

AGREEMENT BETWEEN
THE BOARDS OF EDUCATION OF
DWIGHT COMMON SCHOOL DISTRICT #232
AND
DWIGHT TOWNSHIP HIGH SCHOOL DISTRICT #230
AND
THE DWIGHT EDUCATION ASSOCIATION FOR
SCHOOL YEAR
2015-16

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ARTICLE 1

A. Recognition

The Boards of Education of Districts No. 230 and 232 recognize the Dwight Education Association, an affiliate of the Illinois Education Association and the National Education Association, as the sole negotiating agent for all full-time, regularly employed, certified teaching personnel including counselors, speech pathologists, and librarians except for the Superintendent, Principals, Assistant Principals, Dean of Students, Technology Coordinators, and any other administrator who has authority on behalf of the Boards to hire, fire, discipline or substantially recommend the same.

B. Part-Time Teachers

Regularly employed part-time teachers may be included in the bargaining unit depending on other areas of employment in the District(s).

C. Negotiation Restrictions

The Boards agree not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. The Boards shall not negotiate with any teacher individually with regard to items specifically stipulated in this Agreement.

D. Right to Organize

Boards agree that teachers shall have the right to organize, join or not join the Association, and to participate in professional negotiations for the purpose of establishing, maintaining, protecting or improving conditions for professional service and of the education program.

ARTICLE II

A. Personnel File

Each teacher shall have the right, upon request and during regular business hours, to review the contents of said teacher's personnel file. Such review shall not occur at a time when it might interrupt the regular school program. At the teacher's request, a representative of the Association may accompany the teacher in this review. An administrator or his/her designee shall be present at such review.

If the teacher feels that any formal evaluation or statement in the file is incomplete, inaccurate, or unjust, said teacher may put any objections in writing and have them attached to the evaluation report or statement to be placed in the teacher's personnel file. A copy, signed by both parties, shall be given to the teacher indicating that the original evaluator has knowledge of the rebuttal statement.

Complaints against a teacher must be in writing with a copy given to the affected member

prior to placement in the personnel file. Complaints not reduced to writing shall be considered withdrawn and shall not be used for evaluation, discipline, or reassignment by the administration or the Boards of Education.

However, any material that has not been reduced to writing, submitted to and discussed with the Employee, and an opportunity to be signed by the employee within forty-five (45) calendar days following the event or occurrence may not be added to the file. An individual Employee has the right to add awards, commendations and similar items to their personnel file.

1. The Administration and District Boards of Education shall not divulge any of the contents of the personnel file including a disciplinary report, letter of reprimand, or other disciplinary action to any person or party other than the Employee except as follows:
 - a) A School District official in a need-to-know capacity.
 - b) The Employee has specifically waived written notice as part of a written, signed employment application with another Employer.
 - c) The disclosure made pursuant to a subpoena or other court order in a legal action or arbitration proceeding.
 - d) The information is requested by a government agency as a result of a claim or complaint or as a result of a criminal investigation.
 - e) The disclosure meets the statutory requirements of the Freedom of Information Act and the FOIA request followed procedures established by the Board of Education.
2. The Employer shall review a personnel record before releasing information to any party other than the Employee pursuant to sub-paragraph A above.

B. Evaluation Plan

As required by law, the Boards agree that a committee comprised of equal number of teachers, selected by the Association, and administrators of the districts shall annually review the Evaluation Plan to determine if any changes or adjustments are in order.

All formal observation of the work of each employee shall be conducted in person and with the knowledge of the employee. Any informal observations must be brought to the attention of the employee within 10 days if they are to be used as part of the formal evaluation.

Notification of Evaluation Process

Within fifteen (15) calendar days of the beginning of each school year, the building principal or immediate supervisor shall inform, in person, each employee of the evaluation procedures and instruments to be used.

1. A new employee or an employee reassigned after the beginning of the school term, shall be notified by the building principal or immediate supervisor of the evaluation

procedures in effect. Such notification shall be within two (2) weeks of the first day in the new assignment.

2. Individuals doing the final evaluations must be non-bargaining unit/administrative personnel with the appropriate certifications; as defined by ISBE.

Purpose of Evaluation

The purpose of the teacher evaluation is to determine the level of performance of the teacher and students. The overall goal is to improve teaching and learning.

Evaluation Process

1. Initial Evaluation
No formal evaluation will take place prior to September 20th of each year. There shall be at least a fifteen (15) work-day period between each evaluation unless otherwise requested by the employee.
2. Non-Tenured Teacher
A non-tenured employee shall be formally evaluated not less than twice a year during the employee's probationary period.
3. Tenured Teacher
Tenured teachers shall be formally evaluated once during every other employment year. If a new principal is employed, he or she will have the right to evaluate per statute.
4. Pre-Evaluation Conference
Each formal evaluation shall be initiated by a pre-evaluation conference, no less than one (1) working day prior to the evaluation, between the evaluator and the employee to be evaluated. The pre-evaluation conference shall include a review of the expectations of the parties and an agreement on the dates and specific times for the formal evaluation.
5. Association Representation
All employees may bring an advocate to any evaluation conference, as long as it causes no unnecessary delay.
6. Evaluations Done by a Qualified Administrator
Each teacher shall be evaluated by a qualified administrator, as defined by the ISBE. All observations and information used as part of an evaluation shall have been observed or confirmed by the administration. An evaluation will include specifics as to strengths and weaknesses with supporting evidence for the comments made.
7. Specific Recommendations for Improvement
A remediation plan will be developed within thirty (30) school days for all tenured teachers who receive an "unsatisfactory" summative rating. A professional development plan will be

developed within thirty (30) school days for all tenured teachers who receive “needs improvement” summative ratings.

Post-Evaluation Conference and Procedure

All formal observations and/or evaluations shall be reduced to writing and a copy given to the employee within ten (10) school days of any evaluation and at least twenty-four (24) hours prior to the post-evaluation conference. The employee and the supervisor shall mutually agree to a date and time for a post-evaluation conference at which to discuss the evaluation. This conference must take place within five (5) days after the employee has received the evaluation. If the employee disagrees with the evaluation, he/she may submit a written response which shall be attached to the file copy of the evaluation in question.

Employee’s Right to Respond to Evaluation

If the employee feels that any formal evaluation or statement in the file is incomplete, inaccurate, or unjust; the said teacher may put any objections in writing and have them attached to the evaluation report or statement to be placed in the teacher’s personnel file.

Coaches Evaluation Plan

A committee comprised of an equal number of coaches selected by the Association and Administrators of the districts shall create and annually review a Coaching Evaluation Plan.

C. Use of Facilities

In each building, telephones, copy machines, computers, facsimiles and any other electronic equipment normally available, shall be available to aid employees in the proper execution of their assigned duties.

In the furtherance of Association business, the Boards agree that the Local Association shall have the right to use school building for meeting and to transact official Association business on school property provided that:

1. Request is made and approval received from the building administrator in advance.
2. Use shall not conflict with normal operations or other previously approved use.
3. The Association shall have the right to distribute printed materials in each bargaining unit member’s mailbox for communication to Bargaining Unit Members without interference, censorship, or examination of such communications by the Employer.

D. Payroll Deductions

Payroll deductions may be initiated or adjusted for payment as follows:

1. Health, dental and vision (open enrollment and qualifying event)

2. 403(b) Plans (two (2) times per school year)
3. Association Dues
4. IEA Credit Union (two (2) times per school year)
5. Flex Spending Accounts (open enrollment period only)

All payments on behalf of individuals with any of the above deductions will be postmarked no later than the last day of each month in which a paycheck is received by such individuals.

