

Collective Bargaining Agreement

Between the

**Mt. Vernon Township High School
School District No. 201**

And

**The Mt. Vernon Township High School
Clerical Aides
MHCA IEA / NEA**

For the school years of

2006 - 2007

2007- 2008

2008- 2009

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ARTICLE I RECOGNITION

- 1.1 The Board of Education of Mt. Vernon Township High School District No. 201, Mt. Vernon, Jefferson County, Illinois, hereinafter referred to as the "Board" hereby recognizes Mt. Vernon Township High School Clerical/Aides, IEA/NEA, hereinafter referred to as the "Association", as the exclusive bargaining representative for all regularly employed full-time and part-time Aides, Assistants, Secretarial, and Clerical employees of the District, with the exception of the Superintendent's Secretary, the Principal's Secretary, the Bursar, and all supervisory, managerial, confidential, short-term, and student employees as defined in the Illinois Educational Labor Relations Act.
- 1.2 During the life of this Agreement, the Board agrees not to negotiate with any competing organization the rights, privileges, or benefits contained in this Agreement unless an intervening election during the term of this Agreement results in the certification of a new bargaining representative.

ARTICLE II NEGOTIATIONS PROCEDURE

- 2.1 Each party shall select its negotiating team.
- 2.2 If after a reasonable period of negotiations, the Board and Association have reached an impasse, either party may request, in writing, the services of the Federal Mediation and Conciliation Service. The Board and the Association may choose to use other individuals or organizations for mediation of an impasse if the Federal Mediation and Conciliation Service is not available. Any cost incurred as a result of such mediation service shall be shared equally between the Board and the Association.
- 2.3 Negotiations shall begin no later than May 1.
- 2.4 Negotiations sessions shall be closed meetings.
- 2.5 Any item tentatively agreed to will be initialed at the meeting in which the Agreement is reached. Copies will be provided to both parties.

ARTICLE III
GRIEVANCE PROCEDURE

- 3.1 Definition. A grievance is defined as a complaint by an employee or group of employees that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement.
- 3.2 Time limits. All time limits shall consist of school days except when a grievance is submitted during the summer, the time limits shall consist of days when the District Office is open.
- 3.3 Procedure. The parties acknowledge that an employee and the employer may resolve problems through free and informal communications. However, a grievance shall be processed as follows:

Step I The grievant shall present the grievance in writing within fifteen (15) days of the occurrence of the event-giving rise to the grievance, specifying the article and clause alleged to have been violated and stating the remedy sought, to the immediately involved supervisor. The immediately involved supervisor will arrange for a meeting to take place within five (5) days after receipt of the grievance.

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

Step II If the grievance is not resolved at Step I, then the Association/Grievant may refer the grievance to the Superintendent within ten (10) days after receipt of the Step I answer. The Superintendent shall arrange, with the Grievant for a meeting to take place within five (5) days of the Superintendent's receipt of the appeal. Within five (5) days of the meeting, the Grievant and the Association shall be provided with Superintendent's written response, including the reasons for the decision.

Step III If the Association is not satisfied with the disposition of the grievance at Step II; the Association may submit the grievance to binding arbitration. If a demand for arbitration is not filed with employer within thirty (30) days of the Step II answer, then the grievance shall be deemed withdrawn.

- 3.4 Bypass. By mutual agreement, any step of the grievance procedure maybe, bypassed.
- 3.5 No Reprisals Clause. No reprisal shall be taken by the employer or the association against any employee because of the employee's participation or refusal to participate in a grievance.
- 3.6 Filing of Materials. All records related to a grievance shall be filed separately from the personnel files of the employees.
- 3.7 Grievance Withdrawal. A grievance maybe withdrawn at any level without establishing a precedent.
- 3.8 No Written Response. If no written decision has been rendered within the time limits indicated by a step, the grievance shall advance to the next step.
- 3.9 Time Limits. The timelines for responding maybe extended by mutual agreement.
- 3.10 Cost. The parties shall share the fees and the expense of the arbitrator equally.
- 3.11 Settlement. By mutual agreement of the Association and the employer, a grievance may be settled at any step with or without establish prejudice or precedent.
- 3.12 Court Reporter. If only one party request the presence of a court reporter, that party shall bear the cost of the reporter. If the other party wants a copy, the other party must share the cost.

