

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE BOARD OF EDUCATION OF FRANKFORT COMMUNITY UNIT SCHOOL DISTRICT #168

AND

THE AMERICAN FEDERATION OF TEACHERS LOCAL #817

2022-2023

2023-2024

2024-2025

PREAMBLE

The Board of Education and the American Federation of Teachers recognize that they have a common responsibility beyond their collective bargaining relationship.

The Board of Education and the American Federation of Teachers wish to declare their mutual intent to work together toward the achievement of common aims of educational excellence.

The Board of Education and the American Federation of Teachers will strive to achieve a mutually acceptable formulation of general objectives and of long-term educational goals and programs in areas of such mutual concern as the recruitment of well qualified teachers, the improvement of instruction, the reduction of class size, and the development of a more effective curriculum.

Toward this end, they have agreed that the Superintendent of Schools or his representatives will meet and consult during the school year with representatives of the American Federation of Teachers on matters of educational policy and development.

It is hoped that this joint effort will contribute in significant measure to the advancement of public education in the Frankfort Community Unit School District.

AGREEMENT MADE AND ENTERED INTO AS OF **August 15, 2022**, by and between THE BOARD OF EDUCATION OF THE FRANKFORT COMMUNITY UNIT SCHOOL DISTRICT #168 (hereinafter referred to as the “Board”) and THE AMERICAN FEDERATION OF TEACHERS, Local 817, AFL-CIO (hereinafter referred to as the “Union”).

WHEREAS, the Board has voluntarily endorsed the practices and procedures of collective bargaining as a peaceful, fair and orderly way of conducting its relations with its employees, insofar as such practices and procedures are appropriate to the special functions and obligations of the Board, are permitted by law and are consonant with the paramount interests of the school system and the public; and

WHEREAS, the Board and its designated representatives have met with representatives of the Union and fully considered and discussed with them, on behalf of the teachers in the bargaining unit, all matters relating to conditions of employment of teachers in Frankfort CUSD #168, it is agreed as follows:

ARTICLE I

Section 1

For the purpose of collective bargaining with respect to wages, hours, terms and conditions of employment, the Board recognizes the Union as the sole and exclusive representative for all regular and part-time employees of the Board holding a Professional Educator License or Educational License with Stipulations - CTE during the term of this Agreement—excepting only the Superintendent, principals, and other administrators.

Section 2

The Board agrees that it and its representatives will not form any policy affecting basic working conditions, salary, or fringe benefits of teachers without prior negotiations with the Union.

Section 3

The Board agrees to implement its rules and policies as they pertain to bargaining unit members in a fair, impartial, and consistent manner.

ARTICLE II

Basic Working Conditions

- A. Unreasonable classroom interruptions will not be permitted.
- B. Teachers shall carry out their duties under safe and healthful conditions in the school.

- C. Special attention, assistance, and guidance in classroom techniques shall be provided every new teacher. All available resources, including principals and assistant principals, as well as the experience and diverse abilities of all teachers, shall be utilized to help orient the new teachers. New teachers shall be provided a mentor for the first year of service to the district. This mentor shall be selected by the building principal from the pool of teachers in Group 4 of the sequence of dismissal list required under the of the Performance Evaluation Reform Act (PERA) of 2010. Said mentor shall be paid as described in Appendix B of the contract.
- D. All reasonable effort shall be made to provide a clean and attractive teacher lounge in each attendance center, and adequate plans for such facilities shall be part of any new building program.
- E. The work day for teachers shall consist of a maximum of seven hours between 8:00 a.m. and 3:30 p.m. The work day for high school teachers with early bird classes shall consist of seven hours beginning at 7:20 a.m.
- F. The school calendar shall consist of 176 actual pupil attendance days. Although the school calendar shall list 185 days, sufficient holidays shall be given to insure that 176 pupil attendance days are not exceeded. Spring break will be stated in the school calendar and will be the Friday before Easter and the week following Easter.
- G. Every teacher and administrator shall have the right to privacy in any teacher/administrator conference and shall have the right to a representative of his/her choosing.
- H. The Board hereby authorizes the Union to prepare a letter to all prospective new teachers. The purpose of such letter is to advise any new teachers of the activities of the Union. Such letter is to be distributed to all new teachers being employed by the District before each teacher signs a contract of employment.
- I. The Union and Board agree to limit class size to 25 when administratively possible. The Union and Board agree explicitly to limit class size to 28 regular students in grades K – 3. If class size increases above 28 regular education students in 3 or more sections per grade level by the first Monday following Labor Day, an additional teacher will be employed in grades K – 3. A teacher may request a classroom aide if enrollment is above 28 regular education students in less than 3 sections and one will be hired.
- J. Upon the approval of the Superintendent, any teacher may annually (between July 1 of one year and June 30 of the next) attend up to and including five school days of conferences or activities pertinent to the teacher's field or interest of his/her choosing. The teacher will submit the approved authorization form prior to the conference or activity. The Board will provide a substitute teacher and will reimburse the teacher for meals, lodging, and transportation in an amount not to exceed \$600.00 per year. Teachers also have the option to use conference money for Tuition Reimbursement with the Superintendent's approval. For reimbursement, an itemized statement of expenses must be submitted to the office of the Superintendent, along with a legitimate document or artifact verifying attendance at the conference. These Conference/Activities days may not be used during the week before or the week after Spring Break, Thanksgiving Break, or Christmas Break unless the teacher requests in writing a waiver for a conference that may be during this time period. Regarding the use of time during the week before or the week after Spring Break, Thanksgiving Break, or Christmas Break, the Superintendent's decision is final and not grieveable.
- K. Unless there are unforeseen circumstances or an emergency, teachers shall have a continuous and uninterrupted duty-free lunch of no less than fifty (50) minutes.
- L. The administration and Board shall give all support and assistance necessary to teachers with respect to the maintenance of control and discipline. When a student is being disciplined by a teacher or principal, either party (teacher or principal) may request a staffing be held, wherein all of the student's classroom teachers and any other faculty member directly involved, the Building Principal, the student in question, and other individuals deemed necessary are present. All actions and recommendations of this group shall be a matter of record and subject to review as provided for in Section 10-22.6 of the School Code of Illinois.
- M. Teachers shall not be required to participate in more than one co-curricular activity. Co-curricular activities shall be defined as activities beyond the scheduled workday. Assignments of co-curricular activities shall be made to balance the overall work load of teachers. All High School teachers are encouraged to attend Graduation.
- N. Teachers may leave the building during all non-teaching periods with the approval of the building principal.