E. Sick Leave

The Boards of Education shall grant full-time teachers sick leave in the amount of fifteen (15) days at full pay each year. If any teacher does not use the full amount of annual sick leave allowed, the unused amount shall accumulate.

Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the family. Family shall include parents, grandparents, parents-in-law, brothers, sisters, brothers/sisters-in-law, spouse, domestic partner, children, grandchildren, aunts, uncles, nieces, nephews and any person living in the household.

Paid Bereavement Days may be granted per school year by the Superintendent. Bereavement Days will be considered "Sick Days" and be deducted accordingly.

F. Sick Leave Bank

The Boards of Education shall permit the formation of a Sick Leave Bank in each District. A committee in each District shall be composed of the District Superintendent, the Association President and the Association Vice-President. They will decide at the beginning of each school year if it is necessary to deposit additional days in the Sick Leave Bank of that District.

When the Sick Leave Bank Committee of either District deems it necessary, each teacher in that district will be given the opportunity, at the beginning of the school year, to transfer no more than one day of their entitled sick leave to the Sick Leave Bank of that District. Only those teachers who have made a contribution will be eligible to withdraw days from their Sick Leave Bank. Teachers new to the districts will automatically be given the option of contributing to the Sick Leave Bank when they begin teaching.

Any teacher who participates in their Sick Leave Bank beginning in the 1984-85 school year and thereafter may withdraw no more than ten (10) days per school year. Contributions to and withdrawals from the Sick Leave Banks will be subject to prorating for those teachers employed less than full-time.

In order for participating teachers to withdraw from their respective Sick Leave Banks, a period of three (3) teaching days must pass following the exhaustion of the teacher's accumulated sick leave.

Withdrawal of days from the Sick Leave Banks shall be for serious illness on the part of the Employee only. It does not cover illness on the part of the Employee's family or elective surgery on the part of the Employee. It does cover pregnancy related problems providing the doctor has signed a written statement that the woman is medically unable to return to work. Teachers who draw benefits from the Teacher Retirement System or who draw Worker's Compensation benefits will cease to withdraw from the Sick Leave Banks.

Application for withdrawal from the Sick Leave Banks will be made to the District Superintendent.

At no time can more days be withdrawn from the Sick Leave Bank(s) than have been contributed by the teachers to the District's Sick Leave Bank.

G. Personal Leave

Two (2) paid teaching days per year will be granted to each teacher for personal use. The granting of a Personal Leave request is contingent upon the availability of an approved substitute teacher. A written request for Personal Leave must be filed with the Principal at least five (5) working days prior to the date of the Personal Leave requested, except for emergency situations as determined by the Principal. Teachers may use no more than two (2) consecutive Personal Leave Days at any one time, unless an emergency and approved by the Administration. It is agreed that no requests for Personal Leave will be honored during the first ten (10) or last ten (10) days of student attendance in any school year except for emergency situations. The Principal has the discretion to approve or disapprove a teacher's request for Personal Leave on an institute or in-service day.

Any teacher who has unused Personal Leave remaining at the conclusion of the school year will be allowed to carry forward these Personal Leave Days into the succeeding school year. At no time can any teacher have more than five (5) paid Personal Leave Days per year. Any excess Personal Leave Days will be transferred to the employee's accumulated sick days.

The DEA acknowledges the importance of classroom instruction by education professionals. Any additional days beyond the three (3) unpaid Personal Leave Days may only be used for emergency circumstances and must be approved by the Superintendent.

An unapproved leave of absence shall result in disciplinary action including, but not limited to, an equal number of unpaid days of suspension.

H. Unpaid Family Medical Leave

1. General

Per the Family Medical Leave Act of 1993, eligible teachers shall be entitled to up to twelve (12) work weeks of unpaid leave during any twelve (12) month period for one or more of the following reasons:

- a. For the birth of a child, and to care for the newborn child;

- b. For placement with the employee of a son or daughter for adoption or foster care;
- c. To care for the employee's spouse, son, daughter, or parent with a serious health condition; (not to include in-laws)
- d. Because of the serious health condition that makes the employee unable to perform the functions of the employee's job.

2. Notification:

When the necessity for such leave is foreseeable as in the case of an expected birth or adoption placement, the teacher shall provide the Board with thirty (30) days written notice before the date of the leave is to begin. In cases of emergency, the teacher shall provide such notice as practicable.

3. Health Benefits

During such leave, the Board shall maintain the teacher's coverage under the group health plan on the same basis and conditions as coverage would have been provided if the teacher had been continuously employed during the entire leave period. The teacher may continue coverage at his or her own expense if the said leave is extended beyond the twelve (12) weeks.

4. Accrual of Benefits

While on such leave, the teacher shall continue to accrue seniority and credit towards movement on the salary schedule.

5. Return from Leave

Upon return from leave under the Medical Leave Act during the same academic year in which the Leave began, the teacher is entitled to the same position they held when the leave commenced. However, if they extend the leave beyond the twelve (12) weeks or return to the school district in the following year, the teacher is entitled to an equivalent position.

I. Child Care Leave

Unpaid childcare leave shall be granted to teachers in accordance with the following;

1. A teacher seeking unpaid childcare leave must submit a written request to the Board at least sixty (60) calendar days prior to the effective date of the leave. The Board may waive the sixty (60) days notice in cases of emergency.

Childcare leave applies to newborn babies and newly adopted children.

2. Such leave may be for a period of time up to one full school year, with the final decision being made by the Board. If the childcare leave starts in the first or second semester, the leave shall be for the remainder of the school year in progress unless there is mutual agreement to end the leave earlier. One additional year beyond the initial leave period may

be requested, with the Board retaining its right to approve or disapprove the said request for additional time.

3. Contractual benefits and seniority shall not accrue during unpaid childcare leave. However, a teacher on the said leave may continue insurance benefits at his or her expense.
4. Credit on the salary schedule for a full year of service shall be granted if the teacher has been employed at least ninety (90) workdays during the school year that the leave began.

J. Work Year, Work Day and Holidays

A Committee of the Administration and DEA will develop a school calendar to be presented to the Boards of Education. The Boards of Education shall have the final approval.

The school year calendar shall consist of 185 days which shall include 175 student attendance days, four (4) workshop/in-service days and five (5) emergency days. Unused emergency days shall not become workdays. The work year for Employees shall not exceed 180 days which shall include the four (4) workshop/in-service days. Teachers will be released no more than fifteen (15) minutes following the release of students for Thanksgiving, Christmas, Spring Break and Easter Break.

Length of Work Day

The length of the work day for all Employees shall not exceed 7.5 hours, including preparation periods and lunch periods. A half day will be considered 3.75 hours (from established start time). Employees may be required to work beyond the regular work day due to meetings with parents, IEP meetings, etc. and will receive compensation at the contracted hourly rate. Specific start and end times will be determined and communicated by the building administrators.

Lunch Periods

All Employees shall have a duty-free lunch period equal to that of the students' lunch period, but no less than thirty (30) minutes.

Preparation Periods

All Employees shall have 180 minutes of preparation time each week (based on a 5-day, regular school week).

Limit on Employee's Responsibility

An Employee shall not be required to assume the responsibility of another Employee's students simultaneously with his/her own students for the purpose of an IEP meeting unless the employer has exhausted all other reasonable alternatives.

