COLLECTIVE BARGAINING AGREEMENT

Between

BOARD OF EDUCATION
BROWNSTOWN C.U.S.D. #201

And

BROWNSTOWN EDUCATION ASSOCIATION

An affiliate of the
Illinois Education Association

And
The National Education Association

2018-2019
2019-2020
2020-2021

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ARTICLE I

Recognition

1.1 The Board of Education of Brownstown School District No. 201, Brownstown, Illinois, hereinafter referred to as the "Board" hereby recognizes the Brownstown Education Association, IEA-NEA, hereinafter referred to as the "Association" as the exclusive bargaining representative for all regularly employed certificated teaching personnel, with the exceptions of the Superintendent and the Principals.

1.2 The term "teacher(s)" or "employee(s)" as used throughout this agreement, shall be defined in accordance with the description of the recognized bargaining unit in Article I, Section 1.1.

ARTICLE II

Negotiation Procedures

2.1 The parties agree to commence bargaining for a successor agreement before the end of the official school calendar of the last year of this agreement.

2.2 During negotiations for a successor agreement, the parties agree that they will jointly request the services of the Federal Mediation and Conciliation Service (FMCS) if either party to this agreement declares impasse within forty-five (45) days prior to the scheduled start of the school term. Should FMCS be unavailable, the parties shall attempt to agree upon a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Labor Relations Board shall be notified.

ARTICLE III

Grievance Procedure

3.1 Definitions

A. A "grievance" shall be defined as a claim by an employee or the Association that there has been an alleged violation, misinterpretation, or misapplication of the terms of this Agreement.

B. The term "days" as used herein shall mean days in which school is in session, except that between the end of the school year and the beginning of the next school year, "days" shall mean calendar days, excluding Saturdays, Sundays, and July 4th.

C. Nothing contained herein shall be construed as a limitation upon the right of individual teachers or a group of teachers to present grievances to their employer and have them adjusted without intervention of the Association as long as the adjustment is not inconsistent with the terms of this Agreement and the Association has been given the right to provide a response prior to final adjustment of the grievance.

D. If an employee does not file a grievance in writing with his or her supervisor within fourteen (14) days of the alleged occurrence of the event giving rise to the grievance, or within fourteen (14) days of the time the grievant should have known of such event, then the grievance shall be deemed waived and time barred.

The Board may use the time bar as a defense at any step of the grievance procedure.

3.2 Procedure

The parties hereto acknowledge that it is usually most desirable for an employee and the immediately involved supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the employee, a formal grievance must be processed as follows:

Step A The grievant shall present the grievance in writing to his or her immediate supervisor within fourteen (14) days of the occurrence of the event giving rise to the grievance, or within fourteen (14) days of the time the grievant should have known of such event. The supervisor shall provide a written answer to the grievance within ten (10) days of the receipt of the grievance.

Step B If the grievance is not resolved at Step A, the grievant may refer the grievance to the Superintendent or official designee within ten (10) days after

the receipt of the Step A answer. The Superintendent shall arrange for a meeting to take place within ten (10) days of his receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be provided with the Superintendent's written response.

Step C If the grievant and Association are not satisfied with the decision issued at Step B, the grievant may submit the grievance to the Board for its consideration by filing an appeal with the Secretary of the Board not less than ten (10) days prior to the next regularly scheduled Board meeting. Upon receiving such an appeal, the Board shall allow the grievant an opportunity to be heard at the meeting for which the grievance was scheduled. Within one month from the hearing of the grievance, the Board shall render its decision. The Board may hold future hearings therein, may designate a committee to hold future hearings therein or to otherwise investigate the grievance, provided, however, that in no event, except with express written consent of the Association shall final determination of the grievance be made by the Board more than one month after the initial hearing.

Step D If the Association and grievant are not satisfied with the disposition of the grievance at Step C or the time limits expire without the issuance of the Board's written reply, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of 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 for the Step C answer, then the grievance shall be deemed withdrawn.

1. The arbitrator, in his award, shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. His authority shall be strictly limited to deciding only the issues presented to him in writing by the Board and the Association, and his decision must be based only upon his interpretation of the meaning or application of the express relevant language of this Agreement.

2. Neither the Board of Education nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which has not been previously disclosed to the other party.

3. Each party shall bear the full costs for its representation in the grievance procedure.

4. If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript. If both parties order a transcript the costs of the two transcripts shall be divided equally between the Board and the Association.

5. Each party shall share equally the cost of the arbitrator and the AAA.

3.3 A. Failure of an employee or the Association to act on any grievance with the prescribed time limits will bar any further appeal. If the administrator or Board fails to render a decision within the prescribed time limits, the grievant may proceed to the next step. Time limits may be extended by mutual consent.

B. Any investigation, handling, or processing of any grievance by the grievant shall be conducted so that instructional programs and related work activities of the grievant and of the teaching staff are not interrupted.

