

AGREEMENT

Between the

BOARD OF EDUCATION OF
LELAND SCHOOL DISTRICT NO. 1

and the

COMMUNITY UNIT NO. 1 TEACHERS' ASSOCIATION

2005-2007

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A G R E E M E N T

ARTICLE I

THIS AGREEMENT is made and entered into by and between the BOARD OF EDUCATION OF LELAND COMMUNITY UNIT SCHOOL DISTRICT NO. 1, LaSalle County, Illinois, (hereinafter referred to as the "Board") and the COMMUNITY UNIT NO. 1 TEACHERS' ASSOCIATION, affiliated with the Illinois Education Association, IEA/NEA, (hereinafter referred to as the "Association"). The Board and the Association believe that they have a common responsibility to provide the pupils of the District with a quality educational program. It is the hope of both parties that this agreement will assist in the maintenance of such an educational program.

ARTICLE II

RECOGNITION AND SCOPE

2.1 Recognition. The Board hereby recognizes the Association as the sole and exclusive bargaining agent for all regularly employed full and part-time certificated teaching personnel, excluding the superintendent, principals, administrators, substitute teachers, and any other employees excluded from coverage under the Illinois Educational Labor Relations Act.

2.1.1 Definition. When used herein, the term "teacher" or the term "employee" shall refer to members of this bargaining unit as defined above.

2.2 Scope. The Board and the Association agree to negotiate in good faith with respect to wages, hours and other terms and conditions of employment as required by law, provided that such obligation does not compel either party to agree to a proposal or require the making of a concession.

2.3 Fair Share. No employee shall be required to join the Association as a condition of employment. However, each full-time teacher who is not a member of the Association is required to pay a fair share fee to the Association for the purpose of deferring the costs of services rendered by the Association to non-members.

In the event a teacher does not pay the fair share fee directly to the Association within 30 days following the commencement of employment, the Board shall deduct the fair share fee from the wages of the employee in accordance with the procedures currently established in the District for membership dues deduction.

At least annually, the Association must certify the amount of this fair share fee, which may not include contributions related to the election or support of candidates for political office. The Association shall also comply with the Notice of Fair Share fees requirement and other provisions as provided by the applicable rules of the IELRB. The Board shall not be required to deduct the fair share fee until the certification and notice requirements described herein have been met as required

3.6 Discipline. The Board and Association agree that proper student control is a joint effort of teachers and administrators at all times wherein students are under the jurisdiction of the school. All certified staff members shall assume reasonable responsibility for student control and enforcement of the approved code of discipline. Administration shall continually support faculty in providing information to students about desired behavior.

ARTICLE IV

EMPLOYEE/ASSOCIATION RIGHTS

4.1 Curriculum Development. Teachers shall have the right and responsibility to participate in activities designed to improve the curriculum and, by working through established channels they may make recommendations for curricular change.

4.2 Indemnification. The Board shall protect and indemnify teachers against damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment as provided for in the applicable provisions of the Illinois School Code. All teachers shall sign up for any liability insurance coverage offered by the State at no cost to the teachers.

4.3 In-Service Program. A committee of teachers in conjunction with the principal shall have the right to make recommendations regarding the in-service programs to be used in the District.

4.4 Personnel Files. Teachers shall have the right upon request and at reasonable times to review the contents of their personnel files, except for pre-employment references. Only one official file shall be kept for each teacher. Each teacher shall have the right to insert material relevant to his service in this school or his qualifications in general. A teacher shall have the right to attach dissenting material to any item in his file. Reasonable requests by teachers for single copies of materials in their official file, except privileged information, will be honored by the Administration. Transcripts, certificates and any item of personal value to the teacher shall, upon request, be made available to the teacher upon termination from the District provided, however, that the District will retain all records or copies thereof as deemed necessary for business purposes or as may be required by law.

4.5 Notice of Special Board Meeting. Except in emergency situations, the Board will use reasonable effort to notify the Association's President of any special meetings of the Board. During the summer months, the Superintendent will attempt to telephone the Association President to advise as to any special meetings.

4.6 Board Minutes. Copies of all synopses of Board minutes, if any, shall be mailed to the Association's President or during the school term placed in the mailboxes of all teachers within a reasonable time after their preparation.

ARTICLE V

GRIEVANCE PROCEDURE

5.1 Definition. A grievance is defined as a written claim that there has been a violation, misinterpretation or misapplication of a specific provision of this agreement. No grievance will be processed or entertained unless it is filed in writing in accordance with Step 1 within thirty (30) days after the occurrence of the event giving rise to the grievance.

5.2 General Provisions.

5.2.1 Time Limits. All time limits consist of school days except that between the end of the school term in June and the beginning of the next school term, the time limits shall consist of days when the District's business offices are open. All time limits may be extended by mutual written agreement between the parties. Failure to follow the time limits, except when mutually extended, shall act as a bar for further process of the grievance.

5.2.2 Association Representation. An employee will be entitled to Association representation at each step of the grievance process.

5.2.3 Bypass. Upon the mutual agreement of the Association and the superintendent, a grievance may be brought directly to any step.

5.2.4 No Reprisals. No reprisals shall be taken by the Board or Administration against an employee because of participation in any grievance. Files of grievances shall be kept separate and distinct from the personnel files.

5.2.5 Convenience. The parties will attempt to arrange mutually convenient times and places for meetings and hearings conducted pursuant to this Article.

5.2.6 Informal Resolution. The parties agree that it is usually most desirable for an employee and the employee's immediate supervisor to resolve problems informally. Therefore, an attempt to resolve problems informally should be made. If a grievance cannot be resolved informally, it must be processed in accordance with the below procedures. The employee may bring a representative of his choice to the informal conference provided that the employee notifies the supervisor reasonably in advance of the meeting of his intention to do so. The parties agree, however, that it is often best to carry out the informal conference without representation.

