted to the membership of the Association for ratification and thereafter, within fourteen (14) days or the next regularly scheduled meeting, to the Board for ratification. Upon ratification by the board, completed documents shall be distributed by the Board to all bargaining members within thirty (30) days.

ARTICLE III

ASSOCIATION SECURITY

1. 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 form is continuous and shall remain in effect from year to year unless the employee revokes said authorization on or between September 1 and September 15 of any year.

The Board shall deduct once monthly from each teacher's pay the current dues of the Association provided the Board has received an authorization form.

- A) Pursuant to such authorization, the Board shall deduct one-tenth of such dues from the regular salary check of the teacher each month for the ten (10) months, beginning in September and ending in June of each year.
- B) The Board shall remit said deducted dues to the Association within ten (10) days following the pay period deduction.

ARTICLE IV

ASSOCIATION RIGHTS

1. The President of the Association or the President's designee shall be given written notice of all regular and special meetings of the Board together with a copy of the agenda or statement of purpose of each meeting at least twenty-four (24) hours prior to the scheduled time of the meeting.
2. The Superintendent shall meet with SCAT officers on a regular basis to discuss mutual concerns.
3. Announcements of Association business which have no impact on the student body may be read over the intercom system in each school building. Such announcements shall be made at the times regularly scheduled for announcements in each building and may also be placed in the daily school bulletin and on appropriate bulletin boards. The Association may use the district mail service and employee mail boxes for communication to bargaining unit members.
4. Names and addresses of newly hired teachers shall be provided to the Association within fourteen (14) days after their employment.
5. Should the Association send representatives to local, state, or national conferences or on other business pertinent to Association affairs, two representatives shall be excused, not to exceed three days, without loss of salary or personal days providing that the Association shall reimburse the district for the cost of the substitute(s). A written notification three days in advance for leave shall be submitted to the superintendent by the president of the Association.
6. Within thirty (30) days of ratification of the agreement, the said Board and the Association shall have sufficient copies of the agreement prepared and delivered to the Association and Board for distribution to each member in the District.
7. The rights granted herein to the Association shall not be granted or extended to any competing teacher organization. The Association shall have the right to use school buildings, facilities and equipment as long as it does not interfere with the instructional school programs or other official school programs. Notice will be given to the building principal.

ARTICLE V

TEACHER RIGHTS

1. No teacher shall be disciplined - including earnings, suspensions, discharges, furlough/layoffs, or other actions of a disciplinary nature - without just cause. Any such discipline shall be subject to the grievance procedure including arbitration. The specific grounds forming the basis for disciplinary action will be made available to the bargaining unit member in writing. This article does not apply to dismissal of probationary teachers.
2. A bargaining unit member shall be entitled to have present a representative of the Association during any meeting which leads to disciplinary action. When a request for such representation is made, no action shall be taken with respect to the bargaining unit member until such representative of the Association is present. Should disciplinary action be likely to occur at a given meeting, the bargaining unit member shall be advised immediately of said possibility and be advised of the right to representation under this provision of the agreement.
3. Each employee shall have the right, upon request, to review the contents of his/her personnel file and to attach a written response to any of its contents.
4. Should the district receive a FOIA (Freedom of Information Act) request for items from an employee's personnel file, the employee will be given a copy of the FOIA request and a copy of the information from his/her personnel file provided through the request.
5. Within five (5) days, if any material derogatory to an employee's conduct, service, character or personality be placed in his/her personnel file, the employee shall acknowledge placement by signing the document with the understanding that such signature merely signifies that he/she has been shown the material and does not necessarily indicate agreement with its contents. No material which may be used for punitive action may be placed in the personnel file if thirty (30) calendar days have elapsed from the date the employee and immediate supervisor had knowledge of the occurrence. The thirty day calendar limit does not include materials being placed in the personnel file describing or referring to patterns of unsatisfactory performance.
6. SCHOOL CODE RIGHTS - Whenever any rights or benefits accorded employees under the SCHOOL CODE OF THE STATE OF ILLINOIS or under other laws and regulations exceed the benefits accorded employees elsewhere in this Agreement, then such rights and benefits shall be incorporated into, and become a part of, this Agreement.
7. The Carrier Mills-Stonefort Unit 2 Teacher Evaluation Plan shall meet state guidelines. The SCAT members of the PERA joint committee shall be appointed by the association president.
8. In the event of staff reduction (RIF), recall rights for teachers eligible for recall rights shall be in effect from the date of termination for one (1) calendar year beginning with the next school term. The RIF'd employee has the responsibility to keep a current address on file in the district office.
9. A RIF (Reduction in Force) Joint Committee shall be established each year prior to December 1, consisting of equal numbers of representatives from SCAT and the Board (Administration).