C. Step A of the grievance procedure may be bypassed and the grievance brought directly to Step B if mutually agreed upon by the employee and the Superintendent.

D. If a grievance involves a class of employees, the Association may initially file the grievance at Step B.

E. Employees shall have the right to be represented by an Association representative, if one is requested, at Steps A through D of Article 3.2.

F. With the Superintendent's approval, the grievant may be released from his/her regular assignment without loss of pay or benefits to attend the meetings specified in Articles 3.2 A-C.

G. All records related to a grievance shall be filed separately from the personnel files of the employees.

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

I. If the Association, or any employee, files any claim or complaint in any other forum other than under the grievance procedure of this Agreement, then the Board shall not be required to process the same claim or set of facts through the grievance procedure.

ARTICLE IV

Rights of the Board

The Board, on its own behalf and on behalf of the electors of the District, hereby reserves and retains unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Illinois and the United States.

ARTICLE V

Employee and Association Privileges

5.1 The local Association shall have the privilege, upon the approval of the Superintendent, to use the school building for meetings at times when school is not in session provided that such meetings do not interfere with any aspect of the instruction and/or extracurricular programs of the District. All meeting areas and times for such meetings are subject to advance approval of the Superintendent. Written notice shall be filed in the Unit Office at least two (2) days prior to the meeting date before consideration of the request.

5.2 The Association may post and maintain official notices or announcements on the existing bulletin boards in the teacher lounges.

5.3 An authorized local representative of the Association may have the privilege of placing a reasonable number of official Association announcements in the teacher mailboxes.

5.4 The Board shall provide notification to the Association President 7 days prior to a Waiver Hearing. This notice shall also provide the nature of the waiver.

5.5 Fair Share Agreement

The following section will apply to any employees hired for the first time by the Brownstown district after October 15, 1997. Part time extra duty staff shall also be exempt from this fair share agreement.

1. Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, which ever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state, and national dues.

2. In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the non-member.

3. Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

4. In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the

Association agrees to defend such action, at its own expense and through its own counsel, provided:

(a) The employer gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if it so desires, and

(b) The employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

5. The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by the final judgment of a court or administrative agency as a direct consequence of the Employer's non-negligent compliance with this Article.

It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

6. The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such Employee is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the Employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

5.6 Association Rights

The President of the Association or the President's designee will be notified of all regular and special meetings of the Board by receiving a copy of the agenda in advance of such meeting. The President or designee shall also be given a copy of the official minutes of such meetings, once the minutes are approved by the Board. During summer months, the Board will mail to the Association President notices of Board meetings and copies of the minutes.

5.7 Names, addresses and phone numbers of newly hired members of the bargaining unit shall be provided to the Association President or designee within ten (10) days of Board action following their employment recommendation. The board also agrees to notify the Association president or designee in writing with ten (10)

days of Board action, of any resignation, retirement, or termination of any member of the bargaining unit.

5.8 Right of Representation

When a teacher is required to appear in an investigatory meeting before the Board or administration concerning any matter, which could lead to discipline, dismissal or loss of salary, the teacher shall be entitled to have an Association representative present. In a case of alleged gross misconduct or for any non-remedial offense when immediate disciplinary action is warranted against a teacher, his/her representative will be taken from a list of union representative designee provide annually by the Association to the Administration. Further, when a teacher is required to appear before the Board or Administration, the teacher shall be advised in writing of the reason(s) for the meeting 24 hours prior to the meeting.

5.9 Teacher Right to Address the Board

An individual teacher or the Association may request time on the agenda or a regular or special Board meeting to express his/her concerns regarding a Board or administrative decision. This discussion will be held in accordance with the Open Meeting Act – 5 ILCS 120/2 of the Illinois School Code. An Association representative may accompany said teacher at the Board meeting.

ARTICLE VI

Employee Access to Personnel File

6.1 Each employee shall have the right to review the contents of his/her personnel file, subject to the following conditions:

A. The Board shall provide the employee with the inspection opportunity within seven (7) working days after the employee makes the request. If the employer can demonstrate, through a reasonable showing, that such deadline cannot be met, the employer shall have an additional seven (7) working days to comply.

B. The employee shall not be entitled to inspect or view any materials exempted from such inspection or viewing under Section 10 of the Illinois Personnel Records Act.

C. The employee's review of his/her personnel file shall take place during the normal working hours of the central Unit Office Building. The Superintendent and/or his designee reserves the right to be present at such review.

D. The employee shall not be entitled to remove any part of his/her personnel records from the personnel file.

E. After the employee has reviewed the contents of his/her personnel file, the employee may request that copies be made of specified information contained in the file. The Board shall charge $.05 per page as a fee for the cost of reproduction.

F. No disciplinary material shall be placed within an employee's personnel file without a copy being given to the employee prior to placement in the file.