ARTICLE IV

WORK DAY AND WORK YEAR AND CATEGORIES OF POSITIONS

- 4.1 Nine (9) Month Employees
 - A. Workday. The workday for nine-month employees with the exception of the Campus Supervisor shall be six and three-quarters ($6\frac{3}{4}$) hours. The workday of the Campus Supervisor shall be seven and three-quarter ($7\frac{3}{4}$) hours.
 - B. Work week/year. The work year for nine-month employees including the Campus Supervisory shall be 180 days. The workweek for the Attendance Advocate shall be thirty-five (35) hours a week and have an additional one-half ($\frac{1}{2}$) hour for lunch each day. The schedule shall be established by the needs of the position with administrative approval.

- C. Schedule Break. All nine-month employees shall be entitled to a duty free lunch that is the equivalent to the regular school lunch. It is recognized that there may be circumstances in which the period of the duty free lunch may be broken into two segments. In each instance the stop and start times and the lunch hours shall be established by the superintendent or his/her designee with input from the employee. In each category, employee may be assigned to other duties within the bargaining unit on a temporary basis. In the event the period of reassignment shall exceed five consecutive workdays, there will be appropriate notice to the association. These requirements are for full-time employees. Nothing shall preclude the Board from establishing part-time positions. The Board shall have the right to establish the stop and start times for each position and the lunch hours. In each instance, the duty free lunch shall be in addition to the "hours worked".
- D. Assignment. The Superintendent or his designee will make a good faith effort to inform each employee of his/her assignment by August 1. Should changes, adjustments, and/or transfers in assignment(s) be necessary after the initial notification date, the employee will be notified in writing as soon as possible.

4.2 Ten (10) Month Clerk Position

- A. The work year shall be two hundred (200) days per year with a seven (7) hour per day workday.
- B. The ten-month clerk position shall be entitled to a one hour (1) duty free lunch.
- C. The beginning salary for said position shall be eleven thousand-eight hundred forty-five dollars (\$11,845) with no vacation days.
- D. The ten month (10-month) Clerk shall be credited with fifteen (15) sick leave days and three (3) personal leave days.

4.3 Twelve (12) Month Employees

- A. Workday. The workday for twelve (12) month employee shall be seven (7) hours per day.
- B. Schedule Breaks. All employees shall be entitled to a duty free lunch that is one (1) hour in length. It is recognized that there may be circumstances in which the period of the duty free lunch may be broken into two segments. In each instance the superintendent or his/her designee shall establish the stop and start times and the lunch hours with

input from the employee. In each category, employee may be assigned to other duties within the bargaining unit on a temporary basis. In the event the period of reassignment shall exceed five (5) consecutive workdays, there will be appropriate notice to the Association. These requirements are for full-time employees. Nothing shall preclude the Board from establishing part time positions. The Board shall have the right to establish the stop and start times for each position and the lunch hours.

C. Summer Hours. Summer hours will be retained for current employees subject to the following:

1. There will be no lunch and no breaks.
2. The beginning dates and ending dates will be established by the Superintendent. Ordinarily, the summer hours will not begin until the state reports are completed.
3. The work must be completed on a timely basis. The Superintendent may require an employee or class of employees to work a regular workday without additional pay if he believes it to be necessary.

D. Student Workers. It is recognized that there may be the need for additional help by requesting the services of student workers. Student workers will be requested on an as needed basis with Superintendent's approval.

4.4 Categories of Positions. For the purpose of this Agreement, all bargaining unit members shall be placed in one of the following classification based on their current assignment:

- A. Nine (9) Month Positions
1. Health Service Aide
 2. Supervisor Aide
 - a. Campus Supervisor
 - b. In School Suspension
 - c. Study Hall Supervisor
 3. Classroom / Instructional Aides
 - a. Special Education
 - b. Library Aide
 - c. Child Care
 - d. Title I Tutor
 4. Attendance Advocate

- B. Ten (10) Month Position
 - 1. Clerk Typist
- C. Eleven (11) Month Position
 - 1. Administrative Secretary
- D. Twelve (12) Month Positions
 - 1. Printing Services
 - 2. Clerk Typist
 - 3. Network Administrator
 - 4. Network Administrator Assistant
 - 5. Fiscal Services
 - 6. Administrative Secretary
 - 7. School Nurse Assistant
- E. Grandfather Positions. The following positions will remain as twelve (12) month positions or as thirty-five (35) hours per week as long as the current employee remains in that position. When the current employee retires or leaves the position, the position will become as follows:
 - 1. Secretary to the Athletic Director – eleven (11) month position. No student help provided during summer months.
 - 2. Secretary to the Dean – ten and one-half (10.5) month position.
 - 3. School Nurse Assistant – ten and one-half (10.5) month position.
 - 4. Secretary to the Vocational Director – ten and one-half (10.5) month position.
 - 5. The position of Attendance/Maintenance Secretary shall remain a full time position. This position is a combined Attendance/Maintenance Secretary position and may become a part-time position after December 31, 2005 with the employee in said position resigning effective December 31, 2005.
 - 6. Network Administrator – forty (40) hours per week.