ARTICLE VI

TEACHER WORK SCHEDULE

Prior to adoption of a school calendar, the Superintendent will create a proposed calendar to present to the bargaining unit. The bargaining unit will vote on the proposed calendar and send their recommendations to the Superintendent. The School Board will use the proposed calendar as a basis for developing the calendar for adoption. After the School Board adopts a calendar, each teacher will be given a copy.

2. The teacher workday shall begin at 7:45 A.M. and end at 3:15 P.M. In the event of early dismissal, teachers shall be dismissed after duties have been performed, as set by administration.
3. Each teacher shall have daily an uninterrupted, duty free lunch period equal to that of the students but not less than thirty (30) minutes.
4. All duties in addition to the above work schedule shall be voluntary, accompanied by a job description, and will be compensated according to the extra duty schedule which is attached to and a part of this agreement as Appendix B.
5. A teacher engaged during the school day in negotiating on behalf of the Association with any representative of the School Board or participating in any grievance negotiation, including arbitration, shall be released from regular duties without loss of salary if a teaching colleague(s) is provided for each negotiating teacher or if a substitute is provided for each negotiating teacher at the Association's expense.
6. One day per month shall be set aside for curriculum meetings, etc. not to exceed eight (8) meetings per school year. Meetings shall not last later than 4:30 P.M. Employees shall be notified by email at least seven (7) days prior to each scheduled meeting except in case of emergency.
7. School will be dismissed at 1:45 P.M. the school day before all holidays of length two week days or greater.
8. Students will be dismissed at 1:45 P.M. on the last day of the first and third nine weeks grading periods. Teachers will be dismissed at 3:15 P.M.
9. Professional Dress- All employees are expected to dress in professional attire unless the day's tasks require otherwise. Employees must always present a clean, professional appearance. Everyone is expected to be well-groomed and wear clothing, free of holes, tears, or other signs of wear. Clothing that is offensive or inappropriate designs or stamps are not allowed. Professional attire does not include shorts, tank tops, leggings, sweatpants, yoga pants, jean with holes, etc.

ARTICLE VII

PAID LEAVES

1. Sick Leave - Each employee shall be entitled to sixteen (16) sick leave days per school term without loss of pay. Sick leave shall accumulate to a maximum of 400 days. Sick leave shall be interpreted to mean personal illness or illness or death in the immediate family or household. Sick leave shall not be interpreted to be vacation days. The immediate family for purposes of the Article shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, son-in-law, daughter-in-law, brothers-in-law, sisters-in-law, step-father, step-mother and legal guardians. Pregnancy will be treated as any other disability for the period of actual disability.

A) After reaching 180 days accumulation, the teacher will have the option of continuing to accumulate his or her sick leave days up to 400 days or the teacher can take the option to be paid annually for a portion or for all unused sick leave days over 180 days at the rate of \$50.00 per day. Such payment shall be included in the first summer check following the closing of the school year. No more than 400 sick days may be used in two consecutive school years. Teachers shall receive their Accumulated Days Worksheet by September 1.