ARTICLE VII

Leaves

7.1 Sick Leave

Teachers shall be entitled to twelve (12) days sick leave per year. Unused sick leave shall accumulate to 360 days including the leave of the current year. Part-time teachers contracted to work less than the number of pupil attendance days shall earn pro-rated sick leave.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family.

For the purpose of sick leave, "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and legal guardians.

The Board and/or its designee shall monitor the use of teacher's sick leave and may request a physician's certificate of treatment as the Board and/or its designee deems necessary.

Under extenuating circumstances, with superintendent approval, sick leave days may be used for bereavement other than for stated family members.

The Association and the District agree that in some individual cases, it may be to the Employee and District's benefit for the District to purchase for the Employee, outside service credit and/or provide additional sick days to an Employee who is near and considering retirement. In these cases, the Association shall be party to the discussions and signature to the agreement.

Attendance Bonus:
Full-teachers who miss one (1) day or less from sick leave shall receive a $500 bonus at the end of the year.

7.2 Leaves of Absence

Leaves of absence without pay may be granted to tenured teachers upon making application and receiving the approval of the Board. Each approved leave of absence shall be of the shortest possible duration required for the leave and shall be consistent with a reasonable continuity of instruction for students.

Leaves of absence without pay may be granted to tenured teachers for up to a maximum of one full year, according to the following conditions:

A. Written requests for a leave of absence without pay should be made at least ninety (90) days before the leave is desired, and all such leaves are subject to final approval of the Board.

B. Dates of departure and return must be acceptable to the Board and the administration.

C. Teachers granted a leave of absence must inform the Superintendent of his/her desire to return to work in a position for which he/she is qualified no later than February 1. If the teacher fails to inform the Superintendent on or before February 1, the teacher shall have waived the right to future employment in the District.

7.3 Jury Duty - Subpoenas

Teachers who lose work time in the District on day(s) they are scheduled to teach due to service on jury duty or service as a witness in a court of law in response to a subpoena shall lose no salary thereby provided that:

A. They provide notice to the administration of the scheduled dates of their absences upon receipt of the jury duty notice or subpoena and

B. They remit to the Board any money received for such service.

7.4 Professional Leave

The Superintendent may authorize professional leave without pay deduction for attendance at professional meetings and conferences dealing with the teacher's subject area. The decision to approve or deny requests for professional leave, and the length of absence for such a leave, is vested in the unilateral discretion of the Superintendent. Teachers on approved professional leave shall be reimbursed for the reasonable expenses of registration fees, meals, lodging and travel.

A. The Association shall be limited to a maximum of two (2) days per school year without loss of pay. The teacher's salary and the expense of the substitute teacher will be paid by the Board.

B. In the event that more than 2 days are required for Association business, the following conditions will apply:

(1) Up to two additional days may be requested for Association leave. The teacher's salary for those days will be reimbursed by the Association. The substitute salary will be paid by the Board.

(2) Request for day(s) in excess of the four days for Association Leave stated above must have approval of the Board of Education. All expenses will be assumed by the Association or the individual teacher.

C. Notification of such leave shall be submitted in writing to the Superintendent at least three (3) school days in advance of the days requested for Associational leave.

D. The additional leave day(s) requested will be granted pending the availability of substitute teachers.

This agreement does not prohibit the individual from using business leave days to attend Association workshops, seminars, convention or similar events.

7.6 Business Leave

Upon application to the Superintendent, teachers will be allowed three (3) business days under the following conditions:

A. All three days will be granted without submission or approval of the reason(s) for the leave.

B. Either day's leave will require Superintendent approval for the following:

1. Less than three (3) days notice.
2. The day immediately proceeding or following a holiday or vacation.
3. The first five days or the last five days of the school calendar year.
4. More than two (2) teachers on the same day.

C. Special consideration will be given by the Superintendent for special events (weddings, graduation, college registration, etc.) with supportive evidence.

D. Days must be taken in increments of at least ½ days.

E. Unused leave days will be added to accumulated sick leave on or before June 30 of each year.

7.7 Family Medical Leave

Up to twelve (12) workweeks of unpaid leave will be granted upon a request approved by the Board in accordance with the Family and Medical Leave Act for the following reasons:

Eligible employees may use unpaid family and medical leave, guaranteed by the federal Family and Medical Leave Act, for up to a combined total of 12 weeks based on a "rolling" 12-month period. (Each time an employee takes FMLA leave, the remaining leave entitlement would be any balance of the 12 weeks, which has not been used during the preceding 12 months).

1. Birth of a child.
2. The placement of a child with the employee for adoption.
3. The care of a spouse, child or parent with a serious health condition, or
4. A serious health condition of the employee which makes the employee unable to perform the functions of the position.