Shared Employees

Any Employee who travels between the two districts shall be provided with preparation and lunch periods as would any other Employee and traveling time shall be scheduled so as not to infringe on these relief periods. If a scheduling conflict occurs, the Employee will be compensated for the loss of preparation time at the contractual hourly rate.

Additional Load Compensation

Any Employee with more than the normal teaching load set forth in this agreement shall receive additional compensation at the rate of two-thirteenths ($2/13$) per year, or one-thirteenth ($1/13$) per semester of his/her annual salary exclusive of extra duty pay for each teaching period of each day in excess of such norms. (As an example, if a person was making \$50,000, divide that number by 13 and then take that number times 2 for a full overload of both semesters. $\$50,000$ divided by 13 = $\$3846.15$ x 2 = $\$7692.30$. If it was a one semester overload, it would be $1/13 = \$3846.15$).

K. Economic Terms and Conditions

1. Income Tax Shelter-Teacher Retirement System

The entire amount of each teacher's salary that is contributed to the Teachers' Retirement System (TRS) shall be sheltered for income tax purposes.

2. Section 125-Flexible Spending Amount

An amount equal to the maximum amount allowed by law of each teacher's salary may be used for a Section 125. Such options will include and are limited to:

- a. The dependent portion of the Health Insurance Plan provided by the Districts;
- b. Employee Group Life Insurance policies;
- c. Medical reimbursements for items not covered by our group health plan such as:
 - i. Vision examinations and purchase of prescription glasses or contact lenses for the employee and members of their families
 - ii. Dental and orthodontia care of the employee and members of their families;
 - iii. The deductible and co-insurance payments made for medical care of the employee and members of their family; and
 - iv. Prescriptions and medications purchased by the employee for themselves and members of the family and;
 - v. Other items allowed by law.
- d. Dependent care payments made by the employee may not exceed \$5000; and
- e. Long and short term Disability Insurance premiums.

Medical reimbursements will be paid as allowed by third party administrator.

It is further understood that the employee must designate the amount they intend to shelter through each Income Tax Shelter by September 1 of each school year and that the amount

they designate is unalterable after September 1 of each school year. Failure to have used all monies so designated by the next June 30th shall result in forfeiture of any remaining balance.

3. Salary Payments

Teachers will be paid over a nine (9) month or twelve (12) month period. Teachers will indicate their selection on the Pay Designation Form on the first contractual work day of each school year. Teachers will be paid twice a month; on or about the 10th and 25th of each month.

4. Salary Schedule – See page 20

The base salary for 2015-2016 shall be \$36,068.

- a. Year 1 (2015-2016): 1.15% increase on the base, no vertical steps, allow horizontal lane movement to those teachers who qualify. One lane movement per school year.

Each Special Education Teacher will receive a \$300 stipend.

5. Extra Duty Schedules – See pages 21-24.

The Boards of Education reserve the right to pay for the duties assigned to be performed by staff members. The amounts shall be in addition to the regular teaching salary. Extra Duty pay shall conform to the following extra duty pay schedules. Credit for experience in a given extra-duty assignment must be for experience in that position within the districts. Experience from outside the districts will count one-half year for each year (to the last full year) in the same position with another district or districts. Assistant coaching experience will not count in any way toward head/varsity coaching experience. Softball and baseball experience will be considered the same experience for extra-duty schedule purposes. Cheerleading coaching experience will count as cheerleading coaching experience whether basketball, football or wrestling. Experience for coaching any basketball position will count as experiences for all basketball coaching positions from 6th grade up to, but not including, head/varsity basketball coach.

- A. Extra Duty/Co-Curricular Stipends are frozen at the Grade School. No increase. No lane changes.
- B. Extra Duty/Co-Curricular Stipends at the high school; add new column 11 (.04 index – 1.40, with lane changes allowed).
- C. Event workers: Stipends are frozen at the grade school.
- D. Event workers: Stipends at the high school increase to \$25 for one game, \$40 for two or more games.

6. Mentoring Program

Statement of Purpose: The purpose of the Mentoring Program is to provide new teachers in the District the assistance necessary to begin a successful teaching career through a mentoring relationship. This program will assist new teachers in a further understanding of teaching techniques, procedures, requirements, and expectations of their specific grade level or subject assignment.

The Districts will provide a mentor to all first year teachers to the profession and all veteran teachers who are new to the Districts for one (1) year. A second year can be added if the Mentor and Administrator agree that a second year is necessary.

Consideration for selection mentor teachers shall be the following:

- Tenure status
- Proficient or excellent evaluation ratings in all past performance reviews
- Administrative discretion

Mentors will receive training and a stipend. Mentors and mentees are expected to complete the Mentoring process by fulfilling the following:

- Two (2) day orientation
- Activity checklist from Labor Management
- Peer Observation
- Program Evaluation

7. Health Insurance

- A. The Boards of Education shall provide individual health benefits for Employees of the Districts for the 2015-16 school year; \$605 per month toward employee health benefits beginning January 1, 2016. Unused insurance benefit will not be reimbursed to the employee.
- B. The Insurance Committee shall meet annually to review insurance renewals.
- C. Employees who elect a dependent insurance option will be responsible for the entire cost of the dependent insurance option they select.
- D. For those Employees employed prior to September 1, 1993 who do not wish to enroll as part of the health plan group, the Boards will provide an equivalent amount of money to the Board approved monthly health benefit allotment for that specific year, which may be used to purchase a hospital indemnity policy, life insurance policy or a 403 (b) plan.
- E. On or before October 15th each year, an Insurance Committee comprised of DEA members and Administration shall meet to discuss insurance options. The DEA shall provide a recommendation to the Board of Education no less than 30 days prior to the expiration date of the current insurance contract. The Boards of Education shall approve that recommendation at the next schedule meeting.
- F. During the calendar year 2016, the Boards shall provide an HRA reimbursement for employees insured under the Districts' insurance plan as follows: Reimburse from \$1,501

to \$2,500 for those who elect a \$2,500 deductible and reimburse from \$2,501 to \$3,500 for those who elect a \$3,500 deductible.

L. Parent Conferences

It is agreed that there will be six (6) hours of scheduled parent conferences during the school year. The Calendar Committee will recommend the dates and times for parent conferences. All teachers will be expected to be at school during the established conference times. These scheduled conference days/institutes are subject to approval of the Boards of Education. These conference dates will be part of the 180 required calendar days noted in Article II, Section J; Work Year, Work Day and Holidays.

M. Continuing Education Credit Allowance

Teachers may move horizontally one lane to the right each school year until aligned with their educational credit hours. Lane movement on the salary schedule will take place in September and January only. Official or unofficial transcripts and/or grade reports are due to the District Office on or before September 1 and January 1.

Horizontal movement on the Salary Schedule will be based upon the satisfactory completion of traditional or online graduate course(s) from a college or university approved by the North Central Association (NCA), National Council for Accreditation of Teachers Education (NCATE) or a reciprocal accrediting agency. Graduate credit earned will not be recognized unless the course (s) for which the credit is earned have received prior approval by the Superintendent. Such course work shall be in the subject area of the teacher's assignment, the District's School Improvement Plan, National Board Certification, Teacher Certification, Teacher Certification/Endorsement or the field of Education.