5.3 Procedures.

5.3.1 Step 1. The grievant shall file his grievance in writing with the building principal within thirty (30) school days of the occurrence of the event giving rise to the grievance. The building principal or designee shall confer with the grievant in an attempt to resolve the

and to what extent work shall be performed by employees; (4) the right to determine the qualifications of employees, and to suspend, discipline and discharge employees for cause and otherwise to maintain an orderly, effective and efficient operation.

6.2 No Strike Clause. During the term of this agreement, the Association agrees not to strike, not to engage in any work stoppages, and not to picket in any manner which would disrupt the operations of the School District.

ARTICLE VII

LEAVES

7.1 Sick Leave. Sick leave shall be granted on the basis of twelve (12) days at full pay for each school term, unlimited accumulation. Sick leave shall be interpreted to mean personal illness or serious illness or death in the immediate family which includes: parents, spouse, brothers, sisters, children grandchildren, grandparents, parents-in-law, sisters-in-law, brothers-in-law, and legal guardians. One (1) day of sick leave may be used in the case of the death of aunts, uncles, nieces, nephews, sons-in-law, daughters-in-law, grandparents-in-law and close personal friends as determined by the Superintendent. The use of additional available sick leave may be authorized for bereavement purposes on a case by case basis by the Superintendent in his or her discretion. The Board may/will require a physician's certificate as a basis for pay after three (3) consecutive days of personal illness, or as it may deem necessary in other cases. Sick leave shall be provided to part-time teachers on a pro rata basis. Absence under this Section for a block of time less than two (2) hours will be deducted as one-quarter (1/4) of a day; absence for a block of time more than two (2) hours, but less than four (4) hours, will be deducted as one-half (1/2) of a day; absence for a block of time more than four (4) hours will be deducted as a full day.

7.2 Personal Leave. An employee may use two (2) days of sick leave each year for the purpose of conducting urgent personal business which cannot be conducted during non-school hours. Personal leave may not be used on the day before or the day after any holiday or vacation period. In extraordinary and exceptional circumstances, the Superintendent may grant personal leave outside foregoing limits at his sole discretion and any such action shall not be appealable or precedential in any respect. Notice of proposed use of personal leave must be given to the principal at least forty-eight (48) hours in advance, provided that the superintendent may waive this requirement if, in his judgment, an emergency situation prevented the notice. Absence under this Section for a block of time less than two (2) hours will be deducted as one-quarter (1/4) of a day; absence for a block of time more than two (2) hours, but less than four (4) hours will be deducted as one-half (1/2) of a day; absence for a block of time more than four (4) hours will be deducted as a full-day. Personal leave may accumulate without limit, provided, however, that no more than five (5) such leave days may be taken in any academic year. Upon termination from the District other than dismissal for cause, staff members shall be reimbursed for accumulated personal leave days at the current substitute teacher rate. At retirement, a teacher may elect to use accumulated personal leave days for TRS credit purposes, if allowed by TRS, rather than accept reimbursement. Personal

return to work from the leave. A childrearing leave may be for the duration of the school term during which the leave begins.

3. Any teacher granted a childrearing leave, who has completed 90 days or more of work during that school year, shall be considered to have completed a full year for the purpose of advancement on the salary schedule for that year. Upon a teacher's return from a childrearing leave, the teacher shall be granted the same or comparable position within the system. Teachers on childrearing leave are subject to dismissal on the same terms and conditions as are applicable to all other teachers.

4. A teacher granted a childrearing leave may make arrangements during the leave to continue hospitalization and surgical insurance coverage, as provided under fringe benefits, at the teacher's own expense.

5. A childrearing leave shall also be available to any teacher who furnishes satisfactory evidence of pending adoption proceedings and who applies in writing to the Board of Education.

6. Childrearing leaves are without pay. No teacher shall be entitled to use sick leave after the commencement of a childrearing leave. Sick leave is available prior to commencement of such leave.

7.10 Testimony. For subpoenaed testimony in court, there shall be no loss of pay unless the employee or the Association or any of its local members or agents are parties to the case. This leave shall not be granted for more than two (2) work days per school term.

7.11 Injury on the Job. A School District employee who is absent from work due to injury on the job shall be entitled to keep any Worker's Compensation check to which he or she is entitled under the Illinois Worker's Compensation Act, and also to receive the difference between such Worker's Compensation benefit check and the amount of full salary or pay (less applicable deductions) from the School District. Such employee shall be eligible to receive School District salary or pay in addition to the Worker's Compensation benefits only for so long as the employee has sick leave available, and such employee shall be charged one-third (1/3) of a day of sick leave for each day absent. In the alternative, an employee may choose to receive full salary or pay from the School District, with a proportionate sick leave deductions, as long as sick leave is available and on the condition that any Worker's Compensation benefit check payable to such employee for the period during which sick leave is being used are endorsed over to the School District by such employee. Also, should the employee choose to do so, the employee may keep any worker's compensation payments received and not use any available sick leave in which case the District shall make no additional salary payment to the employee during the period of disability for which worker's compensation payments are made to the employee. It is the intention of this policy to afford employees not more than full pay by way of sick leave and Worker's Compensation benefits for injuries on the job.

of the offer of employment. If a teacher rejects an offer of a full-time vacant position, the teacher shall be deemed to have waived any and all further recall rights.

ARTICLE X

COMPENSATION AND FRINGE BENEFITS

10.1 Salary. The salaries for the 2004-2005, 2005-2006, and 2006-2007 school years are as set forth on the salary schedules attached hereto in Appendix A.

10.1.1 Vertical Placement and Advancement. It is recognized that teaching is a profession and that the success of the educational program depends in large part upon the effectiveness of teaching. Although vertical advancement on the schedule shall normally be at the rate of one step each year, the Board reserves the right to withhold a vertical salary increment as to any teacher whose performance is unsatisfactory and who receives a letter of remediation from the Board. A teacher who has been rated unsatisfactory but subsequently completes his or her remediation period with a rating of satisfactory or better shall advance one vertical step on the schedule upon successful completion of his or her remediation, and shall be paid any salary that was withheld as a result of the teacher being placed on remediation. In no case shall a teacher be entitled to more than one vertical step advancement in any school year.