B) Teachers who have missed the following days of school for any reason shall receive the following incentive pay:

Sick Leave Incentive Pay

0.0 days- \$800

0.5 days- \$750

1.0 days- \$700

1.5 days- \$650
 2.0 days- \$600
 2.5 days- \$550
 3.0 days- \$500
 3.5 days- \$450

Teachers who have missed more than 3.5 days of school for any reason shall receive no incentive pay. Such pay shall be included in the first summer paycheck following the closing of the school year. Retiring teachers may receive the incentive pay in their final paycheck before retirement if this does not increase the teachers creditable TRS earning above 6%. The retiring teacher will receive the remaining portion of the incentive pay two (2) weeks following their final paycheck.

C) The board will allow a teacher to miss for an emergency, doctor or dentist appointment four (4) times up to 45 minutes each as long as the 45 minute time period is taken at 7:45 am or 2:30 p.m. OR up to two hour two (2) times each year without being counted absent. The teacher cannot take both two hour periods on the same day. The teacher will sign an absentee log or document the next school day.

D) A retiring teacher may apply all unused sick leave days to receive up to two years of teaching credit toward retirement.

2. Personal Leave - The Board shall grant each employee three (3) non-cumulative days of personal leave without loss of pay or other benefits. Two half-days may be used as one full day (No smaller fractional days). Teachers may accumulate one (1) unused personal day to be used the following year (maximum of four personal days). Personal days may not be borrowed from future years. Written advance notice of necessity for personal business leave shall be submitted as soon as possible to the Superintendent of the Superintendent's designee. Personal leave may not be requested on the day of a teacher in-service, teacher conference/workshop, parent teacher conference, or consecutive to holidays of length 2 weekdays or greater. No reason for personal leave is required. In case of an emergency, the employee may contact the Superintendent as soon as possible to request a personal business leave day(s). Unused personal leave will be added to accumulated sick leave.
3. Professional Leave - Professional leave may be granted to teachers to view other techniques or programs, new equipment, and other observation visitations that relate to the employee's performance of his/her job. Conferences, workshops or seminars conducted by colleges, universities, industries, suppliers, and the IEA-NEA or affiliate departments thereof at board's discretion. The employee may be requested to file a written report, within one week of his/her attendance at such visitation, conference, workshop or seminar.
4. Court - Any teacher called for jury duty or subpoenaed to court during working hours shall be paid his/her full salary for such time and suffer no loss of benefits.
5. Bereavement Day - Employees will be granted up to two (2) bereavement days per occurrence each school year. When death occurs in an employee's immediate family (spouse, mother, father, mother-in-law, father-in-law, son, daughter, son-in-law, daughter-in-law, brother, brother-in-law, sister, sister-in-law, stepfather, stepmother, stepchildren, grandmother, grandfather, and grandchildren), an employee upon request will be excused and paid for up to two (2) days to be used at the time of the visitation and funeral. The two bereavement days will not count against incentive pay. One of the two days may be used for a personal friend, and this one day will not count against incentive pay.

ARTICLE VIII

UNPAID LEAVES

1. Parental Leave of Absence - Teachers may be granted a parental leave of absence for the purpose of child rearing (or child

adoption). Such leaves will be granted on a year-to-year basis at the board's discretion.

2. General Leaves of Absence - A leave of absence of one year may be granted to any teacher who has reasonable need for such a leave. This will be at the board's discretion.
3. Unpaid leaves of absence will not result in loss of tenure or seniority.

ARTICLE IX

PROMOTION, VACANCIES, TRANSFERS

1. The School Board shall post in all buildings and send to the Association President a notice of all vacancies within the bargaining unit as they occur. During the summer when school is not in session, notices will be emailed. Vacancies shall not be permanently filled for five (5) calendar days after the vacancy is posted during the school year. During the summer, vacancies shall not be permanently filled for ten (10) calendar days after a notice has been emailed to the teachers.
2. The board's selection of a candidate for a new or vacant teaching position shall be based upon the consideration of factors that include without limitation certifications, qualifications, merit and ability and relevant experience, provided that the length of continuing service with the school district will not be considered as a factor, unless all other factors are determined by the board to be equal. Current teachers interested in a vacant position should indicate their interest in writing including their certification, qualification, merit and ability and relevant experience. Such letters of interest will be submitted to the Superintendent per 9.1.
3. The School Board will notify all teachers of changes in assignment for the upcoming school term thirty (30) days before the beginning of school; otherwise, the assignment shall remain the same the prior year except in emergencies.
4. Teachers who are assigned to more than one school shall have their schedules arranged so that travel time does not infringe upon the traveling teacher's lunch period.
5. Mileage will be paid at the current IRS rate per mile with prior board approval.