7.8 Bereavement Leave

In the event of death or serious illness in the immediate family, employees shall be granted up to three days of bereavement leave. If more than one instance of death or serious illness in the immediate family occurs in any one fiscal year, the Superintendent shall judge whether or not an additional three days of leave may be granted. These days are not cumulative. The term "immediate family" shall be interpreted as 7.1 of the current agreement. If more than three days leave is needed, accumulated sick leave may be used. Under extenuating circumstances with Superintendent approval, sick leave days may be used for bereavement other than for stated family members.

1. For the purpose of Bereavement Leave only, aunts and uncles shall be considered immediate family.

ARTICLE VIII

Working Conditions

8.1 School Calendar

The Board shall establish a school calendar, which meets the requirements of the State of Illinois prior to each school year for the duration of this agreement. Prior to recommending the calendar to the Board, the Administration shall provide the Association with the calendar options being considered. The Association shall have the opportunity to express its recommendations to the Board.

8.2 Assignments

Teachers shall be notified of their tentative teaching assignments. This notification will be included in with the July salary statement mailing. Should the Board and/or administration change any such assignment, the teacher(s) involved shall be notified as soon as possible.

8.3 Sick Leave Credit

The administration shall furnish each teacher with a written statement of total sick leave credit within thirty (30) days after the start of each school year within the term of this agreement.

8.4 Policy Manual

The Board of Education shall make available one (1) copy of the Board Policy Manual of Brownstown Community Unit District No. 201 to the President of the Teachers Association. Whenever a new policy is adopted and/or a policy is revised, the president of the association shall receive a copy to be placed in the policy manual.

8.5 Paychecks

All teachers shall receive their paychecks on the 20th of each month. If the 20th falls on a Saturday, Sunday, or legal holiday, teachers shall receive their paychecks on the preceding work day. If the holiday begins more than three days prior to the twentieth, checks will be mailed to the employee no later than the 17th of the month. Paycheck itemized salary statement will be mailed to the teachers during the summer months when school is not in session.

8.6 Duty-Free Lunch

All teachers shall receive a duty-free lunch period as required in Section 24-9 of the School Code.

8.7 Internal Substitution

Teachers may be assigned by the Administration to substitute in a classroom during their preparation period or during assigned time for other than classroom duties (Example - Athletic Director).

Teachers will be compensated at the following rates:

A.	Less than one-half period (23 minutes)	$ 5.00
B.	More than one-half period (24 minutes)	$10.00

Teachers will be assigned on a rotating basis when more than one teacher is available at the specified time.

If the request to serve as an internal substitute will cause a serious impairment in preparing for class(es) or assigned responsibility later in the day, the teacher should make that fact known to the administrator. The right to assign such duty in an emergency situation if no other alternative exists rests with the administrator.

Payment is based on separate periods of internal substitution and shall not be accumulated.

Teachers shall receive payment for said services within two months.

8.8 Within thirty (30) days after this agreement is signed, the Board shall have one copy of the Agreement prepared and delivered to the Association. The approved Agreement will then be posted for public viewing on the district website.

8.9 The Board shall reimburse the cost of tuition up to $75 per credit hour for any teacher contacted concerning shortage of hours in their assigned teaching area(s) as indicated in any Illinois State Board of Education Visitation Report. The teacher shall receive credit on the salary schedule for additional hours completed to meet the stated requirements.

8.10 Teacher Evaluation Plan

Development of revisions of the teacher evaluation plan for certified school district employees in contractual continued service shall be made in cooperation with the Association.

a. Within thirty (30) days of the first day of school (i.e., the first day of student attendance) the school district shall provide a written notice to all teachers subject to evaluation that school year.

b. Prior to the evaluation, the evaluator shall meet with the teacher, explain the evaluation procedure and instrument and set a date for the formal observation.

c. Non-tenured teachers shall be evaluated at least once each year. Tenured teachers shall be evaluated at least every other year.

d. Within ten (10) days of the observation, the evaluator shall meet with the teacher to discuss the formative evaluation. A copy of the formative evaluation shall be provided to the teacher.

e. The observation for the formal evaluation shall be for a minimum of 45 minutes at a time; or an observation during a complete lesson; or an observation during an entire class period.

f. The formative evaluations shall take place in each of the two semesters. No formative evaluation shall take place in the first full four (4) weeks of school or the last two (2) weeks of the school year.

8.11 Work Day

All teachers shall be required to work from 7:50 A.M. until 3:35 P.M. each school day and institute days.

8.12 Sharing Classes

The Board will inform the Association prior to a decision being made on sharing teachers, students or classes with other districts.

8.13 Vacancies

When a vacancy arises due to a resignation, death, voluntary or involuntary transfer, or the Board's decision to increase the number of teaching positions or extra duty assignments, the Superintendent will post a vacancy notice in each building administrative office seven (7) days prior to making the position known to the general public. After those seven (7) days, the Superintendent will make the position known to the public fourteen (14) days prior to filling the position. If the vacancy occurs during the months of July or August, the 14 day requirement will be waived to fill the vacancy. The 14 day requirement will also be waived during the school year for any extra duty assignment which becomes open. All vacancies will be posted and a copy sent to the BEA president or designated person.