10.1.2 Horizontal Placement. Horizontal or lane placement for each school term shall be determined by the number of credit hours earned as of September 1st of the school term. Evaluation of credits shall be on the basis of official transcript issued by a recognized college or university. Credit hours for advancement to any lane beyond the MA lane must be earned after the award of the MA and all credit hours used for any lane advancement must have the prior approval of the Superintendent.

10.1.3 TRS Contributions. The Board shall pick up and pay to the Illinois Teachers Retirement System (TRS), on behalf of each teacher, the required TRS contribution from the appropriate salary shown on the salary schedule.

10.2 Insurance. The Board will pay the cost of insurance premiums for single coverage for each full-time (and part-time teachers regularly employed to teach 50% or more of a full load) teacher participating in the Board's selected Major Medical and Dental insurance plan and a \$40,000 term life insurance program.

10.3 Internal Substitution. In the event that internal substitutes are needed, they shall first be sought on a volunteer basis. Failing to obtain volunteer substitutes, the administration may rotate on a fair and equitable basis internal substitute assignments. Any teacher who is required to give up his/her preparation time to substitute for another teacher shall, during the 2004-2005 term, receive reimbursement at the rate of \$17.00 per period or reasonable part thereof. The per period rate shall be \$18.00 for 2005-2006 and \$19.00 for 2006-2007. Payment shall be made at the end of the school

ARTICLE XI

NEGOTIATIONS

11.1 Each party in any negotiations shall select its negotiating representative provided that the Board shall not select a teacher as herein defined as its representative and the Association shall not select a Board member, the Superintendent, principal or assistant principal.

11.2 Negotiations shall begin no later than May 15 unless both parties agree to an alternative date. Meetings will be held at reasonable times and places as agreed to by both parties.

11.3 When the Association and Board reach tentative agreement on all matters being negotiated, they will be reduced to writing and shall be submitted to the membership of the Association for ratification and to the Board for official approval.

11.4 Upon declaration of an impasse or upon invocation of mediation by the Illinois Education Labor Relations Board, the parties shall request the Federal Mediation and Conciliation Service to provide a mediator. The mediator shall not, without the consent of both parties, make findings of fact or recommend terms of settlement.

11.5 Cost for consultants chosen by any party shall be paid by that party.

ARTICLE XII

MISCELLANEOUS

12.1 Savings. Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section or clause shall be automatically deleted from this Agreement to the extent that it violated the law, but the remaining provisions of this Agreement shall remain in full force and effect for the duration of this Agreement, if not affected by the deleted article, section or clause.

12.2 Entire Agreement. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth herein. If the Board wishes to change an established policy which would directly affect wages, fringe benefits or working conditions not covered by this agreement but which are mandatory subject of bargaining under Paragraph 10(a) of IELRA, the Union shall be notified in writing and may within five (5) working days of receipt of said notice, request a meeting with the Superintendent or his designee for the purpose of negotiating the change. The parties agree that this contract contains the complete and entire understanding of the parties hereto.

Appendix A

SALARY SCHEDULE 2004-2005									
	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	EDS
0	27,485 25,011	28,378 25,824	29,272 26,637	30,165 27,450	31,058 28,263	31,951 29,076	32,845 29,889	33,738 30,702	34,631 31,514
1	28,172 25,637	29,065 26,450	29,959 27,262	30,852 28,075	31,745 28,888	32,639 29,701	33,532 30,514	34,425 31,327	35,318 32,140
2	28,859 26,262	29,753 27,075	30,646 27,888	31,539 28,701	32,432 29,513	33,326 30,326	34,219 31,139	35,112 31,952	36,005 32,765
3	29,546 26,887	30,440 27,700	31,333 28,513	32,226 29,326	33,120 30,139	34,013 30,952	34,906 31,765	35,799 32,577	36,693 33,390
4	30,234 27,513	31,127 28,325	32,020 29,138	32,913 29,951	33,807 30,764	34,700 31,577	35,593 32,390	36,486 33,203	37,380 34,016
5	30,921 28,138	31,814 28,951	32,707 29,764	33,601 30,576	34,494 31,389	35,387 32,202	36,280 33,015	37,174 33,828	38,067 34,641
6	31,608 28,763	32,501 29,576	33,394 30,389	34,288 31,202	35,181 32,015	36,074 32,827	36,967 33,640	37,861 34,453	38,754 35,266
7	32,295 29,388	33,188 30,201	34,081 31,014	34,975 31,827	35,868 32,640	36,761 33,453	37,655 34,266	38,548 35,079	39,441 35,891
8	32,982 30,014	33,875 30,827	34,769 31,639	35,662 32,452	36,555 33,265	37,448 34,078	38,342 34,891	39,235 35,704	40,128 36,517
9		34,562 31,452	35,456 32,265	36,349 33,078	37,242 33,890	38,136 34,703	39,029 35,516	39,922 36,329	40,815 37,142
10		35,250 32,077	36,143 32,890	37,036 33,703	37,929 34,516	38,823 35,329	39,716 36,142	40,609 36,954	41,502 37,767
11			36,830 33,515	37,723 34,328	38,617 35,141	39,510 35,954	40,403 36,767	41,296 37,580	42,190 38,393
12			37,517 34,141	38,410 34,953	39,304 35,766	40,197 36,579	41,090 37,392	41,983 38,205	42,877 39,018
13				39,098 35,579	39,991 36,392	40,884 37,204	41,777 38,017	42,671 38,830	43,564 39,643
14				39,785 36,204	40,678 37,017	41,571 37,830	42,464 38,643	43,358 39,456	44,251 40,268
15				40,472 36,829	41,365 37,642	42,258 38,455	43,152 39,268	44,045 40,081	44,938 40,894
16				41,159 37,455	42,052 38,267	42,945 39,080	43,839 39,893	44,732 40,706	45,625 41,519
17				41,846 38,080	42,739 38,893	43,633 39,706	44,526 40,519	45,419 41,331	46,312 42,144
18				42,533 38,705	43,426 39,518	44,320 40,331	45,213 41,144	46,106 41,957	46,999 42,770
19				43,220 39,330	44,114 40,143	45,007 40,956	45,900 41,769	46,793 42,582	47,687 43,395
20					44,801 40,769	45,694 41,581	46,587 42,394	47,480 43,207	48,374 44,020
21						46,381 42,207	47,274 43,020	48,168 43,833	49,061 44,645
22							47,961 43,645	48,855 44,458	49,748 45,271
23								49,542 45,083	50,435 45,896
24									51,122 46,521