Upon the Superintendent's request and/or approval, a teacher may apply non-graduate course credit (s) to move horizontally on the Salary Schedule. The non-graduate course (s) must lead to an additional teacher certification that will benefit the Districts.

N. Vacancy Posting

1. Definition

Positions that are newly created or become open due to the reassignment, resignation, death or retirement of an employee shall be posted by the Principal.

2. Posting of Notice

If the Boards of Education elect to fill a vacant position, the administration shall provide staff, via district email, a notice of all vacancies and/or newly created positions within the scope of the bargaining unit within two working days from the Board's decision to fill the position.

Positions described shall be posted for at least five (5) school days prior to being filled.

3. Applications Procedures

Any Employee is eligible to apply for a vacancy or newly created position, and any interested Employee shall have the right to meet with the Principal or in the absence thereof, the Superintendent to discuss his/her qualifications and interest in that position.

4. Board Notice of Internal Applicants

Prior to recommending an applicant for a vacant or newly created teaching position, the administration will inform the Board of Education of any and/or all internal candidates for such position.

O. Fair Share

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 for the school year, 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 fee directly to the Association by September 1, the Board shall deduct the fair share fee from the wages of the non-member in nine (9) equal monthly installments.
3. The Board shall pay such fee to the Association no later than ten (10) days following such deduction.
4. In the event any legal action against the Employer is brought in a court or administrative agency because of its compliance with the Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
 - A. The Employer files immediate notice of such action in writing to the Association and permits the Association intervention as a party if 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 a final judgment of a court or administrative agency as a direct consequence of the Employer's 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 Boards' imperfect execution of the obligations imposed upon them by the Article.

6. The obligation to pay a fair share fee will not apply to an 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, 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 Education Labor Relations Board.

ARTICLE III

A. Grievance Definition

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

B. Grievance Time Limit

All time limits consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall double and consist of weekdays, except holidays, in order that the matters may be resolved before the close of the school term or as soon thereafter as possible. School days for purposes of the grievance procedure shall mean teacher employment days.

C. Grievance Informal Procedure

The parties hereto acknowledge that it is usually most desirable for a teacher and his/her immediate involved supervisor to resolve problems through free and informal communication. If, however, such informal processes fail to satisfy the teacher or the Association, a grievance may be processed as follows.

D. Grievance Time Bar

A grievance shall be filed at the formal level no later than forty-five (45) days from the event which gives rise to the grievance or when the party knew or should have known of such event, whichever is later, or the grievance shall be barred for lack of timeliness.

E. Step One

The Teacher or the Association may present the grievance in writing to the supervisor immediately involved who will arrange for a meeting to take place within ten (10) days after receipt of the grievance, unless both parties agree to a different date. The aggrieved teacher and the immediately involved supervisor shall be present for the meeting. The supervisor shall provide a written answer to the grievance to the aggrieved teacher and the Association within ten (10) days after receipt of the grievance.

F. Step Two

If the grievance is not resolved at Step One, then the grievant may appeal the grievance to the Superintendent or his/her official designee within five (5) days after receipt of the Step One answer or within five (5) days after the Step One meeting, whichever is later. The Superintendent shall arrange for a meeting to take place within five (5) days of his/her receipt of appeal unless the parties agree to a different date. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the Superintendent shall have five (5) days in which to provide a written decision.

G. Step Three

If the Association is not satisfied with the disposition of the grievance at Step Two or the time limits expire without the issuance of the Superintendent's written reply, the Association may submit the grievance to the full Board of Education involved for determination. The Board shall schedule the grievance for hearing at its next regularly scheduled Board meeting. Each party shall have the right to have witnesses and counselors, as it deems necessary to develop facts pertinent to the grievance. The Board shall issue its written decision within five (5) days of the hearing.

H. Step Four

If the Association is not satisfied with the disposition of the grievance at Step Three, the Association may submit the grievance to final 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 date of Step Three response, then the grievance shall be deemed withdrawn.

Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator, which was not previously disclosed to the other party.

I. Bypass

If the Association and the Superintendent agree, Step One of the grievance procedure may be bypassed and the grievance brought directly to Step Two.

J. Class Grievance

Class grievances involving one or more teachers or one or more supervisors, and grievances involving an administrator about the building level may be initially filed by the Association at Step Two.

K. No Reprisals Clause

No reprisals of any kind shall be taken by the Board or the Administration against any teacher because of his/her participation in this grievance procedure.

L. Filing of Material

All documents, communications and records dealing with the processing of a grievance shall be filed separate from the personnel files of the participants.

M. Grievance Withdrawal

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

ARTICLE IV

A. Association-Board Committee (Labor Management)

The Association and the Board recognize the importance of communications in maintaining good relationships and agree to meet when needed for the purpose of discussing problems. Monthly meetings, if needed, shall be held with reasonable written notice stating the item or items to be discussed at such meetings.

The committee shall consist of two (2) members from each of the Boards of Education and four (4) members of the Association along with the Superintendent and the Association President or a designee.

This committee will not make grievance or negotiation decisions.

B. Association Participation, Employee Suspension, Demotion, Discharge

Any employee charged with misconduct, neglect, or other violation that may lead to his/her reprimand, suspension, demotion or discharge shall have the right to be represented by the Association in any meeting conducted by the Board or Administration with such employee regarding such charge.

C. Inclement Weather

Employees who are unable to report to work as scheduled because of inclement weather shall be charged with the use of a sick leave day.

ARTICLE V

A. Complete Agreement

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto and conclude collective bargaining for the term hereof except as specifically provided in this Agreement. The terms and conditions of this Agreement may be modified by alteration, change, addition to, or deletion during the term hereof only through the voluntary, mutual consent of the parties in a written amendment executed in accordance with the provisions of this agreement.

B. Conformity to Law

No provision or clause of this Agreement may supersede State or Federal Law. In the event that any provision of this Agreement or application of any such provisions is or shall at any time be held by a court or final and competent jurisdiction to be contrary to law, such provision, or such provision to the extent of such illegal application, as the case may be, shall be deemed to have been deleted from this Agreement and all other provisions declared illegal shall be subject to renegotiation at the time the contract in which such provision is included expires.

C. Bargaining Procedure-Team Construction

Each team shall name its own members. Only seven members from each team may sit at the bargaining table during bargaining sessions.

D. Bargaining Procedure – Good Faith

“Good Faith” shall mean the willingness to meet for the consideration of proposals and counter proposals. It does not mean the concurrence or acceptance of any particular item or proposal.

E. Bargaining Procedure-Authority to Bargain

The parties agree that it is their mutual responsibility to confer upon their representatives the necessary power and authority to make proposals, consider proposals, make counter proposals in the course of negotiations, and to reach final agreements which shall be presented respectively to the Boards and to the Association for ratification.

F. Impasse

Should either party declare Impasse, the parties shall jointly request the Federal Mediation and Conciliation Service (FMCS) to provide the services of a mediator. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement.

G. Bargaining Procedure-Tentative Agreement

During negotiations, agreed-upon material shall be prepared for the Boards and the Associations and initialed prior to the adjournment of the meeting at which such agreement was reached.

H. Bargaining Procedure-Final Agreement

When tentative agreements reached on all matters have been being negotiated, a written memorandum of understanding embodying final agreement shall be submitted to the full Boards of Education and the Association for ratification. When ratified by the Association and the Boards of Education, the Agreement shall become part of the official minutes of the Boards of Education and the teachers' contracts. The Agreement shall not discriminate against any member of the professional teacher personnel, regardless of membership or non-membership in the Association.