Current employees, if qualified, to fill the position(s) will be granted an interview contingent on submitting a formal letter of interest, completing an official

application and fulfilling the requirements as stated in the application or job posting.

If the vacancy occurs during the summer months when school is not in session, a copy of the vacancy notice shall be mailed to the address of the Association President.

The term "vacancy" shall not apply to any position from which an employee is absent due to leave.

8.14 Graduate Credit

The Board agrees to reimburse teachers $75.00 per semester hour toward expenses incurred while completing additional coursework. Coursework part of an approved Master's degree program for the University will be reimbursed fully at the $75.00 per semester hour. Coursework not part of an approved Master's degree program reimbursement shall not exceed 8 semester hours per employee per year. Coursework taken must be at the graduate level from a North Central accredited University.

The teacher must gain prior approval from the district superintendent for the course(s) taken and the course(s) must pertain to the teacher's area of certification. The stipend will be paid within 60 days of the Unit Office's receipt of an official transcript following course completion.

Coursework taken prior to completion of a Master's degree will not count as credit beyond the Master's level.

8.15 Board Requested Overtime

The hourly rate for the Board requested teaching related overtime shall be calculated according to the base pay (Step 1) / number of school days (180) / hourly per day (7.5). Examples include tutoring, homebound instruction, IEP alternative instruction, etc.

8.16 Class Size

Within the reality of physical, fiscal and staffing constraints, efforts will be made to establish class sizes which will provide quality educational opportunities for children. Association members concerned with excessive class sizes will be allowed, after reasonable notice, to meet with the Superintendent. If consensus cannot be reached, reasons for not reducing class sizes will be presented to the Association.

8.17 Working Conditions

Teachers shall not have the option to decline going on a class trip unless approval is made by the board for extenuating circumstances. If the board approves the teacher's request not to go on the class trip, said teacher is responsible for providing a suitable replacement who is currently employed by the District. The teacher is also responsible to continue any fundraising and scheduling that the class trip entails.

8.18 Teacher Expectations

Teachers are expected to follow the expectations as described in the Faculty Handbook of each building. Failure to do so will result in a written warning from the administrator of the building. If the teacher still does not follow the handbook, disciplinary action will be taken up by the board.

8.19 Dismissal list and Seniority list

The Board shall, in consultation with the Association, each year establish a sequence of honorable dismissal list, categorized by positions and groupings, and seniority list distribute the same to the Association at least seventy-five (75) days before the end of the school year or as may otherwise be required by the School Code.

8.20 Joint Committee

The parties shall form a Joint Committee for Honorable Dismissals as required by the School Code. The Joint Committee shall have equal representation selected by the Board and by the Association and shall meet in accordance with the School Code. The Joint Committee shall be responsible for determining the criteria for placement of employees into groupings for honorable dismissals as provided in Section 24-12 of the School Code.

8.21 Reduction in Force

Reduction in force and recall of teachers shall be as provided in the School Code.

8.22 Faculty Handbook

Each year within one week of the start of school, the Association president shall be provided with a copy of the Brownstown CUSD Faculty Handbook.

The parties acknowledge that any changes in the Faculty Handbook which effect employee wages, hours, or working conditions are subject to bargaining. Any proposed changes in employee wages, hours, or working conditions in the faculty

handbook shall be provided to the Association president ten days prior to their consideration by the Board of Education.

8.23 Professional Development Hours (CPDU)

Professional Development Hours (CPDUs) will be presented to staff members within 3 workdays of the School Improvement Programs/Meetings that were held within the school day.

8.24 Teacher Prep Time

If feasible, elementary teachers will receive a minimum of 30 consecutive minutes of daily preparation time which may include Art, Music, and PE. If the building administration determines that it is not feasible to provide the 30 consecutive minutes, the building administration will present the master schedule to the Association President and the Superintendent. The Association President shall then have the opportunity to express its recommendations to the Superintendent, with the Superintendent having the final determination.

If feasible, JH & HS Prep time will consists of one (1) period per day not to include Academic Support. If the building administration determines that it is not feasible to provide the one (1) period per day not to include Academic Support, the building administration will present the master schedule to the Association President and the Superintendent. The Association President shall then have the opportunity to express its recommendations to the Superintendent, with the Superintendent having the final determination.

8.25 Special Education

A. Special Education teachers within the District will be given release time during the school day to complete IEP's in preparation for scheduled IEP meetings.
    1. The Special Education teacher will be allowed a maximum of 1 days release time per year.
    2. The Special Education teacher is required to give Administration 14 days notice of requested release day.

B. IEP Meetings – If possible, IEP meetings will not be scheduled during a block of time designated as Teacher Preparation (PE, Art, Music, Recess, Lunch), the Teacher attending the IEP will be reimbursed for an internal substitution as stated in 8.7 of the Collective Bargaining Agreement.