Appendix A

SALARY SCHEDULE 2005-2006

	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	EDS
0	28,310 25,762	29,300 26,663	30,291 27,565	31,282 28,467	32,273 29,368	33,264 30,270	34,255 31,172	35,245 32,073	36,236 32,975
1	29,088 26,470	30,079 27,372	31,070 28,274	32,061 29,175	33,051 30,077	34,042 30,979	35,033 31,880	36,024 32,782	37,015 33,684
2	29,867 27,179	30,857 28,080	31,848 28,982	32,839 29,884	33,830 30,785	34,821 31,687	35,812 32,589	36,803 33,490	37,793 34,392
3	30,645 27,887	31,636 28,789	32,627 29,690	33,618 30,592	34,609 31,494	35,599 32,395	36,590 33,297	37,581 34,199	38,572 35,100
4	31,424 28,596	32,415 29,497	33,405 30,399	34,396 31,301	35,387 32,202	36,378 33,104	37,369 34,006	38,360 34,907	39,350 35,809
5	32,202 29,304	33,193 30,206	34,184 31,107	35,175 32,009	36,166 32,911	37,156 33,812	38,147 34,714	39,138 35,616	40,129 36,517
6	32,981 30,012	33,972 30,914	34,962 31,816	35,953 32,717	36,944 33,619	37,935 34,521	38,926 35,422	39,917 36,324	40,907 37,226
7	33,759 30,721	34,750 31,623	35,741 32,524	36,732 33,426	37,723 34,328	38,713 35,229	39,704 36,131	40,695 37,033	41,686 37,934
8	34,538 31,429	35,529 32,331	36,519 33,233	37,510 34,134	38,501 35,036	39,492 35,938	40,483 36,839	41,474 37,741	42,464 38,643
9		36,307 33,039	37,298 33,941	38,289 34,843	39,280 35,744	40,270 36,646	41,261 37,548	42,252 38,449	43,243 39,351
10		37,086 33,748	38,076 34,650	39,067 35,551	40,058 36,453	41,049 37,355	42,040 38,256	43,031 39,158	44,021 40,060
11			38,855 35,358	39,846 36,260	40,837 37,161	41,827 38,063	42,818 38,965	43,809 39,866	44,800 40,768
12			39,633 36,066	40,624 36,968	41,615 37,870	42,606 38,771	43,597 39,673	44,588 40,575	45,579 41,476
13				41,403 37,677	42,394 38,578	43,385 39,480	44,375 40,382	45,366 41,283	46,357 42,185
14				42,181 38,385	43,172 39,287	44,163 40,188	45,154 41,090	46,145 41,992	47,136 42,893
15				42,960 39,093	43,951 39,995	44,942 40,897	45,932 41,798	46,923 42,700	47,914 43,602
16				43,738 39,802	44,729 40,704	45,720 41,605	46,711 42,507	47,702 43,409	48,693 44,310
17				44,517 40,510	45,508 41,412	46,499 42,314	47,489 43,215	48,480 44,117	49,471 45,019
18				45,295 41,219	46,286 42,120	47,277 43,022	48,268 43,924	49,259 44,825	50,250 45,727
19				46,074 41,927	47,065 42,829	48,056 43,731	49,046 44,632	50,037 45,534	51,028 46,436
20					47,843 43,537	48,834 44,439	49,825 45,341	50,816 46,242	51,807 47,144
21						49,613 45,147	50,603 46,049	51,594 46,951	52,585 47,852
22							51,382 46,758	52,373 47,659	53,364 48,561
23								53,151 48,368	54,142 49,269
24									54,921 49,978

Appendix A- Amended from 9% to 9.4% TRS Contribution

SALARY SCHEDULE 2006-2007									
	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	EDS
0	29,288	30,551	31,813	33,076	34,339	35,602	36,865	38,128	39,391
	26,535	27,679	28,823	29,967	31,111	32,255	33,400	34,544	35,688
1	30,166	31,429	32,692	33,955	35,218	36,481	37,744	39,006	40,269
	27,331	28,475	29,619	30,763	31,907	33,052	34,196	35,340	36,484
2	31,045	32,308	33,571	34,834	36,096	37,359	38,622	39,885	41,148
	28,127	29,271	30,415	31,559	32,703	33,848	34,992	36,136	37,280
3	31,924	33,186	34,449	35,712	36,975	38,238	39,501	40,764	42,027
	28,923	30,067	31,211	32,355	33,499	34,644	35,788	36,932	38,076
4	32,802	34,065	35,328	36,591	37,854	39,117	40,379	41,642	42,905
	29,719	30,863	32,007	33,151	34,295	35,440	36,584	37,728	38,872
5	33,681	34,944	36,207	37,469	38,732	39,995	41,258	42,521	43,784
	30,515	31,659	32,803	33,947	35,091	36,236	37,380	38,524	39,668
6	34,559	35,822	37,085	38,348	39,611	40,874	42,137	43,400	44,663
	31,311	32,455	33,599	34,743	35,888	37,032	38,176	39,320	40,464
7	35,438	36,701	37,964	39,227	40,490	41,752	43,015	44,278	45,541
	32,107	33,251	34,395	35,539	36,684	37,828	38,972	40,116	41,260
8	36,317	37,580	38,842	40,105	41,368	42,631	43,894	45,157	46,420
	32,903	34,047	35,191	36,335	37,480	38,624	39,768	40,912	42,056
9		38,458	39,721	40,984	42,247	43,510	44,773	46,036	47,298
		34,843	35,987	37,131	38,276	39,420	40,564	41,708	42,852
10		39,337	40,600	41,863	43,125	44,388	45,651	46,914	48,177
		35,639	36,783	37,928	39,072	40,216	41,360	42,504	43,648
11			41,478	42,741	44,004	45,267	46,530	47,793	49,056
			37,579	38,724	39,868	41,012	42,156	43,300	44,444
12			42,357	43,620	44,883	46,146	47,409	48,671	49,934
			38,375	39,520	40,664	41,808	42,952	44,096	45,240
13				44,498	45,761	47,024	48,287	49,550	50,813
				40,316	41,460	42,604	43,748	44,892	46,036
14				45,377	46,640	47,903	49,166	50,429	51,692
				41,112	42,256	43,400	44,544	45,688	46,833
15				46,256	47,519	48,782	50,044	51,307	52,570
				41,908	43,052	44,196	45,340	46,484	47,629
16				47,134	48,397	49,660	50,923	52,186	53,449
				42,704	43,848	44,992	46,136	47,280	48,425
17				48,013	49,276	50,539	51,802	53,065	54,327
				43,500	44,644	45,788	46,932	48,076	49,221
18				48,892	50,155	51,417	52,680	53,943	55,206
				44,296	45,440	46,584	47,728	48,873	50,017
19				49,770	51,033	52,296	53,559	54,822	56,085
				45,092	46,236	47,380	48,524	49,669	50,813
20					51,912	53,175	54,438	55,700	56,963
					47,032	48,176	49,320	50,465	51,609
21						54,053	55,316	56,579	57,842
						48,972	50,116	51,261	52,405
22							56,195	57,458	58,721
							50,912	52,057	53,201
23								58,336	59,599
								52,853	53,997
24									60,478
									54,793