- O. Every teacher shall have a preparation period equal to a regularly scheduled class period, but not less than 30 minutes.
- P. All teachers shall be compensated at the rate of \$30.00 per period while substituting during their preparation period. Teachers shall be asked based on seniority, with most senior teacher asked first. All teachers shall be compensated at the above rate for supervising a detention period during their lunch period or after school. The detention position will be a bid position.
- Q. Institutes shall be planned in consultation with the Union
- R. Involuntary Transfer
No teacher shall be involuntarily transferred without his/her consent unless his/her presently assigned grade level, section or subject is eliminated in the building. The criteria for transfer will be as provided in Article II, Paragraph X.
- S. Each teacher shall receive tentative assignment for the next year one week before the end of school. The tentative assignment shall include subjects taught, ability and grade of students, and number of periods.
- T. Upon the creation of a new position or a vacancy in an established position, the Superintendent shall, within three workdays, post the position electronically through school email to the Union President, each Building Representative, and all members of the bargaining unit, ensuring that a copy is posted in in each building's office. The posting will include the job duties, salary, qualifications, and starting date. All vacancies will be posted for a minimum of four (4) days. During the summer months, all postings will be made electronically through school email, school web site and the district automated telephone system. If, during the school year, more than one other position becomes vacant due to a teacher successfully bidding on a position, any subsequent vacancy arising from the prior vacancy being filled may be temporarily filled by the Superintendent and then posted within three working days for four (4) days.

Any teacher successfully bidding for a transfer on or after the first day of the school year through the last day of the school year will only be allowed that one successful bid. If, during the school year, more than one other position becomes vacant due to a teacher successfully bidding on a position, any subsequent vacancy arising from the prior vacancy being filled may be temporarily filled by the Superintendent and then posted within three working day for a period of four (4) days. Any teacher successfully bidding for a transfer on or after the first day of the school year through the last day of the school year will only be allowed that one successful bid. Teachers with less than three (3) years of service to the district are not eligible to bid on any teaching position that becomes available. After the bidding process is complete, a teacher may apply and will be considered for any open position that becomes available in the district.

- U. The school calendar shall be determined mutually by the administration and the Union. The calendar shall include 2:30 dismissal on the last school day prior to Thanksgiving, Christmas, and Spring Break. Teachers may leave at 2:45 on such days.
- V. Teachers shall have complete academic freedom in carrying out the instructional program within the parameters of the Illinois School Code.
- W. The Board agrees to deduct from the salary of teachers who are members of the Union, the dues of AFT Local No. 817 as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies to the Union.
- X. Voluntary Transfer
 - 1. Factors to Consider When Awarding Bids
When two or more qualified teachers apply for the same position or assignment, the award of bids shall be based on the factors in the order below:
 - a. Proper certification for the position being bid.
 - b. A bidder's group classification as determined by the Sequence of Honorable Dismissal List (i.e., a Grouping 4 applicant shall be considered before a lower group applicant).
 - c. Merit and ability as defined by Steps a-c.
 - d. The applicant with the greater length of continuing service in the District.

The Board and the Union agree that this Paragraph X is consistent with and shall be interpreted in compliance with Section 24-1.5 of the *Illinois School Code*.

Every effort will be made for the notification of potential bid awards to the Union President within 24 hours for review before announcing the results to the membership.

2. Coaching

- a. All district head coaching positions and the athletic and activities director position are non-bid positions and will be hired by the Board of Education. Certified staff members will be given every consideration for these positions.
- b. All district assistant coaching positions are non-bid positions and assistant coaches will be hired by the Board of Education. Certified staff members will be given every consideration for these positions.
- c. Upon the resignation or dismissal of a head coach, all assistant coaches working with said coach will also be released of their assistant coaching duties and must reapply for that position when a replacement has been hired.
- d. Any decision made regarding the replacement of any assistant coach (item 2) shall be made by the head coach of that sport, in collaboration with the Athletic Director. A meeting will be held with all parties involved and the decision and reason shall be conveyed to the assistant before action will be taken.
- e. Coaches shall be placed on the Extra-Curricular Compensation Schedule based on years of coaching within the District for each individual sport. The years do not have to be consecutive. For this section, boys' and girls' positions in similar activities are considered separate sports.