ARTICLE IX

Salary and Fringe Benefits

9.1 Insurance

The District will contribute the following, but no more than 100%, toward the insurance premium for twelve month coverage toward a Board approved insurance plan:

2018-2019: $300 per month (Annual Contribution $3,600)
2019-2020: $325 per month (Annual Contribution $3,900)
2020-2021: $350 per month (Annual Contribution $4,200)

The increase in the Board contribution will become effective with the September paycheck in each of the contract years.

The adjustment in the cost of the insurance will become effective at the beginning of the contract year with the insurance carrier. The change in the amount of the deduction to the employee will be made in August to be effective for the September coverage.

9.2 The Board agrees to pay, from the established Salary Schedule the 9% teacher contribution to the Teacher Retirement System as shown in the following example:

Base Salary (Amount teachers will pay taxes on)	$21,561.65
Board paid contribution to TRS (.098901 which includes a factor for the increased income.)	$ 2,132.47
Gross Salary	$23,694.12

The Board agrees to pay the .84 of 1% of the teacher's salary to the Teacher Health Insurance Security Fund.

9.3 2018-2019 through 2020-2021 Salary Schedule - Appendix A

9.4 2018-2019 through 2020-2021 Extra Curricular Duty Schedule - Appendix B

9.5 Extra-Duty Longevity Bonus

After three (3) consecutive years of service in a listed Extra Duty assignment, the stipend will be increased by 6% as a longevity bonus. This bonus will be only if the service is in the same activity (Ex. Boy's Basketball) but would permit movement from Assistant Coach to Head Coach or vice versa.

The individual will be eligible for the longevity bonus, after completion of every year of service in the same assignment, divisible by three,

For purposes of establishing this bonus, the 2004-2005 school year will be considered the base year for the 6% longevity bonus. Individuals in continuous service in the same activity beginning with that year will be eligible for the bonus effective with the 2009-2010 school year.

9.6 Extra-Curricular Duty

A. Any Extra Curricular Duty not included on the schedule may be added at the discretion of the Board of Education if it is determined there is a need for such a position.

The salary for this position will be established in consultation with the Association upon establishment of the position and will be negotiated between the Board and the Association upon renewal of this contract.

B. An employee may resign from an extra duty coaching assignment effective at the end of any school year. If a suitable replacement cannot be found the resigning person will be required to fulfill the same role for one (1) more year. After that year has elapsed, and a suitable replacement cannot be found, the resigning person will be asked, but not forced, to fulfill that role.

9.7 Individuals who take a leave of absence from position of regular teaching service and which necessitate a leave from extra duty assignments, shall continue eligibility for the longevity bonus when returning to the same activity. Years of service for longevity shall be based on actual years served within the same activity.

9.8 Extended Contract

A. The Jr-Sr High Guidance Counselor shall have an extended contract of no more than ten (10) days. The days scheduled shall be determined by the principal and superintendent in consultation with the counselor.

Pay for the Counselor's extended contract shall be hourly and based upon his/her current salary divided by 180 days divided by 7.25 hours to establish an hourly rate.

B. When it is necessary to provide driving time beyond the regular school day, upon approval of the superintendent, the Driver Education teacher shall be paid for additional time based upon the current salary divided by 180 days divided by 7.25 hours to establish an hourly rate.

9.9 Retirement Bonus

A teacher in good standing, who has been employed by the Brownstown CUSD #201 for fifteen (15) or more years, who has given the District an irrevocable letter of retirement by September 1, 2009 or January 1st each year thereafter, the teacher will receive a 6% increase in TRS creditable earnings for their final two years prior to the retirement.

Teachers who provide the district with a letter of resignation or retirement effective in Two (2) years shall go off the salary schedule and shall receive a 6% salary increase over the previous year's credible earnings for each of the final Two years of employment.

Teachers who provide the district with a letter of resignation or retirement effective in one year shall go off the salary schedule and shall receive a 6% salary increase over the previous year's credible earnings.

If a teacher utilizes the Early Retirement Option, the Retirement Bonus will not be in effect.

A teacher who has given an intent to retire letter, is receiving 6% increase over the previous year's creditable earnings, is assigned additional extra curricular duty, the employee shall be paid the contractual agreed upon rate for the extra work and the employer will be responsible for any additional contribution required by the teacher Retirement system which are necessary.

It is understood that all extra curricular activities are to be continued during the final two years.

Hourly payment (internal substitute, morning school, detention, tutoring, etc.) will be paid each year. If the employee goes over the 6% cap with hourly payments, the penalty will be responsibility of the District.