I. Bargaining Procedure- Successor Agreements

Negotiations for a successor agreement shall begin no later the February 1 of the year in which this Agreement expires unless another date is mutually agreed upon.

J. Duration of Contract

This agreement shall be in full force and effect with the first day of the school year 2015-2016 and shall remain in full force and effect up to and through the last day proceeding the first day of school in the 2016-2017 school year.

2015-16 SALARY SCHEDULE
\$ 36,068

Steps	BS+0	BS+8	BS+16	BS+24	MS+0	MS+8	MS+16	MS+24	MS+32
1	1.00 \$ 36,068	1.04 \$ 37,511	1.08 \$ 38,953	1.12 \$ 40,396	1.16 \$ 41,839	1.20 \$ 43,282	1.24 \$ 44,724	1.28 \$ 46,167	1.32 \$ 47,610
2	1.04 \$ 37,511	1.08 \$ 38,953	1.12 \$ 40,396	1.16 \$ 41,839	1.20 \$ 43,282	1.24 \$ 44,724	1.28 \$ 46,167	1.32 \$ 47,610	1.36 \$ 49,052
3	1.08 \$ 38,953	1.12 \$ 40,396	1.16 \$ 41,839	1.20 \$ 43,282	1.24 \$ 44,724	1.28 \$ 46,167	1.32 \$ 47,610	1.36 \$ 49,052	1.40 \$ 50,495
4	1.12 \$ 40,396	1.16 \$ 41,839	1.20 \$ 43,282	1.24 \$ 44,724	1.28 \$ 46,167	1.32 \$ 47,610	1.36 \$ 49,052	1.40 \$ 50,495	1.44 \$ 51,938
5	1.16 \$ 41,839	1.20 \$ 43,282	1.24 \$ 44,724	1.28 \$ 46,167	1.32 \$ 47,610	1.36 \$ 49,052	1.40 \$ 50,495	1.44 \$ 51,938	1.48 \$ 53,381
6	1.20 \$ 43,282	1.24 \$ 44,724	1.28 \$ 46,167	1.32 \$ 47,610	1.36 \$ 49,052	1.40 \$ 50,495	1.44 \$ 51,938	1.48 \$ 53,381	1.52 \$ 54,823
7	1.24 \$ 44,724	1.28 \$ 46,167	1.32 \$ 47,610	1.36 \$ 49,052	1.40 \$ 50,495	1.44 \$ 51,938	1.48 \$ 53,381	1.52 \$ 54,823	1.56 \$ 56,266
8	1.28 \$ 46,167	1.32 \$ 47,610	1.36 \$ 49,052	1.40 \$ 50,495	1.44 \$ 51,938	1.48 \$ 53,381	1.52 \$ 54,823	1.56 \$ 56,266	1.60 \$ 57,709
9	1.32 \$ 47,610	1.36 \$ 49,052	1.40 \$ 50,495	1.44 \$ 51,938	1.48 \$ 53,381	1.52 \$ 54,823	1.56 \$ 56,266	1.60 \$ 57,709	1.64 \$ 59,152
10	1.36 \$ 49,052	1.40 \$ 50,495	1.44 \$ 51,938	1.48 \$ 53,381	1.52 \$ 54,823	1.56 \$ 56,266	1.60 \$ 57,709	1.64 \$ 59,152	1.68 \$ 60,594
11			1.48 \$ 53,381	1.52 \$ 54,823	1.56 \$ 56,266	1.6 \$ 57,709	1.64 \$ 59,152	1.68 \$ 60,594	1.72 \$ 62,037
12				1.56 \$ 56,266	1.60 \$ 57,709	1.64 \$ 59,152	1.68 \$ 60,594	1.72 \$ 62,037	1.76 \$ 63,480
13				1.60 \$ 57,709	1.64 \$ 59,152	1.68 \$ 60,594	1.72 \$ 62,037	1.76 \$ 63,480	1.80 \$ 64,922
14				1.64 \$ 59,152	1.68 \$ 60,594	1.72 \$ 62,037	1.76 \$ 63,480	1.80 \$ 64,922	1.84 \$ 66,365
15				1.68 \$ 60,594	1.72 \$ 62,037	1.76 \$ 63,480	1.80 \$ 64,922	1.84 \$ 66,365	1.88 \$ 67,808
16				1.72 \$ 62,037	1.76 \$ 63,480	1.80 \$ 64,922	1.84 \$ 66,365	1.88 \$ 67,808	1.92 \$ 69,251
17					1.80 \$ 64,922	1.84 \$ 66,365	1.88 \$ 67,808	1.92 \$ 69,251	1.96 \$ 70,693
18					1.84 \$ 66,365	1.88 \$ 67,808	1.92 \$ 69,251	1.96 \$ 70,693	2.00 \$ 72,136
19					1.88 \$ 67,808	1.92 \$ 69,251	1.96 \$ 70,693	2.00 \$ 72,136	2.04 \$ 73,579

GRADE SCHOOL--Co-curriculars

2015-16

\$35,658

		1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
Positions	Index	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year
Jr. High Noon Duty	0.10	\$3,566	\$3,708	\$3,851	\$3,994	\$4,136	\$4,279	\$4,422	\$4,564	\$4,707	\$ 4,849
Jr. High Noon Duty	0.10	\$3,566	\$3,708	\$3,851	\$3,994	\$4,136	\$4,279	\$4,422	\$4,564	\$4,707	\$ 4,849
5th Grade Noon Duty	0.10	\$3,566	\$3,708	\$3,851	\$3,994	\$4,136	\$4,279	\$4,422	\$4,564	\$4,707	\$ 4,849
Stud. Counc. Spon.	0.06	\$2,139	\$2,225	\$2,311	\$2,396	\$2,482	\$2,567	\$2,653	\$2,739	\$2,824	\$ 2,910
Mathlete Coach	0.02	\$ 713	\$ 742	\$ 770	\$ 799	\$ 827	\$ 856	\$ 884	\$ 913	\$ 941	\$ 970
Mathlete Coach	0.02	\$ 713	\$ 742	\$ 770	\$ 799	\$ 827	\$ 856	\$ 884	\$ 913	\$ 941	\$ 970
Scholastic Bow I	0.04	\$1,426	\$1,483	\$1,540	\$1,597	\$1,655	\$1,712	\$1,769	\$1,826	\$1,883	\$ 1,940
Scholastic Bow I	0.04	\$1,426	\$1,483	\$1,540	\$1,597	\$1,655	\$1,712	\$1,769	\$1,826	\$1,883	\$ 1,940
Literary Sponsor	0.02	\$ 713	\$ 742	\$ 770	\$ 799	\$ 827	\$ 856	\$ 884	\$ 913	\$ 941	\$ 970
Literary Sponsor	0.02	\$ 713	\$ 742	\$ 770	\$ 799	\$ 827	\$ 856	\$ 884	\$ 913	\$ 941	\$ 970
Science/Tech Spon.	0.03	\$1,070	\$1,113	\$1,155	\$1,198	\$1,241	\$1,284	\$1,326	\$1,369	\$1,412	\$ 1,455
Science/Tech Spon.	0.03	\$1,070	\$1,113	\$1,155	\$1,198	\$1,241	\$1,284	\$1,326	\$1,369	\$1,412	\$ 1,455
Summer Band	0.02	\$ 713	\$ 742	\$ 770	\$ 799	\$ 827	\$ 856	\$ 884	\$ 913	\$ 941	\$ 970
Band Director	0.06	\$2,139	\$2,225	\$2,311	\$2,396	\$2,482	\$2,567	\$2,653	\$2,739	\$2,824	\$ 2,910
Chorus Director	0.06	\$2,139	\$2,225	\$2,311	\$2,396	\$2,482	\$2,567	\$2,653	\$2,739	\$2,824	\$ 2,910
Yearbook Sponsor	0.02	\$ 713	\$ 742	\$ 770	\$ 799	\$ 827	\$ 856	\$ 884	\$ 913	\$ 941	\$ 970
Spelling Bee Spon.	0.01	\$ 357	\$ 371	\$ 385	\$ 399	\$ 414	\$ 428	\$ 442	\$ 456	\$ 471	\$ 485
Breakfast Supervisor	0.075	\$2,674	\$2,781	\$2,888	\$2,995	\$3,102	\$3,209	\$3,316	\$3,423	\$3,530	\$ 3,637