4.5 Part-Time Employees

- A. Part-time employees are employees who work less than the standard work day but shall be contracted for at least four (4) hours a week.
- B. Part-time bargaining unit members shall accrue seniority and other benefits with respect to wages, hours and terms and conditions of employment on a prorated basis.

- C. Prorating shall be based on the standard work day of the category that the employee is employed in.
- D. A standard work day of six and three-quarter ($6\frac{3}{4}$) hours will be prorated at one-sixth ($1/6$). A standard work day of seven (7) hours will be prorated at one-seventh ($1/7$).

**ARTICLE V
HOLIDAYS AND VACATION**

5.1 The following are recognized as legal holidays:

New Year's Eve Day	New Year's Day	Martin Luther King Day
Casimir Pulaski Day	Friday before Easter	Memorial Day
4 th of July	Labor Day	Columbus Day
Veterans Day	Thanksgiving Day	Day after Thanksgiving
Christmas Eve	Christmas Day	

President's Day or February 12 whichever day is stated on the school calendar.

5.2 All twelve (12) month employees shall receive all school vacation days and legal holidays.

5.3 The following vacation shall be granted to all twelve (12) month employees who have completed the years indicated below:

1 year..... 5 days	11 -14 years..... 15 days
2 - 10 years.... 10 days	15 and more years.... 20 days

5.4 Requests for vacation must be submitted for approval to the immediate supervisor at the earliest possible date. The use of vacation is subjected to approval by the Superintendent. Acquired vacation not used may be carried over to the following year.

5.5 Vacation may be used in one-half ($1/2$) day increments.

ARTICLE VI ASSOCIATION RIGHTS

- 6.1 Board Meetings. The President of the Association or the President's designee shall be given written notice of all regular meetings of the Board, together with a copy of the agenda, at least twenty-four (24) hours prior to the scheduled time of such meeting.
- 6.2 Board Minutes. Following approval by the Board of Education, one (1) copy of all official open Board minutes shall be placed in the mailbox of the President of the Association.
- 6.3 Right to Communications with Members. The Association shall have the right to post notices of activities and matters of Association concern on bulletin boards designated by the Superintendent. The Association may use the district mailboxes for communication to bargaining unit members. Placement of the materials in the mailboxes may only be done before or after working hours.
- 6.4 Personnel File. Each employee shall have the right to review the legally discloseable content of said employee's personnel file in accordance with the Personnel Record Review Act. If the employee disagrees with the information contained, it may be removed upon a mutual agreement between the Board and the employee.
- 6.5 Right to Use of Equipment. The Association shall have the right to use in-building telephones, typewriter, duplicating machines, computers, facsimiles, and any other electronic equipment normally available. The Association shall reimburse the District for the cost of all consumable supplies and the prevailing rate to use its photocopy machine. The use must be outside of work hours, and must not interfere with school operations.
- 6.6 Dues Deduction. The Board shall deduct from each employee's pay the current dues of the Association, provided that the Board has an employee-executed authorization for continuing dues deduction, the amount of which shall annually be certified by the Association. Upon receipt of any revocation, the Board shall be remitted to the Association's designee no later than thirty (30) days after such deductions are made.
- 6.7 Printing of Contracts Costs and Distribution. Within thirty (30) days after both parties sign the Agreement, copies of the Agreement shall be printed at the joint expense of the employer and Association and presented to the Association for distribution to each bargaining unit member by the employee.