3. Building Transfer of Grade Levels & Programs

When deemed necessary by the Board and Superintendent, all K-8 special education programs and/or complete grade levels are subject to building transfers based on the availability of district classroom space or restructuring efforts by the Board and Superintendent. Grade levels may not be split or separated between attendance centers and special education classrooms will be relocated based on appropriate age deviations and least restrictive environment provisions.

- Y. To the extent administratively possible, beginning with the 2020-2021 school year students of varying achievement levels shall be distributed evenly among grade levels K-6. Where the building has Department Heads, the principal will consult with the Department Head in assigning individual classes. The District shall not allow parents to choose their child's teacher.
- Z. Class size in subject areas and grade levels will be distributed evenly as possible among class sections and within individual departments. In cases of unusual class enrollment of over thirty pupils in grades 4—6 the teachers must contact the Superintendent's office in writing if the teacher is requesting an aide. The Superintendent will request employment of an additional aide at the next regular board meeting.
- AA. Classroom budgets will be established in the elementary schools and the Junior High School. In addition to the classroom budgets, \$4.00 of each K-6 paid registration fee will be combined for all grade levels and will be equally divided among all grade levels, including special education classrooms. This money will be put into each teacher's account for purchasing supplies for his/her room.
- BB. No meeting of teachers shall be called by the administration on the fourth Monday of the month.
- CC. In the event it is necessary to reduce the number of positions covered by this agreement and such is not accomplished by normal attrition, the provisions of the School Code of Illinois, 105 ILCS 5/24-12, shall apply.
- DD. School will be dismissed at 2:30 p.m. each day through the first three full weeks of the school year. The week of Labor Day shall count as a full week. Early dismissal will not continue past October 1st. During such time teachers may leave at 3:00 p.m.
- EE. Class sponsorship assignments will be made on a rotation basis, except when a teacher requests retention of an assignment.

- FF. Where possible, study hall assignments will be made on a rotation basis.
- GG. The district shall have a clearly defined policy concerning student drug abuse which includes the removal of students from the classroom.
- HH. The administration shall maintain a list showing the District Seniority of each teacher. The list shall be available to all teachers.
- II. Knowing that teachers are mandated reporters, teachers shall also inform the building principal of suspected child abuse. The principal is responsible for immediate notification to the proper agency. A copy of that notification shall be given to the teacher.
- JJ. In the absence of the building principal, a designated faculty member shall be responsible for administrative decisions designated by the principal. A substitute teacher will be available to cover the classroom of the designated faculty member for pre-arranged administrative absences.
- KK. Continuous employment shall be defined as being in the most recent employment of the Board of Education regardless of status (i.e., teaching or on leave) from the date of the Board vote to employ or the first date of work in continuous employment if prior to board vote date. If an employee covered under this agreement is given an Honorable Dismissal, but returns within the next two school calendar years that employee shall retain his original date of employment for seniority rights. In the event of multiple hirings, the person listed first in the Board minutes will be the person with the most seniority.
- LL. Teachers in District #168 shall enter upon contractual continued service (tenure) as stated by the terms in 105 ILCS 5/24-11 of the School Code. For the purpose of determining contractual continued service, a probationary year shall be any year in which the teacher teaches or otherwise is present and participating in the District's educational program for 120 school days or more. A school board may not award tenure sooner than the statute allows.
- MM. There will be a minimum of one early 2:30 p.m. dismissal of students per nine weeks. The early dismissal will be at the end of the 1st and 3rd quarters, and mid-term of the 2nd and 4th quarters. The purpose of this early dismissal of students is for teachers to average grades and to post timely updates related to student data on the school district student management system, Parent Portal, and classroom web pages.

ARTICLE III

All teachers will be evaluated in the classroom according to the established district evaluation plan. The procedures for evaluation will be set by an advisory committee composed of administrators and a committee of teachers chosen by the Federation. The procedures will be reduced to writing and distributed to each teacher.

- A. No evaluations may take place prior to October 1.
- B. All evaluations must be completed by February 15.
- C. Seniority list must be made available to the Union by February 28.

ARTICLE IV

Leave of Absence

- A. Teachers shall have an unlimited accumulative sick leave at the rate of fourteen (14) days per year. However, there is a capped severance as per Article V, Section C, of this contract. In addition to this unlimited accumulative limit, three (3) days (personal leave days) shall be granted and may be taken each year. If all three (3) personal leave days are used in a year, one (1) additional personal leave day may be taken per year from any accumulated personal leave. Personal leave may be taken for personal, legal, business, household, or family matters which require absence during school hours. Application for such leave shall be made as far in advance as practicable, and ordinarily at least 48 hours, and the applicant shall not be required to state the reason for taking such leaves other than that he is taking it under this section. Excepting emergency situations, no leave requests will be approved for either the first or last week of a school term, or during semester exams. In addition, only 2 certified staff per building will be allowed to take personal leave

on the school day before or after a holiday. Such request shall be approved in the order they are received in the office of the Building Administrator.