ATHLETIC EVENTS

When teachers are assigned to work athletic events, the following rates per event shall prevail:

Volleyball Event Workers

Ticket Takers, Sellers and Announcer - \$12.00, Timer/Scorer - \$20.00

Basketball Event Workers

Ticket Takers, Sellers and Announcer - \$12.00, Timer/Scorer - \$20.00

Wrestling Event Workers

Ticket Takers and Sellers - \$12.00, Timer/Scorer - \$20.00

Scholastic Bow I Event Worker - \$20.00

The above rates are for two game events. One game will be compensated at 2/3 of the two game rate.

Scorers for the away contest will be paid the same rate as above.

Piano Accompanist for Concerts----- \$50/ concert

Teachers shall be paid at the rate of \$25 per hour for workshops or other staff development activities that extend beyond the normal work day and attendance is requested by the Building Principal.

Breakfast supervisor stipend may be split evenly between the number of supervisors.

Mentoring Stipend will be \$1000 per school year.

GRADE SCHOOL--Athletics

2015-16

\$ 35,658

Positions	Index	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
		1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year
8th B. Basket.	0.09	\$ 3,209	\$ 3,338	\$ 3,466	\$ 3,594	\$ 3,723	\$ 3,851	\$ 3,979	\$ 4,108	\$ 4,236	\$ 4,365
7th B. Basket.	0.09	\$ 3,209	\$ 3,338	\$ 3,466	\$ 3,594	\$ 3,723	\$ 3,851	\$ 3,979	\$ 4,108	\$ 4,236	\$ 4,365
6th B. Basket.	0.07	\$ 2,496	\$ 2,596	\$ 2,696	\$ 2,796	\$ 2,895	\$ 2,995	\$ 3,095	\$ 3,195	\$ 3,295	\$ 3,395
8th G. Basket.	0.09	\$ 3,209	\$ 3,338	\$ 3,466	\$ 3,594	\$ 3,723	\$ 3,851	\$ 3,979	\$ 4,108	\$ 4,236	\$ 4,365
7th G. Basket.	0.09	\$ 3,209	\$ 3,338	\$ 3,466	\$ 3,594	\$ 3,723	\$ 3,851	\$ 3,979	\$ 4,108	\$ 4,236	\$ 4,365
6th G. Basket.	0.07	\$ 2,496	\$ 2,596	\$ 2,696	\$ 2,796	\$ 2,895	\$ 2,995	\$ 3,095	\$ 3,195	\$ 3,295	\$ 3,395
8th Volleyball	0.08	\$ 2,853	\$ 2,967	\$ 3,081	\$ 3,195	\$ 3,309	\$ 3,423	\$ 3,537	\$ 3,651	\$ 3,765	\$ 3,880
7th Volleyball	0.08	\$ 2,853	\$ 2,967	\$ 3,081	\$ 3,195	\$ 3,309	\$ 3,423	\$ 3,537	\$ 3,651	\$ 3,765	\$ 3,880
6th Volleyball	0.06	\$ 2,139	\$ 2,225	\$ 2,311	\$ 2,396	\$ 2,482	\$ 2,567	\$ 2,653	\$ 2,739	\$ 2,824	\$ 2,910
Wrestling	0.09	\$ 3,209	\$ 3,338	\$ 3,466	\$ 3,594	\$ 3,723	\$ 3,851	\$ 3,979	\$ 4,108	\$ 4,236	\$ 4,365
Wrestling	0.09	\$ 3,209	\$ 3,338	\$ 3,466	\$ 3,594	\$ 3,723	\$ 3,851	\$ 3,979	\$ 4,108	\$ 4,236	\$ 4,365
Softball	0.05	\$ 1,783	\$ 1,854	\$ 1,926	\$ 1,997	\$ 2,068	\$ 2,139	\$ 2,211	\$ 2,282	\$ 2,353	\$ 2,425
Softball	0.05	\$ 1,783	\$ 1,854	\$ 1,926	\$ 1,997	\$ 2,068	\$ 2,139	\$ 2,211	\$ 2,282	\$ 2,353	\$ 2,425
Baseball	0.05	\$ 1,783	\$ 1,854	\$ 1,926	\$ 1,997	\$ 2,068	\$ 2,139	\$ 2,211	\$ 2,282	\$ 2,353	\$ 2,425
Baseball	0.05	\$ 1,783	\$ 1,854	\$ 1,926	\$ 1,997	\$ 2,068	\$ 2,139	\$ 2,211	\$ 2,282	\$ 2,353	\$ 2,425
Head B. Track	0.05	\$ 1,783	\$ 1,854	\$ 1,926	\$ 1,997	\$ 2,068	\$ 2,139	\$ 2,211	\$ 2,282	\$ 2,353	\$ 2,425
Asst. B. Track	0.04	\$ 1,426	\$ 1,483	\$ 1,540	\$ 1,597	\$ 1,655	\$ 1,712	\$ 1,769	\$ 1,826	\$ 1,883	\$ 1,940
Head G. Track	0.05	\$ 1,783	\$ 1,854	\$ 1,926	\$ 1,997	\$ 2,068	\$ 2,139	\$ 2,211	\$ 2,282	\$ 2,353	\$ 2,425
Asst. G. Track	0.04	\$ 1,426	\$ 1,483	\$ 1,540	\$ 1,597	\$ 1,655	\$ 1,712	\$ 1,769	\$ 1,826	\$ 1,883	\$ 1,940
Cheerleading Spon.	0.05	\$ 1,783	\$ 1,854	\$ 1,926	\$ 1,997	\$ 2,068	\$ 2,139	\$ 2,211	\$ 2,282	\$ 2,353	\$ 2,425
Cheerleading Comp.	0.02	\$ 713	\$ 742	\$ 770	\$ 799	\$ 827	\$ 856	\$ 884	\$ 913	\$ 941	\$ 970