**ARTICLE VII
MANAGEMENT RIGHTS**

- 7.1 The Board retains and reserves the ultimate responsibility for proper management of the School District upon and vested in it by the statutes and Constitution of the State of Illinois and the United States, including but not limited to, the responsibility and the right:
- A. To maintain executive management and administrative control of the School District and its properties and facilities and the professional activities of its employees as related to the conduct of school affairs.
 - B. To hire all employees and, subject to the provisions of the law, to determine their qualifications, and the conditions for their continued employment, and to promote and transfer all such employees.
 - C. To delegate authority through recognized administrative channels for the development and organization of the means and methods of governance of the District according to current written Board policy or as the same may from time to time be amended.
 - D. To determine work schedules, the hours of work, including the requirement of overtime assignments and the duties, responsibilities and assignments of employees with respect thereof.
 - E. To establish the initial pay rate of each employee. Factors that will be considered shall include, but not be limited to, experience, training, and specialized knowledge.

**ARTICLE VIII
WORKING CONDITIONS**

- 8.1 New Employee Orientation. All new employees may be required to attend a new employee orientation session not to exceed six (6) hours. In the event the employee is required to attend such a session, the employee will be paid at his/her initial rate of pay.
- 8.2 Attire. The Board may require appropriate standards of dress and identification for employees. Appropriate dress is that which is professional, clean, and modest and does not detract from the educational process or work environment.
- 8.3 Transfers, Promotions and Assignments. Each employee shall be subject to transfer (voluntary or involuntary), promotion, demotion, and/or reassignment. When the transfer is approved by the Board of education the following formula shall be used:

Higher Based Category

Step 1 Take the employee current salary and subtract the base salary from the employee's current position salary.

<u>Example:</u> Employee current salary	\$ 17,000
Base Salary (Clerk Typist)	\$ <u>13,577</u>
Difference	\$ 3,423

Step 2 Take the difference from step 1 and add that amount to the base of the new salary.

<u>Example:</u> New Base (Administrative Secretary)	\$16,029
Difference	\$ <u>3,423</u>
Employee's Salary	\$19,452

Lower Based Category

Step 1 Take the employee current salary and subtract the base salary of the from the employee's current position salary.

<u>Example:</u> Employee current salary	\$17,000
Base Salary (Administrative Secretary)	\$ <u>16,029</u>
Difference	\$ 971

Step 2 Take the difference from step 1 and add that amount to the base of the new salary.

<u>Example:</u> Base salary of new category (Clerk Typist)	\$13,577
Difference	\$ <u>971</u>
Employee Salary	\$14,548

8.4 Job Descriptions. Job descriptions providing minimum required skills and duties shall be developed by the District. Such descriptions shall be reviewed and updated when deemed necessary by the District. Such descriptions shall be made available to all employees.

8.5 Probationary Period. Any new employee shall be designated a "probationary" employee. The probationary period shall be four (4) consecutive months, including three (3) months with students in attendance except as otherwise provided herein. For purposes of computing probationary period, the months of June, July and August shall not be considered months with students in attendance.

- 8.6 Absences of ten (10) or more consecutive workdays shall extend the probationary period by a like number of workdays. A probationary employee may be discharged without recourse at any time prior to the end of the probationary period.
- 8.7 If a new employee is hired late spring, the probationary period will be extended through the fall in order to meet the four (4) month probationary requirement with students. For the purpose of this section only, late spring is defined as the end of April through May and fall is defined as August and September.

ARTICLE IX LEAVES

- 9.1 Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. For purposes of this section, "immediate family" shall mean parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in law, brothers-in-law, sisters-in-law, daughters – in laws, sons-in laws, and legal guardians and other family members as approved by the Superintendent or the Superintendent's designee.
- 9.2 Employees are entitled to sick leave earned at the rate of fifteen (15) days per year to cumulative to two hundred-forty (240) days.
- 9.3 Sick leave shall be reported and charged in one (1) hour increments with three (3) hours the equivalent of one-half ($\frac{1}{2}$) sick day. Any time over three (3) hours equals one (1) sick day.
- 9.4 Personal leave. The Board shall grant three (3) days per year to each full-time employee for personal leave at no cost to the employee. At least two (2) days notice requesting leave must be given in writing to the Superintendent or his designee. Unused personal leave shall be converted to accumulated sick leave. In case of an emergency, the advance notice requirement shall be waived.
- 9.5 Personal leave shall be reported and charged in full or half day increments. If an employee's absence on a particular day is for a period of time equal to no more than one-half ($\frac{1}{2}$) of the scheduled hours of work, excluding any meal break, for that day, he/she shall be charged for one-half ($\frac{1}{2}$) day of leave. Any absence which exceeds one-half ($\frac{1}{2}$) of that day's scheduled hours of work shall be charged as a full day of leave.
- 9.6 Early Release. When teachers are allowed to leave early, all employees covered by this Association will be afforded the same privilege if approved by the Superintendent or the Superintendent's designee.