ARTICLE X

TEACHER PAY DATES

1. Teachers will be paid on the 15th and 30th of the month. When those pay dates fall on a weekend or holiday; the teacher will be paid on the preceding Friday or day preceding the holiday, and the checks shall be dated that day.
2. Each teacher (at his/her option) will be paid in either 18 or 24 equal installments.

ARTICLE XI

INSTRUCTION

1. A curriculum coordinating committee shall be established and composed of faculty members from the various attendance centers, principals and superintendent.

ARTICLE XII

TEACHER COMPENSATION

1. The salary schedule shall be as stated in Appendix A which is attached to and a part of this agreement. The extra duty salary schedule shall be as stated in Appendix B which is attached to and part of this agreement.
2. Each teacher shall be given credit for years of teaching experience inside district.
3. At the time of employment each teacher shall be given credit for experience outside the district at the Board's discretion.
4. Teachers shall be granted a lateral move on the salary schedule as set forth in Appendix A provided the teacher successfully completes the necessary number of semester hours from an accredited institute of higher learning. Classes must be leading to an advanced/specialist degree in a program in education, or subject that Unit #2 offers and the teacher could teach. The

Superintendent shall approve the lateral move. If the teacher does not agree with the Superintendent's decision on the lateral move; a committee composed of the Regional Superintendent, Unit Superintendent, and a SCAT representative shall make the final decision. Transcript documentation for the lateral move shall be received by the district office on or before September 1 and February 1 of the school year. Salary adjustment for lateral movement will be made based on credit earned by September 15 and February 15.

5. In addition to the amounts listed on the salary schedule, the School Board will pay the teacher's contribution to the T.R.S. The board will also pay the TRS health insurance for each certified employee.
6. In addition to the amount indicated by the teacher salary schedule and extra duty salary schedule, the school board will provide group health insurance and will pay a total of \$953 per month toward the combined single health insurance premium, the single dental insurance premium, the single vision insurance premium, and the life insurance premium for each teacher. Should the monthly premium be less than \$953, certified staff shall receive the balance on a monthly basis. If a teacher so chooses, he or she may be compensated in cash at a rate of 80% of the board paid portion of the insurance premium instead of receiving the health insurance. The employee may insure his/her dependents according to the provisions of the policy at his/her expense. An insurance committee shall be established and composed of at least three (3) teachers, two (2) administrators, and one (1) staff member. The committee will choose at least two (2) plans for the members to vote on. The insurance committee will evaluate the current insurance coverage and make a report to all staff each year. If the committee agrees to a major change in the insurance policy, including, but not limited to, a change in insurance company, agent, plans, coverage, and/or benefits, the faculty shall vote on said change. The Board shall approve the result of said vote, unless said decision will cause an immediate financial burden or legal liability to the District.
7. Teachers who substitute teach during their planned conference period shall receive \$25.00 compensation if the teacher does not receive a conference period of comparable length sometime during that school day.
8. Teachers eligible for and retiring in accordance with the Teacher Retirement System rules and regulations with no penalties assessed to the district (examples – insufficient creditable years, insufficient age) by TRS will be eligible to receive a \$2,500 post-retirement bonus for each year of notice up to four (4) years. In no case will this entire post-retirement bonus exceed \$10,000. At the teacher's request, monies from the post-retirement bonus may be applied each year during the pre-retirement period to increase the teacher's creditable earnings to a maximum of 6% each year. The annual bonus allotment will be included in the final paycheck each year. Upon retirement, any remaining post-retirement bonus monies will be paid to the teacher on the June 15 paycheck.