9.10 Master Level Longevity Bonus

A teacher with twenty (20) or more years experience and is at the Masters or Masters Plus level shall receive a 2% bonus above the salary schedule step 19. Example: A teacher with 22 years experience and a Masters Degree will receive -

Masters Degree Step 19	$42,524
2% bonus	$851
Salary	$43,375

9.11 National Board Certification

Teachers who have completed the National Board Certification program successfully will receive a yearly stipend of $1,500 while maintaining National Board Certification as represented by the Illinois Master Teacher Certificate.

9.12 Dual Credit Classes

Teachers who are certified and teaching dual credit classes will receive a $1,500 yearly stipend for the school year that the dual credit class is being taught.

9.13 Detention Study Hall/Saturday School

Teachers who serve as monitors of Administration assigned detention (before or after) school hours, will receive $10.00 per assignment.

The Teacher who agrees to monitor students assigned to Saturday School by Administration, will receive a stipend of $50.00. If the student(s) do not report for Saturday School, the Teacher will receive a stipend of $35.

ARTICLE X

Effect of Agreement

10.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

10.2 Savings Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

10.3 No Strike

The Association and bargaining unit members agree not to engage in or assist in a strike, directly or indirectly, for the term of this Agreement.

10.4 This Agreement shall become effective August 15, 2018 and shall remain in effect until August 15, 2021.

This agreement is signed this 21st of May, 2018 by the Board and the Association.

In witness thereof:

For the Brownstown Education Association-IEA-NEA

Rachel B. Haas

President

Gail Hardcastle

Secretary

For the Board of Education School District #201, Brownstown, Illinois

President

Laura Williams

Secretary

Brownstown CUSD #201
Salary Schedule 2018-19 through 2020-21

Step	#	BA Salary	BA +8 Salary	BA+16 Step	BA+24 Salary	MA Salary	MA+8 Salary	MA+16 Salary
	#							
	1	$33,827	$34,606	$35,385	$36,163	$38,054	$38,833	$39,611
		$3,346	$3,423	$3,500	$3,577	$3,764	$3,841	$3,918
		$37,173	**$38,029**	**$38,885**	**$39,740**	**$41,818**	**$42,674**	**$43,529**
	2	$34,606	$35,385	$36,163	$36,942	$38,833	$39,611	$40,390
		$3,423	$3,500	$3,577	$3,654	$3,841	$3,918	$3,995
		$38,029	**$38,885**	**$39,740**	**$40,596**	**$42,674**	**$43,529**	**$44,385**
	3	$35,385	$36,163	$36,942	$37,721	$39,611	$40,390	$41,169
		$3,500	$3,577	$3,654	$3,731	$3,918	$3,995	$4,072
		$38,885	**$39,740**	**$40,596**	**$41,452**	**$43,529**	**$44,385**	**$45,241**
	4	$36,163	$36,942	$37,721	$38,500	$40,390	$41,169	$41,947
		$3,577	$3,654	$3,731	$3,808	$3,995	$4,072	$4,149
		$39,740	**$40,596**	**$41,452**	**$42,308**	**$44,385**	**$45,241**	**$46,096**
	5	$36,942	$37,721	$38,500	$39,277	$41,169	$41,947	$42,726
		$3,654	$3,731	$3,808	$3,885	$4,072	$4,149	$4,226
		$40,596	**$41,452**	**$42,308**	**$43,162**	**$45,241**	**$46,096**	**$46,952**
	6	$37,721	$38,500	$39,277	$40,056	$41,947	$42,726	$43,504
		$3,731	$3,808	$3,885	$3,962	$4,149	$4,226	$4,303
		$41,452	**$42,308**	**$43,162**	**$44,018**	**$46,096**	**$46,952**	**$47,807**
	7	$38,500	$39,277	$39,785	$40,835	$42,726	$43,504	$44,283
		$3,808	$3,885	$3,935	$4,039	$4,226	$4,303	$4,380
		$42,308	**$43,162**	**$43,720**	**$44,874**	**$46,952**	**$47,807**	**$48,663**
	8	$39,277	$40,056	$40,835	$41,613	$43,504	$44,283	$45,061
		$3,885	$3,962	$4,039	$4,116	$4,303	$4,380	$4,457
		$43,162	**$44,018**	**$44,874**	**$45,729**	**$47,807**	**$48,663**	**$49,518**