**ARTICLE X
VACANCIES**

- 10.1 Vacancies. Vacancies occurring within the bargaining unit, including newly created positions, shall be posted on a designated bulletin board in each district building, along with a copy of such posting sent to the Association. Postings as above described shall be posted at least seven (7) school days prior to being filed. Such posting shall contain the following information:
- A. Type of work
 - B. Location of work
 - C. Starting date
 - D. Relevant pay information
 - E. Hours to be worked
 - F. Job description
 - G. Minimum requirements
- 10.2 Summer Notification. The employer shall continue to post vacancies within the bargaining unit, including newly created positions, on a designated bulletin board in each district building, the website, along with a copy of such posting to the Association.

**ARTICLE XI
SENIORITY**

- 11.1 Notice/Demand to Bargain. The Board shall notify, in writing, the Association when a reduction is to be made in the total number of positions in the bargaining unit as defined in Article 1.1.
- 11.2 Ties in Seniority. In the event of a tie in seniority among two or more bargaining unit members, the order of signing contracts at the time of initial employment shall determine the order of lay-off.

**ARTICLE XII
COMPENSATION, PAY DATES AND RELATED PROVISIONS**

- 12.1 Salary. The base salary shall be as set forth in Appendix A for nine (9) month employees and ten-month employees and Appendix B for eleven month and twelve (12) month employees, which is attached to and incorporated in this Agreement. The Board will retain the right to bring someone in at a higher rate based on experience, training, specialized skills and/or knowledge or some other objective basis at the rate of one hundred dollars (\$100.00) per year up to five (5) years for experience to be added to the base salary.

- 12.2 Health Insurance. The Board shall pay the cost of each employee's coverage to a limit of six hundred-seven dollars (\$607.00) per month for employee coverage for the 2006-2007 school year. For the 2007-2008 school year and the 2008-2009 school year, the monthly amount for employee coverage shall be the amount mutually agreed upon and between the Mt. Vernon High School Education Associations and the Board of Education of the Mt. Vernon Township High School District Number 201.

If an agreement has not been reached between the MHEA and the Board prior to the start of the new insurance/school year, the amount of six hundred-seven dollars (\$607.00) will remain in effect until said agreement between the parties have been reached.

- 12.3 The Board shall have the exclusive to select the carrier for major medical and health insurance.
- 12.4 Career Pay. Any employee who is employed full time as of March 24, 2004, who retires at age 55 or more and/or qualifies for state retirement benefits (IMRF) from the Mt. Vernon Township High School shall receive during the final year of employment:
1. Regular salary plus twenty percent (20%) of base for twenty (20) years or more of full-time service in the system.
 2. Regularly salary plus fifteen percent (15%) of base for fifteen (15) through nineteen (19) years of full-time service in the system.
 3. Pay will be limited to no more than what is IMRF creditable for retirement purpose. No additional pay will be provided beyond the creditable limits.
- 12.5 Procedure for career pay. Any employee who is planning to retire at the end of a given year must notify the Superintendent, in writing, no later than October 1 of that year. The balance of pay due, including the career pay, will be prorated each pay period from October through June. Failure to notify, in writing, by October 1 will forfeit the career pay.
- 12.6 Pay Periods. Each employee shall be paid on the fifth (5th) and the twentieth (20th) of each month. Nine (9) month employees shall be given the option of receiving his/her check on a ten (10) or twelve (12) month basis.
- 12.7 Pay Days – school not in session. If a regular pay date falls on a day when the school is not open for business, then the employee shall receive pay on the last workday preceding the scheduled pay date.
- 12.8 Payment to IMRF. The Board shall pay during the 2006-2007 school year two and one half percent (2½%) of the employee contribution for each employee's state

retirement benefits to be applied to the retirement account of such employee. Such payments shall be based upon an employee's salary and extra duty schedule payments.

During the 2007-2008 school year, the Board shall pay the remaining two percent (2%) of the employee contribution for each employee's state retirement benefits to be applied to the retirement account of such employee. Such payments shall be based upon an employee's salary and extra duty schedule payments.

During the 2008-2009 school year, the Board shall pay the full employee contribution for each employee's state retirement benefits to be applied to the retirement account of such employee. Such payments shall be based upon an employee's salary and extra duty schedule payments.