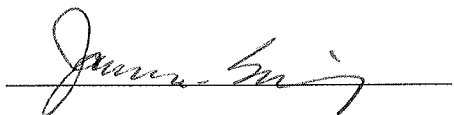
ment but which are mandatory subject of bargaining under Paragraph 10(a) of IELRA, the Union shall be notified in writing and may within five (5) working days of receipt of said notice, request a meeting with the Superintendent or his designee for the purpose of negotiating the change. The parties agree that this contract contains the complete and entire understanding of the parties hereto. This Agreement may only be amended during its terms by the parties' mutual agreement in writing.

12.3 Duration. This Agreement shall be effective as of the first day of the 2007-2008 school term, and shall remain in full force and effect until the end of the day preceding the first scheduled work day of the 2010-2011 school term, as set forth on the school calendar, and shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing, on or before April 1st, of the year in which this Agreement is to expire, that it desires to modify or terminate this Agreement. In the event such notice is given, negotiations shall commence on a mutually agreeable date no later than May 15th of the year in which this Agreement is to expire.

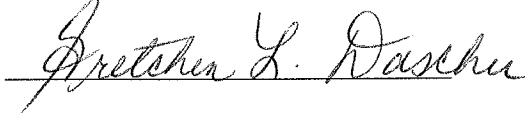
This Agreement is signed and approved this 20th day of June 20, 2007.

ASSOCIATION

BOARD OF EDUCATION



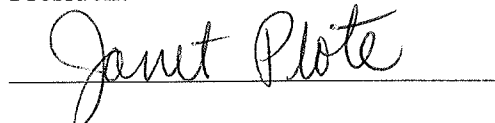
President



Secretary



President



Secretary

Appendix A- Amended from 9% to 9.4% TRS Contribution

SALARY SCHEDULE 2006-2007										
	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	EDS	
0	29,288 26,535	30,551 27,679	31,813 28,823	33,076 29,967	34,339 31,111	35,602 32,255	36,865 33,400	38,128 34,544	39,391 35,688	
1	30,166 27,331	31,429 28,475	32,692 29,619	33,955 30,763	35,218 31,907	36,481 33,052	37,744 34,196	39,006 35,340	40,269 36,484	
2	31,045 28,127	32,308 29,271	33,571 30,415	34,834 31,559	36,096 32,703	37,359 33,848	38,622 34,992	39,885 36,136	41,148 37,280	
3	31,924 28,923	33,186 30,067	34,449 31,211	35,712 32,355	36,975 33,499	38,238 34,644	39,501 35,788	40,764 36,932	42,027 38,076	
4	32,802 29,719	34,065 30,863	35,328 32,007	36,591 33,151	37,854 34,295	39,117 35,440	40,379 36,584	41,642 37,728	42,905 38,872	
5	33,681 30,515	34,944 31,659	36,207 32,803	37,469 33,947	38,732 35,091	39,995 36,236	41,258 37,380	42,521 38,524	43,784 39,668	
6	34,559 31,311	35,822 32,455	37,085 33,599	38,348 34,743	39,611 35,888	40,874 37,032	42,137 38,176	43,400 39,320	44,663 40,464	
7	35,438 32,107	36,701 33,251	37,964 34,395	39,227 35,539	40,490 36,684	41,752 37,828	43,015 38,972	44,278 40,116	45,541 41,260	
8	36,317 32,903	37,580 34,047	38,842 35,191	40,105 36,335	41,368 37,480	42,631 38,624	43,894 39,768	45,157 40,912	46,420 42,056	
9		38,458 34,843	39,721 35,987	40,984 37,131	42,247 38,276	43,510 39,420	44,773 40,564	46,036 41,708	47,298 42,852	
10		39,337 35,639	40,600 36,783	41,863 37,928	43,125 39,072	44,388 40,216	45,651 41,360	46,914 42,504	48,177 43,648	
11			41,478 37,579	42,741 38,724	44,004 39,868	45,267 41,012	46,530 42,156	47,793 43,300	49,056 44,444	
12			42,357 38,375	43,620 39,520	44,883 40,664	46,146 41,808	47,409 42,952	48,671 44,096	49,934 45,240	
13				44,498 40,316	45,761 41,460	47,024 42,604	48,287 43,748	49,550 44,892	50,813 46,036	
14				45,377 41,112	46,640 42,256	47,903 43,400	49,166 44,544	50,429 45,688	51,692 46,833	
15				46,256 41,908	47,519 43,052	48,782 44,196	50,044 45,340	51,307 46,484	52,570 47,629	
16				47,134 42,704	48,397 43,848	49,660 44,992	50,923 46,136	52,186 47,280	53,449 48,425	
17				48,013 43,500	49,276 44,644	50,539 45,788	51,802 46,932	53,065 48,076	54,327 49,221	
18				48,892 44,296	50,155 45,440	51,417 46,584	52,680 47,728	53,943 48,873	55,206 50,017	
19				49,770 45,092	51,033 46,236	52,296 47,380	53,559 48,524	54,822 49,669	56,085 50,813	
20					51,912 47,032	53,175 48,176	54,438 49,320	55,700 50,465	56,963 51,609	
21						54,053 48,972	55,316 50,116	56,579 51,261	57,842 52,405	
22							56,195 50,912	57,458 52,057	58,721 53,201	
23								58,336 52,853	59,599 53,997	
24									60,478 54,793	