- B. Any full-time teacher of Frankfort Community Unit School District No. 168 may be excused for whatever number of days necessary for the funeral of his or her immediate family. Any days in excess of four (4) days will be charged to sick leave. "Immediate Family" shall mean: mother, father, grandparents, grandchildren, sister, brother, husband, wife, or child, and mother, father, grandparents, grandchildren, sister, brother, of husband or wife of employee; or any person with whom the employee makes his or her actual home. The four (4) days for funeral leave will not accumulate from year to year.
- C. Any teacher shall be granted child rearing leave (maternity, adoption, care for child who is ill, care for parents with serious health condition). That teacher shall retain seniority and position in his/her respective school.
- D. Personnel shall be granted leave of absence upon induction into the armed services without loss of tenure, sick leave, and retirement status.
- E. A leave of absence as an exchange teacher shall be granted by the Board upon the request of the tenured teacher.
- F. All tenured personnel granted any of the aforementioned leaves and/or disability leaves shall retain all seniority rights and privileges.
- G. A leave of absence shall be granted with the approval of the Superintendent and the Board.

ARTICLE V

Fringe Benefits

- A. All teachers covered by this agreement shall be eligible to receive Major Medical and Hospital coverage for themselves and their dependents under the medical plan in force and effect. In a traditional (non-HRA) plan, the Board will pay 75% of the premium. In a non-traditional (HRA) plan, the Board will pay 75% of an agreed-upon contribution to the HRA account and toward the premium in the plan, so as to benefit both the District and the employee.

The Board and a union committee will continue to collaborate and determine the District's major medical and hospital coverage (which includes coverage for prescriptions and lab services).

For health insurance purposes only, employees who regularly work thirty (30) hours per week or more or its equivalent will be considered full-time and shall receive the full amount of the insurance benefit stated above. Any part-time employee shall only be entitled to single coverage. Part-time employees who are current TRS annuitants shall not be eligible for the health insurance benefit.

- B. All certificated personnel and their immediate family shall be admitted without charge to all school sponsored activities.
- C. The Board shall make available to qualifying certified staff members the following retiring certified staff member salary enhancement program:

A teacher seeking retirement may, at the time he/she announces their intent to retire elect to be paid 45% of the unused portion of his/her accumulative sick leave, up to a maximum of 180 days, and additional sick leave accumulated at his/her regular salary rate. The retiring teacher may select a five year, a four year, a three year, a two year, or a one-year retirement plan. The portion of this severance pay which would raise the retiring teacher's salary a maximum of 10% in the first year of a five-year plan and a maximum of 6% in the last 4 years of this plan. If the teacher selects either a four, three, two or one-year plan, then all increases will not exceed 6%. Any step movement, longevity, or negotiated raise as per the collective bargaining agreement would be applied first to each year of the retirement plan before teachers earned severance would be used to maximize above mentioned percentages.

An irrevocable letter of retirement must be submitted to the unit Superintendent no later than the Friday preceding the regular June Board meeting the year prior to entering into their respective retirement plan. The remaining portion, if there is any, shall be paid to the retiring teacher on the first business day following July 1 of the year he/she retires.

The percentage bumps delineated in above, shall be applied to the previous year's total reported earning to TRS for the teacher. In no event shall a teacher receive more than the percentages stated in above for the following year(s). Any sum payable to a teacher that exceeds a 6% increase over the Teacher's compensation from the prior year shall be paid to the Teacher as severance pay after the Teacher receives his/her last paycheck from the District used in calculating the Teacher's TRS retirement annuity. The severance payment shall be made during the next fiscal year following retirement and will not result in the District paying any present value payments to TRS on severance payment. Exception will be the year one 10% increase.

Board of Education hereby agrees to compensate any retiring full-time teacher, 45% of the unused portion of his/her accumulative sick leave earned while in their respective retirement plan, and additional sick leave at his/her regular salary rate. Said payment shall be made post retirement.

Eligibility

To be eligible for the retirement incentives in this Section, an employee submitting a letter of retirement on or after February 1, 2016, must meet the requirements set by TRS rules for a non-ERO retirement annuity. To be eligible for any of the benefits in this Section, the employee must not cause the District to accrue any ERO penalty or payment in order to be eligible for this incentive.

In addition, any employees hired prior to February 1, 2016 shall maintain eligibility when exercising ERO only if the District certifies and agrees to that employee exercising ERO to TRS, pursuant to PA 98-0599.

- D. A teacher at the time he/she announces their intent to leave the district or upon his/her death while in service in this district, shall be paid 45% of the unused portion of his/her accumulative sick leave, up to a maximum of 180 days, and the additional sick leave days accumulated shall be paid at his or her regular salary rate. The teacher shall have the option in lieu of being compensated for accumulated sick leave to turn into the Teacher's Retirement System the unused sick days to be applied toward service credit. The parties acknowledge that this Section E does not apply to any employee retiree under the provisions of Section C above.

In the event of the death of an employee covered by this agreement, any accrued benefits owed to the employee by District No 168 at the time of death shall be paid to the employee's named primary beneficiary or any contingent beneficiary if applicable, or if no primary beneficiary is living, then to the employee's estate.

ARTICLE VI

Grievances

Definition: A grievance is a complaint involving a work situation or a complaint that there has been a deviation from, misinterpretation of, or misapplication of a practice or policy; or a complaint that there has been a violation, misinterpretation, or misapplication of any provisions of this Agreement.