To be eligible for the post-retirement bonus, the retiring teacher will notify the Board by September 1, up to four (4) years prior to retirement, of their intent to retire. The notification must include the date of retirement and verification from TRS that the employee will be able to retire on that date with no penalties assessed to the district.

9. As a reward for service and dedication to the Carrier Mills-Stonefort Unit #2 School District, teachers retiring with 10 or more years of service to the district will receive a post-retirement longevity bonus of \$5,000. The teacher may choose to apply all or part of this post-retirement longevity bonus as creditable earnings during the teacher's pre-retirement period as long as this does not cause an increase in the teacher's total, reportable creditable TRS earnings of more than 5.99% from the previous year. Any portion of the \$5,000 post-retirement longevity bonus not received as creditable earnings will be received by the teacher after their final date of service to the District, and after they have received their final paycheck for services, but no later than the June 15 paycheck of the year in which they retire. To receive this post-retirement longevity bonus, the teacher must be eligible for and retiring in accordance with the Teacher Retirement System rules and regulations with no

penalties or additional contributions assessed to the district (examples – insufficient creditable years, insufficient age) by TRS.

10. Reimbursement for Education- All costs of advanced preparation taken at the direction of the administration or Board of Education in order to qualify the District for Federal or State monies or for new or existing programs shall be fully reimbursable to the teacher or teachers involved for the following: tuition, fees, mileage, and/or room and board.

ARTICLE XIII

GRIEVANCE PROCEDURES

A grievance shall be any claim by a member or the Association that there has been an alleged violation, misinterpretation, or misapplication of the terms of this agreement.

All time limits shall consist of days in which the administrative office is open for business.

Grievance Procedure:

1. First Step - Informal

An attempt shall be made to resolve any problems in an informal and verbal discussion between the grievant and his immediate supervisor before a written grievance is filed concerning that problem.

2. Second Step

If the grievance cannot be resolved informally, the grievant shall file the grievance in writing to the building principal who will arrange for a meeting to take place within five (5) days of the receipt of the grievance. The written grievance shall state the nature of the complaint and any suggested remedy to the situation. The filing of the written grievance must be within 10 working days of the occurrence of the violation or when the grievant had knowledge thereof. Within five (5) days of the meeting, the grievant will be provided with the principal's written response including reasons for the decision.

3. Third Step

Should the grievance not be resolved satisfactorily in Step 2, within 5 working days after receiving the Step 2 decision, the grievant shall file in writing a copy of the grievance to the Superintendent. The Superintendent shall arrange for a meeting to take place within 10 working days to discuss the grievance with the grievant and the association representatives. Within five (5) days of the meeting, the grievant shall be provided with the Superintendent's written response, including reasons for the decision.

4. Fourth Step

If the grievance cannot be resolved in Step 3, the grievance shall be submitted to the Board of Education for a decision. The discussion and decision by the Board shall be made at the next scheduled board meeting or within ten (10) work days, whichever is earlier.

5. Fifth Step

If the Association is not satisfied with the disposition of the grievance at Step 4, 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. The cost of such arbitration shall be borne equally by the School Board and the Association.

ARTICLE XIV

NO STRIKE

1. The Association agrees not to strike during the term of this contract.

2. It shall not be a violation of this Agreement nor shall it be cause for discharge or disciplinary action if any teacher refused to enter upon any property involved in a primary labor dispute. A teacher may not be ordered to cross a picket line if such

action could adversely affect the personal safety of the teacher.