HIGH SCHOOL--Co-curriculars
2015-16

\$36,068

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year	1.40 11th Year
Music Director	0.08	\$ 2,885	\$ 3,001	\$ 3,116	\$ 3,232	\$ 3,347	\$ 3,463	\$ 3,578	\$ 3,693	\$ 3,809	\$ 3,924	\$ 4,040
Class Sponsor	0.05	\$ 1,803	\$ 1,876	\$ 1,948	\$ 2,020	\$ 2,092	\$ 2,164	\$ 2,236	\$ 2,308	\$ 2,380	\$ 2,453	\$ 2,525
Class Sponsor	0.05	\$ 1,803	\$ 1,876	\$ 1,948	\$ 2,020	\$ 2,092	\$ 2,164	\$ 2,236	\$ 2,308	\$ 2,380	\$ 2,453	\$ 2,525
Class Sponsor	0.05	\$ 1,803	\$ 1,876	\$ 1,948	\$ 2,020	\$ 2,092	\$ 2,164	\$ 2,236	\$ 2,308	\$ 2,380	\$ 2,453	\$ 2,525
Class Sponsor	0.05	\$ 1,803	\$ 1,876	\$ 1,948	\$ 2,020	\$ 2,092	\$ 2,164	\$ 2,236	\$ 2,308	\$ 2,380	\$ 2,453	\$ 2,525
Class Sponsor	0.05	\$ 1,803	\$ 1,876	\$ 1,948	\$ 2,020	\$ 2,092	\$ 2,164	\$ 2,236	\$ 2,308	\$ 2,380	\$ 2,453	\$ 2,525
Student Council	0.05	\$ 1,803	\$ 1,876	\$ 1,948	\$ 2,020	\$ 2,092	\$ 2,164	\$ 2,236	\$ 2,308	\$ 2,380	\$ 2,453	\$ 2,525
Yr. Co-Sponsor	0.03	\$ 1,082	\$ 1,125	\$ 1,169	\$ 1,212	\$ 1,255	\$ 1,298	\$ 1,342	\$ 1,385	\$ 1,428	\$ 1,472	\$ 1,515
Yr. Co-Sponsor	0.03	\$ 1,082	\$ 1,125	\$ 1,169	\$ 1,212	\$ 1,255	\$ 1,298	\$ 1,342	\$ 1,385	\$ 1,428	\$ 1,472	\$ 1,515
Drama Director	0.10	\$ 3,607	\$ 3,751	\$ 3,895	\$ 4,040	\$ 4,184	\$ 4,328	\$ 4,472	\$ 4,617	\$ 4,761	\$ 4,905	\$ 5,050
Musical--Pit Director	0.02	\$ 721	\$ 750	\$ 779	\$ 808	\$ 837	\$ 866	\$ 894	\$ 923	\$ 952	\$ 981	\$ 1,010
Musical--Vocal Dir.	0.03	\$ 1,082	\$ 1,125	\$ 1,169	\$ 1,212	\$ 1,255	\$ 1,298	\$ 1,342	\$ 1,385	\$ 1,428	\$ 1,472	\$ 1,515
FCCLA Sponsor	0.07	\$ 2,525	\$ 2,626	\$ 2,727	\$ 2,828	\$ 2,929	\$ 3,030	\$ 3,131	\$ 3,232	\$ 3,333	\$ 3,434	\$ 3,535
FFA Sponsor	0.13	\$ 4,689	\$ 4,876	\$ 5,064	\$ 5,252	\$ 5,439	\$ 5,627	\$ 5,814	\$ 6,002	\$ 6,189	\$ 6,377	\$ 6,564
Greenhouse Sponsor	0.13	\$ 4,689	\$ 4,876	\$ 5,064	\$ 5,252	\$ 5,439	\$ 5,627	\$ 5,814	\$ 6,002	\$ 6,189	\$ 6,377	\$ 6,564
Library Club Spon.	0.02	\$ 721	\$ 750	\$ 779	\$ 808	\$ 837	\$ 866	\$ 894	\$ 923	\$ 952	\$ 981	\$ 1,010
Spanish Club Spon.	0.02	\$ 721	\$ 750	\$ 779	\$ 808	\$ 837	\$ 866	\$ 894	\$ 923	\$ 952	\$ 981	\$ 1,010
Mathlete Coach	0.02	\$ 721	\$ 750	\$ 779	\$ 808	\$ 837	\$ 866	\$ 894	\$ 923	\$ 952	\$ 981	\$ 1,010
Peer Advisor Spon.	0.02	\$ 721	\$ 750	\$ 779	\$ 808	\$ 837	\$ 866	\$ 894	\$ 923	\$ 952	\$ 981	\$ 1,010
Scholastic Bowl	0.03	\$ 1,082	\$ 1,125	\$ 1,169	\$ 1,212	\$ 1,255	\$ 1,298	\$ 1,342	\$ 1,385	\$ 1,428	\$ 1,472	\$ 1,515
Scholastic Bowl	0.03	\$ 1,082	\$ 1,125	\$ 1,169	\$ 1,212	\$ 1,255	\$ 1,298	\$ 1,342	\$ 1,385	\$ 1,428	\$ 1,472	\$ 1,515
National Honor Soc.	0.02	\$ 721	\$ 750	\$ 779	\$ 808	\$ 837	\$ 866	\$ 894	\$ 923	\$ 952	\$ 981	\$ 1,010
Flags	0.02	\$ 721	\$ 750	\$ 779	\$ 808	\$ 837	\$ 866	\$ 894	\$ 923	\$ 952	\$ 981	\$ 1,010
Summer Band	0.06	\$ 2,164	\$ 2,251	\$ 2,337	\$ 2,424	\$ 2,510	\$ 2,597	\$ 2,683	\$ 2,770	\$ 2,857	\$ 2,943	\$ 3,030
Noon Duty (5)	0.10	\$ 3,607	\$ 3,751	\$ 3,895	\$ 4,040	\$ 4,184	\$ 4,328	\$ 4,472	\$ 4,617	\$ 4,761	\$ 4,905	\$ 5,050

ATHLETIC EVENTS

When teachers are assigned to work athletic events, the following rates per event shall prevail:

Football Event Workers - 1 game - \$25, 2 or more games - \$40

Volleyball Event Workers - 1 match - \$25, 2 or more matches - \$40

Basketball Event Workers - 1 game - \$25, 2 or more games - \$40

Wrestling Event Workers - 1 match - \$25, 2 or more matches - \$40

Scholastic Bowl Event Workers - 1 match - \$25, 2 or more matches - \$40

Baseball/Softball Event Workers - 1 game - \$25, 2 or more games - \$40

Track Event Workers - \$40

Scorers for the away contest will be paid the same rate as above.

Piano Accompanist for Concerts----- \$50/ concert

Teachers shall be paid at the rate of \$25 per hour for workshops or other staff development activities that extend beyond the normal work day and attendance is requested by the Building Principal.

Mentoring Stipend will be \$1,000 per school year.