- A. The Union Grievance Committee shall consist of duly elected or appointed members of the Union, American Federation of Teachers, AFL-CIO. The chairman shall be appointed by the President of Local 817.
- B. Procedure:
 - 1. First Step
 - a. A teacher with a complaint shall first discuss the matter with his/her principal with the objective of resolving the matter informally. The teacher may request the Union Building representative to be present. In the event that the teacher with the complaint is not satisfied with the decision reached by his/her principal, the teacher may request within five (5) days a meeting with the principal and the Union Building representative.
 - b. If the complaint is considered to be a violation of the above definition by the Union Grievance Committee, the teacher shall reduce the complaint to writing. The grievance shall be reduced to writing by the teacher making the complaint, stating the particular violation(s) and the relief sought.

2. Second Step

- a. The aggrieved teacher must submit one copy of the written grievance to each of the following:
 - 1) Building Representative
 - 2) Chairman of the Union Grievance Committee
 - 3) Principal of the aggrieved teacher
 - 4) Superintendent of District #168
- b. Within five (5) days after receipt of the written grievance, the principal shall state his/her decision in writing and shall furnish one copy to:
 - 1) Building Representative
 - 2) Chairman of Union's Grievance Committee
 - 3) The aggrieved teacher
 - 4) Superintendent of District #168

3. Third Step

- a. Within five (5) days after receipt of the principal's decision, a meeting will be arranged between the aggrieved teacher, the Superintendent of District #168, the principal of the aggrieved teacher, chairman of the Union grievance committee, and the President of the Union. Either party is entitled to one representative if so desired. Within ten (10) days the decision of the Superintendent shall be reduced to writing with the supporting reasons. Union grievances shall be initiated at this level.
- b. Copies of the Superintendent's decision shall be sent to the following:
 - 1) The aggrieved teacher
 - 2) Principal of the aggrieved teacher
 - 3) Chairman of the Union Grievance Committee
 - 4) President of Union
 - 5) President of School Board for District #168

4. Fourth Step

- a. Within five (5) working days after receiving the decision of the Superintendent, an appeal of the decision may be made to the Board. This appeal shall be presented in writing. No later than five (5) days after receipt of the appeal, the Board shall hold a hearing on the grievance. Participants in this hearing shall be given at least three (3) working days' notice of the hearing.
- b. Within two (2) working days after the hearing on the appeal, the Board shall communicate its decision in writing, together with supporting reasons, to the principal, the Superintendent, the president of the Union, and the aggrieved teacher (if any).

5. Fifth Step

- a. If the aggrieved teacher is not satisfied with the decision reached by the Board, he/she shall notify the Superintendent in writing within ten (10) days after he/she has been notified of the Board's decision. This notification shall initiate the impasse procedure.
- b. Within thirty (30) school days after receiving the decision of the Board, the Union may submit the grievance to binding arbitration under the 1984 provisions of the Collective Bargaining Agreement Legislation or the Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA). The selection of the arbitrator will be made jointly by the Union President, the aggrieved party, and the Superintendent. The arbitrator shall follow the standard rules of the AAA and his/her decision shall be binding on all parties. Expenses for the arbitration services shall be born equally by the Board and the Union.

C. No-Strike/Bargaining Guarantees

Section 1

The Union agrees that there shall be no strike or withholding of services during the term this agreement is in full force and effect.

Section 2

No changes in working conditions not provided for within this agreement and within the scope of negotiations under Illinois Law shall be made except after negotiations and agreement with the Union.

ARTICLE VII

A. Salary

Section 1

Employees shall be paid in accordance with the Salary Schedule attached and identified as Appendix A.

Full Experience Credit: District 168 will accept a maximum of twelve (12) years of experience (to begin on Step 12) from other school districts as recognized through service records per the Illinois Teacher Retirement System. This section will apply to all certified personnel hired to start employment during the 2022-2023 school year and will not affect the salary placement of those employees hired prior to this contractual agreement.

Section 2

Employees shall be paid for any extra-curricular activities or work beyond their tasks or duties in accordance with the attached Extra-Curricular/Special Assignment Compensation Schedule identified as Appendix B.

Section 3

Per appropriate memorandum of understanding, terms such as BS+8 refer to college classes beyond the indicated degree. Further, these classes must be graduate-level classes, labeled 400 level or above, to qualify for hours beyond the indicated degree for purposes of salary schedule placement and salary increase.

ARTICLE VIII

- A. It is recognized by the Union and the Board that all provisions of this agreement may be altered only by the consent of both parties. If any provision of this agreement is subsequently declared by the proper legislative or judicial authority to be illegal or nonbinding, all other provisions remain in force, and will not be affected, so that this agreement will remain whole with the void provision deleted and any substitute action shall be subject to appropriate consultation and negotiation between the Union and the Board.
- B. Conformity to Law. No provision of this Agreement shall abrogate the statutory rights, duties, and responsibilities of the Board. The Board also reserves its rights to delegate to its Administrators the responsibility for the day to day management of the schools in its charge.
- C. Board Policy. This contract and its provisions shall be deemed the policy of the Board and supersede any Board Policy that is presently to the contrary. Nothing herein provided shall serve to remove from teachers any advantageous working conditions, economic benefits, or professional rights presently enjoyed under current Board Policy and not treated within this contract, nor are responsibilities and obligations of teachers under current Board Policy altered except as specified under this contract. Except as herein above otherwise provided, the Board reserves the right to amend its policies, other than as contained in this Agreement, from time to time as deemed necessary. It is further understood that this Agreement shall be the foundation of all future negotiations between the Board and the Union.
- D. Good Faith Performance. The Board and the Union and their representatives mutually agree to carry out the performance of this contract in good faith. The Board and the Union further agree to faithfully comply with case and statute law of the State of Illinois.