Name	07 Base	07 w/9.4% TRS	Extra	07 Base Pay Total	07 Base w/ 9%
Cameron, Amy	\$ 40,664	\$	44,883	1,910.50	\$ 42,574.50
Carpenter, Jennifer	\$ 32,355	\$	35,712	981.78	\$ 33,336.78
Dailey, Nancy	\$ 30,515	\$	33,681	92.87	\$ 30,607.87
Dascher, Gretchen	\$ 37,579	\$	41,478	238.81	\$ 43,762.36
Dingerson, Phillip	\$ 42,952	\$	47,408		\$ 47,408.39
Driscoll, Laura	\$ 31,111	\$	34,339	742.97	\$ 34,944.48
				3,090.51	
Garcia, Donna	\$ 52,853	\$	58,337	238.81	\$ 53,383.69
				291.88	
				530.69	
Goetsch, Raymond	\$ 52,853	\$	58,337		\$ 58,336.64
Green, Jennifer	\$ 39,868	\$	44,004		\$ 44,004.42
Gudmunson, Margo	\$ 27,331	\$	30,167		\$ 30,166.67
Haag, Shannon	\$ 31,311	\$	34,560		\$ 34,559.60
Harris, Kenneth	\$ 39,320	\$	43,400		\$ 43,399.56
Hettel, Kari	\$ 31,311	\$	34,560	689.90	\$ 32,000.90
Hickman, Kari	\$ 33,151	\$	36,591	344.95	\$ 34,716.55
				955.25	
				265.35	
Jansen, Tari	\$ 29,304	\$	32,344	16,500.00	\$ 45,804.00
Johnson, Ruth	\$ 35,639	\$	39,337		\$ 39,336.64
Hamer, Mary	\$ 32,803	\$	36,206	318.42	\$ 33,121.42
Beckman, Jim	\$ 31,111	\$	34,339		\$ 34,338.85
Pohl, Jerry	\$ 45,092	\$	49,770	0.00	\$ 52,627.85
				4,245.55	
				3,290.30	
Price, Carrie	\$ 31,311	\$	34,560		\$ 34,911.06
Rothlisberger, Sarah	\$ 26,535	\$	29,288	742.97	\$ 27,277.97
Russell, Jane	\$ 45,092	\$	49,770		\$ 49,770.42
Schmitt, Martha	\$ 44,748	\$	49,391		\$ 44,748.13
Sheahan, Sheridan	\$ 27,331	\$	30,167	318.42	\$ 27,649.42
Stiemers, Kimberly	\$ 45,688	\$	50,428	3,420.00	\$ 54,184.44
				5,076.44	
				8,496.44	
Smith, Ann	\$ 52,853	\$	58,337	238.81	\$ 54,551.21
				238.81	
				238.81	
				981.78	
				1,698.21	
Smith, David	\$ 29,967	\$	33,076	92.87	\$ 30,059.87
Spring, James	\$ 41,808	\$	46,146	318.42	\$ 42,126.42
Stieley, Ann	\$ 35,091	\$	38,732		\$ 38,731.79
Wesson, Jo Ann	\$ 32,903	\$	36,317	318.42	\$ 33,221.42
					\$ 1,158,783.04
					\$ 1,229,619.11