ARTICLE XIII TERMS OF AGREEMENT

- 13.1 **Effect of Agreement.** Upon approval by the Association and the Board, the effective date of this contract shall be the 1st day of July, 2006 and shall continue in effect until the 30th day of June, 2009.
- 13.2 **Renegotiations.** No item agreed to shall be deemed capable of renegotiation to be effective during the terms of this Agreement, unless mutually agreed to in writing by the parties.
- 13.3 **Changes.** The terms and conditions of this Agreement may be altered, changed, added to, deleted from or modified only through voluntary, mutual consent of the parties and a ratified written amendment.
- 13.4 **Severability.** If any provision of the Agreement is subsequently declared by the proper legislative or judicial authority to be unconstitutional, illegal, void or otherwise unenforceable, all other provisions of this Agreement shall remain in full force for the duration of this Agreement.
- 13.5 **Complete Agreement.** The parties acknowledge that during the negotiations which resulted in this Agreement and its appendices, each had the unlimited right and opportunity to make demands and proposals, with respect to any matter or subject not removed by law or by specific agreement of the parties from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right are set forth in this Agreement.
- 13.6 **No Strike Clause.** During the term of this agreement, the Association agrees not to strike, nor to engage in any concerted activity that would result in a withholding of services, slow down, or disruption of the Board.

**ARTICLE XIV
ACCEPTANCE OF AGREEMENT**

This agreement is signed this 26th day of June, 2006.

IN WITNESS WHEREOF:

For the Mt. Vernon Township
High School Clerical Aides
Association, IEA/NEA

For the Board of Education
Mt. Vernon Township High School
District No. 201

Tricia Wagner
President

Gregory B. Barber
President

Robin Morgan
Secretary

Sherry Holt
Secretary

**APPENDIX A
NINE-MONTH AND TEN-MONTH EMPLOYEE SALARY PROVISIONS**

<u>Category of Position</u>	<u>Base Salary</u>
A. Health Service Aide	\$12,875
B. Supervisor Aide	\$10,654
1. Campus Supervisor	\$10,654
2. In School Suspension	\$10,654
3. Study Hall Supervisor	\$10,654
C. Classroom/Instructional Aides	\$10,158
1. Special Education	\$10,158
2. Library Aide	\$10,158
3. Child Care	\$10,158
4. Title I Tutor	\$10,158
D. Attendance Advocate	\$15,450
E. Ten Month Position	\$11,845

Percent increase on individual salary

2006-2007	4% includes 2.5% IMRF \$350 Bonus
2007-2008	3.75% includes 2% IMRF \$350 Bonus
2008-2009	3% \$350 Bonus

**APPENDIX B
ELEVEN MONTH AND TWELVE-MONTH EMPLOYEE SALARY PROVISIONS**

<u>Category of Position</u>	<u>Base Salary</u>
I. Eleven Month	
A. Administrative Secretary	\$14,693
II. Twelve Month	
A. Administrative Secretary	\$16,029
B. Printing Services	\$13,577
C. Clerk Typist	\$13,577
D. Network Administrator	\$30,900
E. Network Administrator Assistant	\$15,450
F. Fiscal Services	\$16,029
G. School Nurse Assistant	\$16,029

Percent increase on individual salary

2006-2007	4% includes 2.5% IMRF \$350 Bonus
2007-2008	3.75% includes 2% IMRF \$350 Bonus
2008-2009	3% \$350 Bonus

MEMORANDUM OF AGREEMENT

It is hereby agreed by and between the Board of Education of Mt. Vernon Township High School District No. 201 and the Mt. Vernon Township High School Clerical Aides, IEA/NEA that the following provisions shall apply with respect to sick leave days accumulated beyond the maximum allowable days.

1. That Carolyn Burgin, Nancy Deaton and Tami Lovin shall retain the sick leave days earned beyond the maximum allowable days for the 2002-2003 year.
2. That the days accumulated beyond the maximum allowable days shall only be used the year that the employee is retiring from the district and reported to IMRF for retirement purposes only.
3. That the days accumulated beyond the allowable maximum days cannot be used as sick leave days during the work year.
4. This is agreement in no way prevents the above mentioned employees from receiving their annual sick leave allotment if the maximum allowable days for said employees is less than two hundred forty (240) days per year.

For the Association



For the Board

9/2/2004
Date

9/2/2004
Date