- E. This employment agreement continues for the legal school term plus the term for any summer school position which may be assigned to a certified staff member by the Board of Education. The employee must be a legally certified teacher and will be paid in such installments as the employer may deem appropriate, at least as often as monthly.
- F. This agreement shall expire one day preceding the first day of the 2025-2026 school year.

AGREED TO THIS 15th DAY OF August, 2022.

Signed:

Keith Gruffel PRESIDENT OF THE BOARD

Timothy J. Glendon PRESIDENT OF THE UNION

R Matthew Donkin SUPERINTENDENT OF SCHOOLS

Christine A. Wall SECRETARY OF THE UNION

**APPENDIX A – SALARY SCHEDULES
2022-2023**

Years	B	B+8	B+16	B+24	M	M+8	M+16	M+24
0	42,470	43,436	44,397	45,359	46,322	47,285	48,248	49,211
1	45,166	46,149	47,131	48,112	49,095	50,077	51,060	52,043
2	47,131	48,112	49,095	50,077	51,060	52,043	53,024	54,006
3	49,095	50,077	51,060	52,043	53,024	54,006	54,989	55,971
4	51,060	52,043	53,024	54,006	54,989	55,971	56,953	57,935
5	53,024	54,006	54,989	55,971	56,953	57,935	58,917	59,900
6	54,989	55,971	56,953	57,935	58,917	59,900	60,880	61,862
7	56,953	57,935	58,917	59,900	60,880	61,862	62,843	63,828
8	58,917	59,900	60,880	61,862	62,843	63,828	64,811	65,792
9	60,880	61,862	62,843	63,828	64,811	65,792	66,774	67,755
10	62,843	63,828	64,811	65,792	66,774	67,755	68,738	69,721
11	64,811	65,792	66,774	67,755	68,738	69,721	70,703	71,685
12	66,774	67,755	68,738	69,721	70,703	71,685	72,667	73,649
13	68,738	69,721	70,703	71,685	72,667	73,649	74,632	75,615
14	70,703	71,685	72,667	73,649	74,632	75,615	76,596	77,579
15	72,667	73,649	74,632	75,615	76,596	77,579	78,561	79,543
16			76,596	77,579	78,561	79,543	80,523	81,507
17					80,523	81,507	82,489	83,470
18							84,453	85,433

Plus Board of Education pays full retirement to Teacher Retirement System.

LONGEVITY: Any teacher whose rate of pay does not increase as a result of his or her step movement in:

- LANE B, B+8, B+16 will receive \$900 as longevity pay.
- LANE B+24, M, M+8 will receive \$1,100 as longevity pay.
- LANE M+16 will receive \$1,300 as longevity pay.
- LANE M+24 will receive \$1,700 as longevity pay.

Any teacher not receiving step movement during the 2014-2015 school year will move two steps when the District reaches ISBE level of Recognized.

**APPENDIX A – SALARY SCHEDULES
2023-2024**

Years	B	B+8	B+16	B+24	M	M+8	M+16	M+24
0	43,744	44,739	45,729	46,720	47,712	48,704	49,695	50,687
1	46,521	47,533	48,545	49,555	50,568	51,579	52,592	53,604
2	48,545	49,555	50,568	51,579	52,592	53,604	54,615	55,626
3	50,568	51,579	52,592	53,604	54,615	55,626	56,639	57,650
4	52,592	53,604	54,615	55,626	56,639	57,650	58,662	59,673
5	54,615	55,626	56,639	57,650	58,662	59,673	60,685	61,697
6	56,639	57,650	58,662	59,673	60,685	61,697	62,706	63,718
7	58,662	59,673	60,685	61,697	62,706	63,718	64,728	65,743
8	60,685	61,697	62,706	63,718	64,728	65,743	66,755	67,766
9	62,706	63,718	64,728	65,743	66,755	67,766	68,777	69,788
10	64,728	65,743	66,755	67,766	68,777	69,788	70,800	71,813
11	66,755	67,766	68,777	69,788	70,800	71,813	72,824	73,836
12	68,777	69,788	70,800	71,813	72,824	73,836	74,847	75,858
13	70,800	71,813	72,824	73,836	74,847	75,858	76,871	77,883
14	72,824	73,836	74,847	75,858	76,871	77,883	78,894	79,906
15	74,847	75,858	76,871	77,883	78,894	79,906	80,918	81,929
16			78,894	79,906	80,918	81,929	82,939	83,952
17					82,939	83,952	84,964	85,974
18							86,987	87,996

Plus Board of Education pays full retirement to Teacher Retirement System.

LONGEVITY: Any teacher whose rate of pay does not increase as a result of his or her step movement in:

- LANE B, B+8, B+16 will receive \$900 as longevity pay.
- LANE B+24, M, M+8 will receive \$1,100 as longevity pay.
- LANE M+16 will receive \$1,300 as longevity pay.
- LANE M+24 will receive \$1,700 as longevity pay.