Appendix B

	2004-05		
	1st Year	2nd Year	3rd Year
Freshman Class Sponsor	0.012	0.013	0.014
	\$ 300.14	\$ 325.15	\$ 350.16
Sophomore Class Sponsor	0.012	0.013	0.014
	\$ 300.14	\$ 325.15	\$ 350.16
Junior Class Sponsor	0.028	0.029	0.030
	\$ 700.32	\$ 725.33	\$ 750.34
Senior Class Sponsor	0.028	0.029	0.030
	\$ 700.32	\$ 725.33	\$ 750.34
Student Council Sponsor			
High School	0.040	0.041	0.042
	\$ 1,000.45	\$ 1,025.47	\$ 1,050.48
Junior High	0.025	0.026	0.027
	\$ 625.28	\$ 650.30	\$ 675.31
Yearbook Advisor	0.067	0.068	0.069
	\$ 1,675.76	\$ 1,700.77	\$ 1,725.78
Music Director	0.068	0.070	0.072
	\$ 1,700.77	\$ 1,750.79	\$ 1,800.82
National Honor Society	0.007	0.008	0.009
	\$ 175.08	\$ 200.09	\$ 225.10
SADD	0.015	0.016	0.017
	\$ 375.17	\$ 400.18	\$ 425.19
Play Sponsor	0.037	0.039	0.041
	\$ 925.42	\$ 975.44	\$ 1,025.47
Cheerleader and Pep Club			
High School	0.052	0.054	0.056
	\$ 1,300.59	\$ 1,350.61	\$ 1,400.64
Junior High	0.033	0.035	0.037
	\$ 825.37	\$ 875.40	\$ 925.42
Magazine Sales	0.009	0.010	0.011
	\$ 225.10	\$ 250.11	\$ 275.12
8th Grade Sponsor	0.007	0.008	0.009
	\$ 175.08	\$ 200.09	\$ 225.10
Three Day Outdoor Educator	0.010	0.011	0.012
	\$ 250.11	\$ 275.12	\$ 300.14
Winter Operetta Expenses	0.008	0.009	0.010
	\$ 200.09	\$ 225.10	\$ 250.11
Academic Bowl	0.010	0.011	0.012
	\$ 250.11	\$ 275.12	\$ 300.14
Spelling Bee Sponsor	0.007	0.008	0.009
	\$ 175.08	\$ 200.09	\$ 225.10
Young Authors Sponsor	0.007	0.008	0.009
	\$ 175.08	\$ 200.09	\$ 225.10
Art Fair	0.007	0.008	0.009
	\$ 175.08	\$ 200.09	\$ 225.10
Science Fair	0.007	0.008	0.009
	\$ 175.08	\$ 200.09	\$ 225.10
Jump Rope For Heart	0.005	0.006	0.007
	\$ 125.06	\$ 150.07	\$ 175.08
Athletic Director	0.150	0.155	0.160
	\$ 3,751.70	\$ 3,876.76	\$ 4,001.82
Soccer			
High School Boys	0.085	0.087	0.089
	\$ 2,125.96	\$ 2,175.99	\$ 2,226.01
Junior High Boys	0.040	0.042	0.044
	\$ 1,000.45	\$ 1,050.48	\$ 1,100.50
Volleyball			
High School Girls	0.085	0.087	0.089
	\$ 2,125.96	\$ 2,175.99	\$ 2,226.01
High School Girls Asst.	0.050	0.052	0.054
	\$ 1,250.57	\$ 1,300.59	\$ 1,350.61
Junior High Girls	0.040	0.042	0.044
	\$ 1,000.45	\$ 1,050.48	\$ 1,100.50
Basketball			
High School Boys	0.120	0.122	0.124
	\$ 3,001.36	\$ 3,051.38	\$ 3,101.41
High School Boys Asst.	0.090	0.092	0.094
	\$ 2,251.02	\$ 2,301.04	\$ 2,351.07
High School Girls	0.120	0.122	0.124
	\$ 3,001.36	\$ 3,051.38	\$ 3,101.41
High School Girls Asst.	0.090	0.092	0.094
	\$ 2,251.02	\$ 2,301.04	\$ 2,351.07
Junior High Boys	0.050	0.052	0.054
	\$ 1,250.57	\$ 1,300.59	\$ 1,350.61
Junior High Girls	0.050	0.052	0.054
	\$ 1,250.57	\$ 1,300.59	\$ 1,350.61
5th & 6th Gr Boys & Girls	0.040	0.045	0.050
	\$ 1,000.45	\$ 1,125.51	\$ 1,250.57
Track			
High School Boys	0.052	0.054	0.056
	\$ 1,300.59	\$ 1,350.61	\$ 1,400.64
High School Girls	0.052	0.054	0.056
	\$ 1,300.59	\$ 1,350.61	\$ 1,400.64
Junior High Boys	0.032	0.034	0.036
	\$ 800.36	\$ 850.39	\$ 900.41
Junior High Girls	0.032	0.034	0.036
	\$ 800.36	\$ 850.39	\$ 900.41

	2005-06		
	1st Year	2nd Year	3rd Year
Freshman Class Sponsor	0.012	0.013	0.014
	\$ 309.15	\$ 334.91	\$ 360.67
Sophomore Class Sponsor	0.012	0.013	0.014
	\$ 309.15	\$ 334.91	\$ 360.67
Junior Class Sponsor	0.028	0.029	0.030
	\$ 721.34	\$ 747.10	\$ 772.86
Senior Class Sponsor	0.028	0.029	0.030
	\$ 721.34	\$ 747.10	\$ 772.86
Student Council Sponsor			
High School	0.040	0.041	0.042
	\$ 1,030.48	\$ 1,056.25	\$ 1,082.01
Junior High	0.025	0.026	0.027
	\$ 644.05	\$ 669.81	\$ 695.58
Yearbook Advisor	0.067	0.068	0.069
	\$ 1,726.06	\$ 1,751.82	\$ 1,777.58
Music Director	0.068	0.070	0.072
	\$ 1,751.82	\$ 1,803.35	\$ 1,854.87
National Honor Society	0.007	0.008	0.009
	\$ 180.33	\$ 206.10	\$ 231.86
SADD	0.015	0.016	0.017
	\$ 386.43	\$ 412.19	\$ 437.96
Play Sponsor	0.037	0.039	0.041
	\$ 953.20	\$ 1,004.72	\$ 1,056.25
Cheerleader and Pep Club			
High School	0.052	0.054	0.056
	\$ 1,339.63	\$ 1,391.15	\$ 1,442.68
Junior High	0.033	0.035	0.037
	\$ 850.15	\$ 901.67	\$ 953.20
Magazine Sales	0.009	0.010	0.011
	\$ 231.86	\$ 257.62	\$ 283.38
8th Grade Sponsor	0.007	0.008	0.009
	\$ 180.33	\$ 206.10	\$ 231.86
Three Day Outdoor Educator	0.010	0.011	0.012
	\$ 257.62	\$ 283.38	\$ 309.15
Winter Operetta Expenses	0.008	0.009	0.010
	\$ 206.10	\$ 231.86	\$ 257.62
Academic Bowl	0.010	0.011	0.012
	\$ 257.62	\$ 283.38	\$ 309.15
Spelling Bee Sponsor	0.007	0.008	0.009
	\$ 180.33	\$ 206.10	\$ 231.86
Young Authors Sponsor	0.007	0.008	0.009
	\$ 180.33	\$ 206.10	\$ 231.86
Art Fair	0.007	0.008	0.009
	\$ 180.33	\$ 206.10	\$ 231.86
Science Fair	0.007	0.008	0.009
	\$ 180.33	\$ 206.10	\$ 231.86
Jump Rope For Heart	0.005	0.006	0.007
	\$ 128.81	\$ 154.57	\$ 180.33
Athletic Director	0.150	0.155	0.160
	\$ 3,864.32	\$ 3,993.13	\$ 4,121.94
Soccer			
High School Boys	0.085	0.087	0.089
	\$ 2,189.78	\$ 2,241.30	\$ 2,292.83
Junior High Boys	0.040	0.042	0.044
	\$ 1,030.48	\$ 1,082.01	\$ 1,133.53
Volleyball			
High School Girls	0.085	0.087	0.089
	\$ 2,189.78	\$ 2,241.30	\$ 2,292.83
High School Girls Asst.	0.050	0.052	0.054
	\$ 1,288.11	\$ 1,339.63	\$ 1,391.15
Junior High Girls	0.040	0.042	0.044
	\$ 1,030.48	\$ 1,082.01	\$ 1,133.53
Basketball			
High School Boys	0.120	0.122	0.124
	\$ 3,091.45	\$ 3,142.98	\$ 3,194.50
High School Boys Asst.	0.090	0.092	0.094
	\$ 2,318.59	\$ 2,370.11	\$ 2,421.64
High School Girls	0.120	0.122	0.124
	\$ 3,091.45	\$ 3,142.98	\$ 3,194.50
High School Girls Asst.	0.090	0.092	0.094
	\$ 2,318.59	\$ 2,370.11	\$ 2,421.64
Junior High Boys	0.050	0.052	0.054
	\$ 1,288.11	\$ 1,339.63	\$ 1,391.15
Junior High Girls	0.050	0.052	0.054
	\$ 1,288.11	\$ 1,339.63	\$ 1,391.15
5th & 6th Gr Boys & Girls	0.040	0.045	0.050
	\$ 1,030.48	\$ 1,159.29	\$ 1,288.11
Track			
High School Boys	0.052	0.054	0.056
	\$ 1,339.63	\$ 1,391.15	\$ 1,442.68
High School Girls	0.052	0.054	0.056
	\$ 1,339.63	\$ 1,391.15	\$ 1,442.68
Junior High Boys	0.032	0.034	0.036
	\$ 824.39	\$ 875.91	\$ 927.44
Junior High Girls	0.032	0.034	0.036
	\$ 824.39	\$ 875.91	\$ 927.44