Brownstown CUSD #201
Salary Schedule 2018-19 through 2020-21

9	$40,057	$40,835	$41,613	$42,393	$44,283	$45,061	$45,840
	$3,962	$4,039	$4,116	$4,193	$4,380	$4,457	$4,534
	$44,019	**$44,874**	**$45,729**	**$46,586**	**$48,663**	**$49,518**	**$50,374**
10	$40,835	$41,613	$42,393	$43,170	$45,061	$45,840	$46,618
	$4,039	$4,116	$4,193	$4,270	$4,457	$4,534	$4,611
	$44,874	**$45,729**	**$46,586**	**$47,440**	**$49,518**	**$50,374**	**$51,229**
11	$41,613	$42,393	$43,170	$43,949	$45,840	$46,618	$47,161
	$4,116	$4,193	$4,270	$4,347	$4,534	$4,611	$4,664
	$45,729	**$46,586**	**$47,440**	**$48,296**	**$50,374**	**$51,229**	**$51,825**
12	$42,393	$43,210	$43,949	$44,729	$46,618	$47,397	$48,176
	$4,193	$4,274	$4,347	$4,424	$4,611	$4,688	$4,765
	$46,586	**$47,484**	**$48,296**	**$49,153**	**$51,229**	**$52,085**	**$52,941**
13	$43,170	$43,949	$44,729	$45,505	$47,397	$48,176	$48,954
	$4,270	$4,347	$4,424	$4,500	$4,688	$4,765	$4,842
	$47,440	**$48,296**	**$49,153**	**$50,005**	**$52,085**	**$52,941**	**$53,796**
14	$43,949	$44,729	$45,505	$46,284	$48,176	$48,954	$49,732
	$4,347	$4,424	$4,500	$4,578	$4,765	$4,842	$4,919
	$48,296	**$49,153**	**$50,005**	**$50,862**	**$52,941**	**$53,796**	**$54,651**
15	$44,729	$45,509	$46,284	$47,064	$48,954	$49,732	$50,512
	$4,424	$4,501	$4,578	$4,655	$4,842	$4,919	$4,996
	$49,153	**$50,010**	**$50,862**	**$51,719**	**$53,796**	**$54,651**	**$55,508**
16	$45,509	$46,289	$47,064	$47,884	$49,705	$50,512	$51,289
	$4,501	$4,578	$4,655	$4,736	$4,916	$4,996	$5,073
	$50,010	**$50,867**	**$51,719**	**$52,620**	**$54,621**	**$55,508**	**$56,362**

Brownstown CUSD #201
Salary Schedule 2018-19 through 2020-21

17	$46,289	$47,069	$47,884	$48,624	$50,512	$51,289	$52,068
	$4,578	$4,655	$4,736	$4,809	$4,996	$5,073	$5,150
	$50,867	**$51,724**	**$52,620**	**$53,433**	**$55,508**	**$56,362**	**$57,218**
18			$48,624	$49,404	$51,289	$52,068	$52,848
			$4,809	$4,886	$5,073	$5,150	$5,227
			$53,433	**$54,290**	**$56,362**	**$57,218**	**$58,075**
19					$52,068	$52,848	$53,625
					$5,150	$5,227	$5,304
					$57,218	**$58,075**	**$58,929**
20					$53,109	$53,905	$54,698
					$5,253	$5,331	$5,410
					$58,362	**$59,236**	**$60,108**
21					$53,909	$54,705	$55,498
					$5,332	$5,410	$5,489
					$59,241	**$60,115**	**$60,987**
22					$54,709	$55,505	$56,298
					$5,411	$5,490	$5,568
					$60,120	**$60,995**	**$61,866**
23					$55,509	$56,305	$57,098
					$5,490	$5,569	$5,647
					$60,999	**$61,874**	**$62,745**

Extra-Curricular Schedule

	18-19 to 20-21	1	
	Head w/Ass't	**Head w/o A**	**Assistant**
Athletic Director	$2,570		$1,712
Coaching Duties			
High School			
Baseball	$1,535	$1,689	$1,153
Volleyball	$2,193	$2,527	$1,646
Boys Basketball	$3,512	$4,653	$2,634
Girls Basketball	$3,512	$4,653	$2,634
Girls Track	$1,535	$1,689	$1,153
Boys Track	$1,535	$1,689	$1,153
Scholar Bowl	$1,116		
Cheerleading	$893		
Boys/Girls Track	$2,533		
Junior High School			
Baseball	$1,317	$1,448	$988
Volleyball	$1,756	$2,021	$1,321
Boys Basketball	$2,634	$3,161	$1,976
5/6 Basketball	$1,003	$1,203	$752
[illegible]s Basketball	$2,634	$3,161	$1,976
[illegible]s Track	$1,317	$1,448	$988
Boys Track	$1,317	$1,448	$988
Scholar Bowl	$659		
Cheerleading	$599		
5/6 Cheerleading	$296		
JH Extra Curr. Supervisor	$1,783		

Extra-Curricular Schedule

			18-19 to 20-21	1	
Bus Chaperone			$20.00		
Ticket Sellers			$20.00		
Yearbook Advisor			$845		
Dramatics			$572		
Music					
Instrumental			$1,317		
Marching Band			$342		
Vocal			$572		
Class/Club Sponsor					
Freshman Class X 2			$250		
Sophomore Class X 2			$250		
Junior Class X 2			$320		
Senior Class X 2			$320		
Student Council X 2			$200		
Varsity Club X 2			$79		
Librarians Club X 1			$79		
Spanish Club X 1			$79		
National Honor Society X 1			$250		