ARTICLE XV

FAIR SHARE AGREEMENT

1. Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues.
2. In the event that the bargaining unit member does not pay his /her fair share directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the non-member.
3. Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.
4. In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
 - A. The Employer gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if it so desires, and
 - B. The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.
5. The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by final judgment of a court or administrative agency as a direct consequence of the Employer's non-negligent compliance with this Article.
 It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligation imposed upon it by this Article.
6. The obligation to a fair share fee will not apply to any Employee who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such Employee is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the Employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

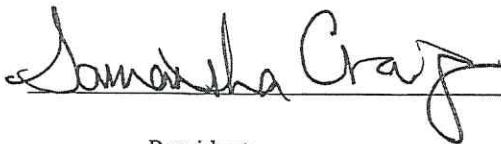
ARTICLE XVIEFFECT OF THE AGREEMENT

1. Every effort by the Board of Education shall be made to maintain all conditions of employment at an acceptable level currently in effect in the district at the time this Agreement is signed, provided that such conditions shall be improved for the benefit of bargaining unit members required by the express provisions of this Agreement. This Agreement shall not be interpreted or applied to deprive bargaining unit members of advantages heretofore enjoyed unless expressly stated herein.
2. Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.
3. The parties agree that applicable Illinois statutory and case law and the Constitutions of the United States and the State of Illinois are hereby incorporated into this Agreement.
4. DURATION OF AGREEMENT - This Agreement shall be in effect the first day of the 2023-2024 school year and remain in effect until the first day of the 2024-2025 school year.
5. The parties agree that the Memorandum of Agreement: Three Circles Grant shall be as stated in Appendix C which is attached to and part of this agreement.
6. The parties agree that Article XII: Teacher Compensation, Section VI shall begin on April 30, 2023, during the current 2022-2023 school year due to the insurance renewal date of May 1, 2023.

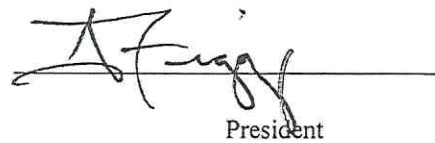
This agreement is signed this 17th day of April 2023 in witness thereof:

For the Education Association:

For the Board of Education:



President



President



Secretary



Secretary

Appendix A
2023-2024 Salary Schedule

Years	BS	BS + 8	BS + 15	BS + 24	MS	MS + 8	MS + 15
1	\$36,950	\$37,550	\$38,150	\$38,750	\$39,550	\$40,150	\$40,750
2	\$37,681	\$38,281	\$38,881	\$39,481	\$40,281	\$40,881	\$41,481
3	\$38,412	\$39,012	\$39,612	\$40,212	\$41,012	\$41,612	\$42,212
4	\$39,143	\$39,743	\$40,343	\$40,943	\$41,743	\$42,343	\$42,943
5	\$39,874	\$40,474	\$41,074	\$41,674	\$42,474	\$43,074	\$43,674
6	\$40,919	\$41,519	\$42,119	\$42,719	\$43,519	\$44,119	\$44,719
7	\$41,650	\$42,250	\$42,850	\$43,450	\$44,250	\$44,850	\$45,450
8	\$42,381	\$42,981	\$43,581	\$44,181	\$44,981	\$45,581	\$46,181
9	\$43,112	\$43,712	\$44,312	\$44,912	\$45,712	\$46,312	\$46,912
10	\$43,843	\$44,443	\$45,043	\$45,643	\$46,443	\$47,043	\$47,643
11	\$44,574	\$45,174	\$45,774	\$46,374	\$47,174	\$47,774	\$48,374
12	\$45,305	\$45,905	\$46,505	\$47,105	\$47,905	\$48,505	\$49,105
13	\$46,036	\$46,636	\$47,236	\$47,836	\$48,636	\$49,236	\$49,836
14	\$46,767	\$47,367	\$47,967	\$48,567	\$49,367	\$49,967	\$50,567
15	\$47,498	\$48,098	\$48,698	\$49,298	\$50,098	\$50,698	\$51,298
16	\$48,229	\$48,829	\$49,429	\$50,029	\$50,829	\$51,429	\$52,029
17	\$48,960	\$49,560	\$50,160	\$50,760	\$51,560	\$52,160	\$52,760
18	\$49,691	\$50,291	\$50,891	\$51,491	\$52,291	\$52,891	\$53,491
19	\$50,422	\$51,022	\$51,622	\$52,222	\$53,022	\$53,622	\$54,222
20	\$51,362	\$51,962	\$52,562	\$53,162	\$53,962	\$54,562	\$55,162
21	\$52,407	\$53,007	\$53,607	\$54,207	\$55,007	\$55,607	\$56,207
22	\$53,407	\$54,007	\$54,607	\$55,207	\$56,007	\$56,607	\$57,207
23	\$54,407	\$55,007	\$55,607	\$56,207	\$57,007	\$57,607	\$58,207
24	\$55,407	\$56,007	\$56,607	\$57,207	\$58,007	\$58,607	\$59,207
25	\$56,407	\$57,007	\$57,607	\$58,207	\$59,007	\$59,607	\$60,207
26	\$57,407	\$58,007	\$58,607	\$59,207	\$60,007	\$60,607	\$61,207
27	\$58,407	\$59,007	\$59,607	\$60,207	\$61,007	\$61,607	\$62,207
28	\$59,407	\$60,007	\$60,607	\$61,207	\$62,007	\$62,607	\$63,207
29	\$60,407	\$61,007	\$61,607	\$62,207	\$63,007	\$63,607	\$64,207
30	\$61,407	\$62,007	\$62,607	\$63,207	\$64,007	\$64,607	\$65,207
31	\$62,407	\$63,007	\$63,607	\$64,207	\$65,007	\$65,607	\$66,207