Any teacher not receiving step movement during the 2014-2015 school year will move two steps the school year following the District reaching ISBE level of Financial Recognition.

**APPENDIX A – SALARY SCHEDULES
2024-2025**

Years	B	B+8	B+16	B+24	M	M+8	M+16	M+24
0	45,056	46,081	47,101	48,121	49,143	50,165	51,186	52,208
1	47,917	48,959	50,001	51,042	52,085	53,127	54,170	55,212
2	50,001	51,042	52,085	53,127	54,170	55,212	56,253	57,295
3	52,085	53,127	54,170	55,212	56,253	57,295	58,338	59,380
4	54,170	55,212	56,253	57,295	58,338	59,380	60,421	61,463
5	56,253	57,295	58,338	59,380	60,421	61,463	62,505	63,548
6	58,338	59,380	60,421	61,463	62,505	63,548	64,588	65,629
7	60,421	61,463	62,505	63,548	64,588	65,629	66,670	67,715
8	62,505	63,548	64,588	65,629	66,670	67,715	68,758	69,799
9	64,588	65,629	66,670	67,715	68,758	69,799	70,841	71,881
10	66,670	67,715	68,758	69,799	70,841	71,881	72,924	73,967
11	68,758	69,799	70,841	71,881	72,924	73,967	75,009	76,051
12	70,841	71,881	72,924	73,967	75,009	76,051	77,092	78,134
13	72,924	73,967	75,009	76,051	77,092	78,134	79,177	80,220
14	75,009	76,051	77,092	78,134	79,177	80,220	81,261	82,304
15	77,092	78,134	79,177	80,220	81,261	82,304	83,345	84,387
16			81,261	82,304	83,345	84,387	85,427	86,471
17					85,427	86,471	87,513	88,553
18							89,596	90,636

Plus Board of Education pays full retirement to Teacher Retirement System.

LONGEVITY: Any teacher whose rate of pay does not increase as a result of his or her step movement in:

- LANE B, B+8, B+16 will receive \$900 as longevity pay.
- LANE B+24, M, M+8 will receive \$1,100 as longevity pay.
- LANE M+16 will receive \$1,300 as longevity pay.
- LANE M+24 will receive \$1,700 as longevity pay.

Any teacher not receiving step movement during the 2014-2015 school year will move two steps when the District reaches ISBE level of Recognized.

APPENDIX B

EXTRA-CURRICULAR/ASSIGNMENT COMPENSATION SCHEDULE

A. HIGH SCHOOL COACHES SHALL RECEIVE:

HEAD COACH	<u>Yr. 0 to 4</u>	<u>Yr. 5 to 9</u>	<u>Yr. 10 to 14</u>	<u>Yr. 15 to 19</u>	<u>Yr. 20+</u>
Head Football	\$6,000	\$6,400	\$6,800	\$7,200	\$7,600
Head Boys' Basketball	\$6,000	\$6,400	\$6,800	\$7,200	\$7,600
Head Girls' Basketball	\$6,000	\$6,400	\$6,800	\$7,200	\$7,600
Head Wrestling	\$6,000	\$6,400	\$6,800	\$7,200	\$7,600
Head Volleyball	\$6,000	\$6,400	\$6,800	\$7,200	\$7,600
Head Baseball	\$4,000	\$4,400	\$4,800	\$5,200	\$5,600
Head Softball	\$4,000	\$4,400	\$4,800	\$5,200	\$5,600
Head Boys' Track	\$4,000	\$4,400	\$4,800	\$5,200	\$5,600
Head Girls' Track	\$4,000	\$4,400	\$4,800	\$5,200	\$5,600
Head Cross Country	\$4,000	\$4,400	\$4,800	\$5,200	\$5,600
Head Boys' Golf	\$4,000	\$4,400	\$4,800	\$5,200	\$5,600
Head Girls' Golf	\$4,000	\$4,400	\$4,800	\$5,200	\$5,600

ASSISTANT COACH	<u>Yr. 0 to 4</u>	<u>Yr. 5 to 9</u>	<u>Yr. 10 to 14</u>	<u>Yr. 15 to 19</u>	<u>Yr. 20+</u>
Assistant Football	\$4,000	\$4,200	\$4,400	\$4,600	\$4,800
Assistant Boys' Basketball	\$4,000	\$4,200	\$4,400	\$4,600	\$4,800
Assistant Girls' Basketball	\$4,000	\$4,200	\$4,400	\$4,600	\$4,800
Assistant Volleyball	\$4,000	\$4,200	\$4,400	\$4,600	\$4,800
Assistant Wrestling	\$4,000	\$4,200	\$4,400	\$4,600	\$4,800
Assistant Baseball	\$2,700	\$2,900	\$3,100	\$3,300	\$3,500
Assistant Softball	\$2,700	\$2,900	\$3,100	\$3,300	\$3,500
Assistant Boys' Track	\$2,700	\$2,900	\$3,100	\$3,300	\$3,500
Assistant Girls' Track	\$2,700	\$2,900	\$3,100	\$3,300	\$3,500
Assistant Cross County	\$2,700	\$2,900	\$3,100	\$3,300	\$3,500