	2006-07		
	1st Year	2nd Year	3rd Year
Freshman Class Sponsor	0.012	0.013	0.014
	\$ 318.42	\$ 344.95	\$ 371.49
Sophomore Class Sponsor	0.012	0.013	0.014
	\$ 318.42	\$ 344.95	\$ 371.49
Junior Class Sponsor	0.028	0.029	0.030
	\$ 742.97	\$ 769.51	\$ 796.04
Senior Class Sponsor	0.028	0.029	0.030
	\$ 742.97	\$ 769.51	\$ 796.04
Student Council Sponsor			
High School	0.040	0.041	0.042
	\$ 1,061.39	\$ 1,087.92	\$ 1,114.46
Junior High	0.025	0.026	0.027
	\$ 663.37	\$ 689.90	\$ 716.44
Yearbook Advisor	0.067	0.068	0.069
	\$ 1,777.82	\$ 1,804.36	\$ 1,830.89
Music Director	0.068	0.070	0.072
	\$ 1,804.36	\$ 1,857.43	\$ 1,910.50
National Honor Society	0.007	0.008	0.009
	\$ 185.74	\$ 212.28	\$ 238.81
SADD	0.015	0.016	0.017
	\$ 398.02	\$ 424.56	\$ 451.09
Play Sponsor	0.037	0.039	0.041
	\$ 981.78	\$ 1,034.85	\$ 1,087.92
Cheerleader and Pep Club			
High School	0.052	0.054	0.056
	\$ 1,379.80	\$ 1,432.87	\$ 1,485.94
Junior High	0.033	0.035	0.037
	\$ 875.64	\$ 928.71	\$ 981.78
Magazine Sales	0.009	0.010	0.011
	\$ 238.81	\$ 265.35	\$ 291.88
8th Grade Sponsor	0.007	0.008	0.009
	\$ 185.74	\$ 212.28	\$ 238.81
Three Day Outdoor Educator	0.010	0.011	0.012
	\$ 265.35	\$ 291.88	\$ 318.42
Winter Operetta Expenses	0.008	0.009	0.010
	\$ 212.28	\$ 238.81	\$ 265.35
Academic Bowl	0.010	0.011	0.012
	\$ 265.35	\$ 291.88	\$ 318.42
Spelling Bee Sponsor	0.007	0.008	0.009
	\$ 185.74	\$ 212.28	\$ 238.81
Young Authors Sponsor	0.007	0.008	0.009
	\$ 185.74	\$ 212.28	\$ 238.81
Art Fair	0.007	0.008	0.009
	\$ 185.74	\$ 212.28	\$ 238.81
Science Fair	0.007	0.008	0.009
	\$ 185.74	\$ 212.28	\$ 238.81
Jump Rope For Heart	0.005	0.006	0.007
	\$ 132.67	\$ 159.21	\$ 185.74
Athletic Director	0.150	0.155	0.160
	\$ 3,980.20	\$ 4,112.88	\$ 4,245.55
Soccer			
High School Boys	0.085	0.087	0.089
	\$ 2,255.45	\$ 2,308.52	\$ 2,361.59
Junior High Boys	0.040	0.042	0.044
	\$ 1,061.39	\$ 1,114.46	\$ 1,167.53
Volleyball			
High School Girls	0.085	0.087	0.089
	\$ 2,255.45	\$ 2,308.52	\$ 2,361.59
High School Girls Asst.	0.050	0.052	0.054
	\$ 1,326.73	\$ 1,379.80	\$ 1,432.87
Junior High Girls	0.040	0.042	0.044
	\$ 1,061.39	\$ 1,114.46	\$ 1,167.53
Basketball			
High School Boys	0.120	0.122	0.124
	\$ 3,184.16	\$ 3,237.23	\$ 3,290.30
High School Boys Asst.	0.090	0.092	0.094
	\$ 2,388.12	\$ 2,441.19	\$ 2,494.26
High School Girls	0.120	0.122	