Appendix B
VOLUNTARY AND EXTRA-DUTIES

<u>Activity</u>	<u>School</u>	<u>Sponsors</u>	<u>Stipend</u>
Basketball Games- Ticket Sales	District	1 per game	\$40
Special Education Coordinator	District	1	\$5,000
Winter Musical Director	District	1	\$1,000
Spring Musical Director	District	1	\$1,000
8 th Grade Sponsor	Grade School	2	\$600
Assistant to the Principal	Grade School	1	\$5,000
Athletic Director	Grade School	1	\$3,000
Baseball	Grade School	1	\$2,000
Basketball Coach (5 th Grade)	Grade School	1	\$800
Basketball Coach (6 th Grade)	Grade School	1	\$800
Basketball Coach (7 th Grade)	Grade School	1	\$2,000
Basketball Coach (8 th Grade)	Grade School	1	\$2,600
Cheerleading Sponsor	Grade School	1	\$1,800
PBIS Coordinator	Grade School	3	\$600
Pre-K Grant Writer	Grade School	1	Determined by Grant
Softball	Grade School	1	\$2,000
Student Council	Grade School	2	\$600
Title I/II/IV REAP Grant Writer	Grade School	1	Determined by Grant
Volleyball	Grade School	1	\$1,800
Yearbook	Grade School	1	\$600
11 th Grade Sponsor	High School	3	\$600
ACES	High School	1	\$600
Athletic Director	High School	1	\$3,000
Baseball	High School	1	\$2,200
Basketball (Varsity)	High School	1	\$4,200
Basketball (JV)	High School	1	\$2,700
Cheerleading Sponsor	High School	1	\$2,200
College & Career Readiness Coordinator	High School	1	\$3,000
Cross Country	High School	1	\$2,200
Dance Team Coach	High School	1	\$600
FFA Sponsor	High School	1	\$2,000
Math & Science Club Sponsor	High School	2	\$600
National Honor Society Sponsor	High School	1	\$3,000
Newspaper (<i>ECHO</i>)	High School	1	\$500
Pep Club Sponsor	High School	2	\$600
Plays/Musicals Assistant	High School	2	\$600
Quiz Bowl	High School	1	\$600
Service Club Sponsor	High School	2	\$600
Softball	High School	1	\$2,200
Speech	High School	1	\$2,200
Student Council	High School	2	\$600
Title I/II/IV REAP Grant Writer	High School	1	Determined by Grant
Volleyball	High School	1	\$2,500
Yearbook	High School	1	\$1,000

Summer Clinic Stipend- Any head coach that holds a minimum one day coaching clinic in the summer shall receive a \$100 stipend on August 15th.