B. JUNIOR HIGH COACHES SHALL RECEIVE:

HEAD COACH		ASSISTANT COACH	
Head Boys' Basketball	\$3,000	Assistant Boys' Basketball	\$2,300
Head Girls' Basketball	\$3,000	Assistant Girls' Basketball	\$2,300
Head Baseball	\$1,500	Assistant Boys' Track	\$750
Head Softball	\$1,500	Assistant Girls' Track	\$750
Head Boys' Track	\$1,500	Assistant Cross Country	\$750
Head Girls' Track	\$1,500	Assistant Baseball	\$750
Head Volleyball	\$1,500	Assistant Volleyball	\$750
Junior High Cross Country	\$1,000	Assistant Softball	\$750

C. All contracts shall be determined by negotiations between the Union and the Board.

D. All Guidance counselors at the high school will work five days following the end of the school year. The Guidance Counselor with the most seniority will be allowed to work an additional five days, if needed. The additional five days must be approved by the school district superintendent.

Coaches whose services are required prior to the first day of the regular school year, per IHSA rules pertaining to sports and the number of practices mandated before the first event can be played, will be paid at the rate of \$25 per day, up to a maximum of \$125.00.

E. Additional pay allotments for extra services required as follows:

Department Heads (FCHS) *	\$400
High School Chorus Director	\$760
High School Band Director & Extra Work	\$3,300
High School Musical	\$2,500
Musical Pianist	\$500
High School Show Choir Events	\$400
High School Cheerleading Sponsor Yr. 0-4: \$4,000 / Yr. 5-9: \$4,400 / Yr. 10-14: \$4,800 / Yr. 15-19: \$5,200 / Yr. 20+: \$5,600	
High School Scholar Bowl Sponsor	\$2,000
High School Speech Team Sponsor	\$1,850
High School Class Sponsor – Seniors	\$900
High School Class Sponsor – Juniors	\$900
High School Class Sponsor – Sophomore	\$900
High School Class Sponsor – Freshman	\$900
High School Intramurals **	\$1,400
High School FFA Sponsor	\$700
High School Annual Staff Sponsor	\$750
High School Beta Club Sponsor	\$500
High School Fishing Sponsor	\$700
High School Fall Play/Drama	\$760
High School Concessions Coordinator	\$1,000
High School Student Council	\$1,000
High School Strength & Conditioning	\$3,000
High School National Honor Society Sponsor	\$500
High School Dance Team Sponsor	\$750
High School YMCA Youth and Government	\$500
High School Educator Rising Future Teacher Sponsor	\$500
Jr. High Chorus Director	\$800
Jr. High Band Director	\$2,100
Jr. High Cheerleading Sponsor	\$1,000
Jr. High Scholar Bowl Sponsor	\$2,000
Jr. High Beta Club Sponsor	\$500
Elem. Choral Director	\$760
Elem. Band Director	\$1,082
Elem. Sports Coordinator	\$1,125
Elementary Cheer Coordinator	\$500

The Board will allow stipends to be divided among co-sponsors, and District 168 will include each co-sponsor's portion of the stipend on said co-sponsor's paycheck.

* Approved Department Heads are in English, Social Studies, Math, Science, Business, Driver's Ed., Foreign Language, Home Ec., Vocational, Special Ed.

** A stipend of \$1,400 will be paid to each sponsor.

- F. Traveling personnel or personal working at more than one building shall receive a travel allowance of \$200.00. The unit nurse will receive \$300.00 traveling allowance.
- G. Homebound Teachers shall be paid at a rate of \$30.00 per hour plus the mileage rate allowed by the IRS.
- H. Summer school teachers shall be paid 8% of the index.
- I. One technology coordinator in each school building will receive a \$1,300 stipend.
- J. Athletic and Activities Director shall receive \$6,500 Annual Stipend.
- K. Assigned Teacher Mentors as described in Article II. C., shall be paid an annual stipend of \$200 while serving in the position.

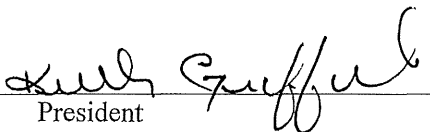
MEMORANDUM OF UNDERSTANDING
Health Insurance Premiums Under HRA Plan

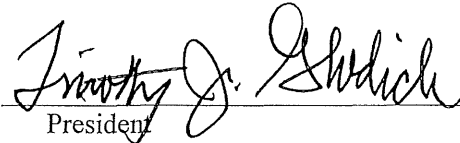
The Board of Education and the AMERICAN FEDERATION OF TEACHERS LOCAL #817 have agreed as follows for the 2022-2023, 2023-2024 and 2024-2025 school years:

1. For the 2022-2023, 2023-2024, and 2024-2025 school years, the District's HRA shall reimburse the employee for any qualified expense up to the deductible over \$400 per life covered.
2. For the 2022-2023, 2023-2024, and 2024-2025 school years, the District's HRA shall reimburse the employee for qualified prescription drug costs over the costs in the 2022-2023, 2023-2024, and 2024-2025 plan, and for lab work costs from LabCorps or Quest Lab.

BOARD OF EDUCATION
FRANKFORT COMMUNITY UNIT
SCHOOL DISTRICT NO. 168

AMERICAN FEDERATION OF
TEACHERS, LOCAL NO. 817

By: 
President

By: 
President

Dated: 8/15/22

Dated: 8-15-22