HIGH SCHOOL--Athletics
2015-16

\$ 36,068

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year	1.40 11th Year
Head Football	0.13	\$ 4,689	\$ 4,876	\$ 5,064	\$ 5,252	\$ 5,439	\$ 5,627	\$ 5,814	\$ 6,002	\$ 6,189	\$ 6,377	\$ 6,564
Asst. Football	0.09	\$ 3,246	\$ 3,376	\$ 3,506	\$ 3,636	\$ 3,765	\$ 3,895	\$ 4,025	\$ 4,155	\$ 4,285	\$ 4,415	\$ 4,545
Asst. Football	0.09	\$ 3,246	\$ 3,376	\$ 3,506	\$ 3,636	\$ 3,765	\$ 3,895	\$ 4,025	\$ 4,155	\$ 4,285	\$ 4,415	\$ 4,545
Asst. Football	0.09	\$ 3,246	\$ 3,376	\$ 3,506	\$ 3,636	\$ 3,765	\$ 3,895	\$ 4,025	\$ 4,155	\$ 4,285	\$ 4,415	\$ 4,545
Weight Training	0.10	\$ 3,607	\$ 3,751	\$ 3,895	\$ 4,040	\$ 4,184	\$ 4,328	\$ 4,472	\$ 4,617	\$ 4,761	\$ 4,905	\$ 5,050
Head B. Basket.	0.13	\$ 4,689	\$ 4,876	\$ 5,064	\$ 5,252	\$ 5,439	\$ 5,627	\$ 5,814	\$ 6,002	\$ 6,189	\$ 6,377	\$ 6,564
Asst. B. Basket.	0.09	\$ 3,246	\$ 3,376	\$ 3,506	\$ 3,636	\$ 3,765	\$ 3,895	\$ 4,025	\$ 4,155	\$ 4,285	\$ 4,415	\$ 4,545
Asst. B. Basket.	0.09	\$ 3,246	\$ 3,376	\$ 3,506	\$ 3,636	\$ 3,765	\$ 3,895	\$ 4,025	\$ 4,155	\$ 4,285	\$ 4,415	\$ 4,545
Head G. Basket.	0.13	\$ 4,689	\$ 4,876	\$ 5,064	\$ 5,252	\$ 5,439	\$ 5,627	\$ 5,814	\$ 6,002	\$ 6,189	\$ 6,377	\$ 6,564
Asst. G. Basket.	0.09	\$ 3,246	\$ 3,376	\$ 3,506	\$ 3,636	\$ 3,765	\$ 3,895	\$ 4,025	\$ 4,155	\$ 4,285	\$ 4,415	\$ 4,545
Asst. G. Basket.	0.09	\$ 3,246	\$ 3,376	\$ 3,506	\$ 3,636	\$ 3,765	\$ 3,895	\$ 4,025	\$ 4,155	\$ 4,285	\$ 4,415	\$ 4,545
Head Track	0.11	\$ 3,967	\$ 4,126	\$ 4,285	\$ 4,444	\$ 4,602	\$ 4,761	\$ 4,920	\$ 5,078	\$ 5,237	\$ 5,396	\$ 5,554
Asst. Track	0.07	\$ 2,525	\$ 2,626	\$ 2,727	\$ 2,828	\$ 2,929	\$ 3,030	\$ 3,131	\$ 3,232	\$ 3,333	\$ 3,434	\$ 3,535
Asst. Track	0.07	\$ 2,525	\$ 2,626	\$ 2,727	\$ 2,828	\$ 2,929	\$ 3,030	\$ 3,131	\$ 3,232	\$ 3,333	\$ 3,434	\$ 3,535
Head Wrestling	0.12	\$ 4,328	\$ 4,501	\$ 4,674	\$ 4,848	\$ 5,021	\$ 5,194	\$ 5,367	\$ 5,540	\$ 5,713	\$ 5,886	\$ 6,059
Asst. Wrestling	0.09	\$ 3,246	\$ 3,376	\$ 3,506	\$ 3,636	\$ 3,765	\$ 3,895	\$ 4,025	\$ 4,155	\$ 4,285	\$ 4,415	\$ 4,545
B. Golf	0.07	\$ 2,525	\$ 2,626	\$ 2,727	\$ 2,828	\$ 2,929	\$ 3,030	\$ 3,131	\$ 3,232	\$ 3,333	\$ 3,434	\$ 3,535
B. Golf	0.07	\$ 2,525	\$ 2,626	\$ 2,727	\$ 2,828	\$ 2,929	\$ 3,030	\$ 3,131	\$ 3,232	\$ 3,333	\$ 3,434	\$ 3,535
G. Golf	0.07	\$ 2,525	\$ 2,626	\$ 2,727	\$ 2,828	\$ 2,929	\$ 3,030	\$ 3,131	\$ 3,232	\$ 3,333	\$ 3,434	\$ 3,535
Head Volleyball	0.11	\$ 3,967	\$ 4,126	\$ 4,285	\$ 4,444	\$ 4,602	\$ 4,761	\$ 4,920	\$ 5,078	\$ 5,237	\$ 5,396	\$ 5,554
Asst. Volleyball	0.07	\$ 2,525	\$ 2,626	\$ 2,727	\$ 2,828	\$ 2,929	\$ 3,030	\$ 3,131	\$ 3,232	\$ 3,333	\$ 3,434	\$ 3,535
Asst. Volleyball	0.07	\$ 2,525	\$ 2,626	\$ 2,727	\$ 2,828	\$ 2,929	\$ 3,030	\$ 3,131	\$ 3,232	\$ 3,333	\$ 3,434	\$ 3,535
Head Baseball	0.11	\$ 3,967	\$ 4,126	\$ 4,285	\$ 4,444	\$ 4,602	\$ 4,761	\$ 4,920	\$ 5,078	\$ 5,237	\$ 5,396	\$ 5,554
Asst. Baseball	0.07	\$ 2,525	\$ 2,626	\$ 2,727	\$ 2,828	\$ 2,929	\$ 3,030	\$ 3,131	\$ 3,232	\$ 3,333	\$ 3,434	\$ 3,535
Head Softball	0.11	\$ 3,967	\$ 4,126	\$ 4,285	\$ 4,444	\$ 4,602	\$ 4,761	\$ 4,920	\$ 5,078	\$ 5,237	\$ 5,396	\$ 5,554
Asst. Softball	0.07	\$ 2,525	\$ 2,626	\$ 2,727	\$ 2,828	\$ 2,929	\$ 3,030	\$ 3,131	\$ 3,232	\$ 3,333	\$ 3,434	\$ 3,535
Bass Fishing	0.03	\$ 1,082	\$ 1,125	\$ 1,169	\$ 1,212	\$ 1,255	\$ 1,298	\$ 1,342	\$ 1,385	\$ 1,428	\$ 1,472	\$ 1,515
Bass Fishing	0.03	\$ 1,082	\$ 1,125	\$ 1,169	\$ 1,212	\$ 1,255	\$ 1,298	\$ 1,342	\$ 1,385	\$ 1,428	\$ 1,472	\$ 1,515
F. Cheer. Sponsor	0.05	\$ 1,803	\$ 1,876	\$ 1,948	\$ 2,020	\$ 2,092	\$ 2,164	\$ 2,236	\$ 2,308	\$ 2,380	\$ 2,453	\$ 2,525
B. Cheer. Sponsor	0.07	\$ 2,525	\$ 2,626	\$ 2,727	\$ 2,828	\$ 2,929	\$ 3,030	\$ 3,131	\$ 3,232	\$ 3,333	\$ 3,434	\$ 3,535
Cheer. Competition	0.02	\$ 721	\$ 750	\$ 779	\$ 808	\$ 837	\$ 866	\$ 894	\$ 923	\$ 952	\$ 981	\$ 1,010

IN WITNESS WHEREOF this Agreement is entered into this 9th / 16th day of December, 2015.

FOR THE DWIGHT EDUCATION ASSOCIATION

X Maggie Taylor

DEA President

X Kathie Stewart

DEA Secretary

FOR THE DWIGHT DISTRICT #230 BOARD OF EDUCATION

X Br Perschke

Board President

X Dale Gonyea

District Secretary

FOR THE DWIGHT DISTRICT #232 BOARD OF EDUCATION

X W. J. Ellis

Board President

X Dale Gonyea

District Secretary