Job descriptions will be drafted by the superintendent with input from personnel and reviewed annually. Personnel will have the option to receive compensation in one lump sum at the end of the duty or spread it out evenly during the school year.

Appendix C

MEMORANDUM OF AGREEMENT:
THREE CIRCLES GRANT FUNDED EXTENDED YEAR AGRICULTURE POSITION

This Memorandum of Agreement is entered into by and between the Board of Education of the Carrier Mills-Stonefort Community Unit School District No. 2, County of Saline and Williamson, State of Illinois (the "Board") and the Stonefort-Carrier Mills Association of Teachers, (the "Union").

WHEREAS, the Board currently employs a high school agriculture teacher for 9 months during the regular school year;

WHEREAS, the Board has currently learned of the existence of the Three Circles Grant which will pay all compensation and fringe benefits of employment associated with extending the work year of the high school agriculture teacher from 9.5 months to 12 months, and intends to become an applicant for this grant;

WHEREAS, the Board is desirous of participating in this grant-funded program as long as there is no additional cost to the Board of Education and the Carrier Mills-Stonefort School District;

WHEREAS, in the event the Board is awarded the Three Circles Grant, the parties would like to establish additional terms and conditions of employment specific to the high school agriculture teacher so that the grant can be implemented if awarded;

NOW THEREFORE, to accomplish the purposes of this Agreement the parties hereto agree as follows:

1. The parties hereto hereby agree to and incorporate herein all of the above stated recitals, and they do hereby become part of this Memorandum of Agreement.
2. The Board will not be responsible for supporting with School District funds any portion of the employment costs associated with employing the high school agriculture teacher beyond the regular 9 month contractual school year.
3. The cost of salary and other fringe benefits of employment covering the period of time between the 9 month school year and the extended month(s) will be funded exclusively and entirely through public and private donations from within the Carrier Mills-Stonefort School District community. At the agriculture teacher's discretion he or she may use all or a portion of his or her FFA stipend to offset this cost.
4. The cost of salary and other fringe benefits of employment covering the remaining 3 months of employment will be funded exclusively and entirely through the Three Circles Grant.
5. If for whatever reason public and private donations cannot be secured within the Carrier Mills-Stonefort School District community, or the Three Circles Grant is not awarded or cannot be maintained, to fund the compensation and fringe benefits of employment for the agriculture teacher beyond the regular 9 month contractual school year, then this Agreement and all of its provisions shall immediately become void and unenforceable.

6. For the period of time that the agriculture teacher works an extended 12 month work year beyond the regular 9 month school year provided for in the parties' collective bargaining agreement, the terms and conditions of employment of the parties' collective bargaining agreement will continue to apply; however, this Agreement shall not guarantee the agriculture teacher any continued rights of employment not otherwise provided for in the parties' CBA or the *School Code*.
7. The parties acknowledge that both sides have acted in good faith in entering into this Agreement following negotiations over same, and the Union will not pursue any claim or allegation that the Board violated the terms of the collective bargaining agreement or committed an unfair labor practice within the meaning of the Illinois Educational Labor Relations Act.
8. The terms of this Memorandum of Agreement shall become effective upon the date indicated below, but the provisions herein shall not begin unless the Three Circles grant is secured and local public and private funding is obtained. The Agreement shall continue from year to year, contingent upon adequate grant and local community funding being available. This Agreement shall not be cited as, nor shall constitute precedence or prejudice, in any future dispute between the parties, other than the enforcement of its terms.

President, Carrier Mills-Stonefort CUSD No. 2

Date

Attest:

Secretary, Carrier Mills-Stonefort CUSD No. 2

Date

President, Stonefort-Carrier Mills Association of Teachers

Date

Secretary, Stonefort-Carrier Mills Association of Teachers

Date