

AGREEMENT

In compliance with Illinois Labor Relations Act, the Board of District 226 and the Annawan Education Association agree that at the point of negotiations impasse the Federal Mediation and Conciliation Service (FMCS) will be called in for mediation.

ARTICLE I RECOGNITION

- A. The Board of Education of District 226, Henry County, Illinois (hereinafter "Employer" or "District") hereby recognizes the Annawan Education Association/IEA-NEA (hereinafter the "Association") as the sole and exclusive bargaining representative for all full-time and part-time certificated or professional staff with exclusion of superintendent and full-time principals. The term "bargaining unit member" or employee(s) when used hereinafter in the Agreement shall refer to all employees represented by the Annawan Education Association/IEA-NEA in the bargaining unit as above defined. The term "Employer" or "District" when used hereinafter in the Agreement shall refer to the Board of Education or its Administrative Agents, including the superintendent and principals.
- B. The Board agrees that it shall not bargain with an employee or group of employees other than the fully recognized bargaining agent.

ARTICLE II ASSOCIATION RIGHTS

- A. Dues Deduction

Any member of the bargaining unit who is a member or has applied for membership in the Association may sign and deliver to the Board an authorization for continuous or annual dues deduction. The appropriate authorization forms shall be provided by the Association. The authorization is continuous and shall remain in effect from year to year unless the employee revokes said authorization between August 15 and September 1 of any year.
- B. The Board shall deduct from each employee's pay the current dues of the Association provided the Board has received an authorization form.
 - 1. Pursuant to such authorization, the Board shall deduct one-tenth of such dues from the regular salary check of the bargaining unit

member each month for ten (10) months, beginning in September and ending in June each year.

2. The Board shall remit said deducted dues to the Association within twenty (20) days following the pay period deduction.

GENERAL ASSOCIATION RIGHTS

- A. The Board shall place on the agenda of regular Board meetings as the first or second item for consideration under "New Business" any matters brought to its attention by the Association at any time so requested.
- B. The President of the Association or the President's designee shall be given verbal or written notice of all regular and special meetings of the Board. A copy of the agenda or statement of purpose of each meeting will be given at least twenty-four (24) hours prior to the scheduled time of the meeting or as the Board members are in receipt thereof.
- C. One (1) copy of all Board minutes shall be mailed or placed in the mail box of the President of the Association as soon as they have been prepared.
- D. Within thirty (30) days of ratification of the agreement, the Board shall have prepared one (1) copy of the agreement per teacher plus two (2) copies for the AEA and delivered to the Association for its distribution to each teacher in the District.
- E. The Association shall have the right to request the use of the buildings, facilities, equipment and supplies, if that scheduled time does not conflict with scheduled student activities or scheduled faculty meetings with the administration for local association (AEA) needs.
- F. The Association shall have the right to post notices of activities and matters of Association concern on the designated notice areas in each building, provided the administration receives these courtesy bulletins and authorship of each notice so posted indicates same. The Association may use district mail boxes for communication to bargaining unit members.

INFORMATION TO THE ASSOCIATION

- G. The Board shall furnish the Association President with the following documents as they are received, completed, or compiled.

1. Board Agendas
 2. Summary of official minutes of the Board meetings
 3. Monthly budget summaries
 4. Board Policy manual
 5. The Board will also furnish upon request: Annual Auditors report and management letters, including the Annual Financial Report.
 6. Current Fiscal year budget
 7. Statistical information, not including teacher's names, pertaining to teacher step placement, salary line placement, extended service placement, and present insurance coverage.
 8. Faculty lists including home addresses and listed telephone numbers.
- H. The Association shall be permitted for the purpose of local AEA meetings the use of school facilities, equipment and office supplies provided the meeting is scheduled at a location which does not conflict with the scheduled student activities, nor at a time which conflicts with scheduled faculty meetings with the administration and provided the authorized Association representative completes the form for facility use in the Principal's office. Should custodial service be necessary subsequent to such meetings a reasonable charge for such service shall be assessed the Association, consistent with assessments of other public bodies. The Association shall reimburse the district for materials used for Association purposes.
- I. Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property provided said representative(s) check into the principal's office upon arrival and conduct their business during the teacher's non-student contact time and when not assigned other duties.
- J. Association representatives shall be permitted up to an aggregate of 3 days leave with pay each school year to attend association sponsored programs provided the association reimburses the district for the cost of the substitute teacher(s) employed for such leave and provided that representative provides three (3) days' notice to the Superintendent prior to absence.

ARTICLE III
BOARD RIGHTS

- A. It is understood and agreed that the Board possesses the sole right and authority to operate and direct all staff including, but not limited to, all rights and authority exercised by the Board prior to the execution of this Agreement, except as modified in this Agreement. These rights include, but are not limited to:
1. To determine its mission, policies, and goals and to set forth all standards of service offered to the public.
 2. To plan, direct and determine the operations or service to be conducted by the staff.
 3. To determine the methods, means, number of personnel needed to carry out the mission, goals and aims of the Board.
 4. To hire and assign or to transfer the staff members or staff employees within each department or among departments, or instructional related functions.
 5. To evaluate, promote, suspend, discipline or discharge.
 6. To make, publish and enforce rules and regulations of the Board.
 7. To introduce new or improved methods, equipment or facilities.
 8. To contract out for goods and services.
 9. To require staff to maintain accurate grade and attendance records and provide the same upon request.
 10. To establish the yearly school calendar.
 11. To adopt a budget and purchasing policy.
 12. To take any and all action as may be necessary to otherwise carry out the missions and goals of the Board.

ARTICLE IV
EMPLOYEE DISCIPLINE

- A. Any questions or criticism by the employer of a teacher's performance shall be made in confidence and not in the presence of students, other teachers, parents, or other gatherings.
- B. A teacher will be given prior notice of the reason/reasons for meeting with the principal for disciplinary matters. The teacher is entitled to request that a local association representative be present in the meeting after reviewing the reason/reasons for the meeting. At least one period (40 minutes) should be allowed between the presentation of reason/reasons and the meeting of the teacher and principal.
- C. Should a teacher be required to meet with the superintendent or the Board of Education regarding an item which may result in disciplinary action he/she shall be notified of the reasons for the meeting five days preceding the meeting unless the nature of the incident is of such seriousness as to require suspension of the teacher pending the study of the circumstances involved, the Board retains the right to act accordingly. Should the teacher be found not at fault no penalty shall be assessed against the teacher for such action and the public record shall indicate the resolution of the alleged infraction. The teacher at such meeting shall be entitled to Association representation.

ARTICLE V
GRIEVANCE PROCEDURE

- A. Definitions - A Grievance shall be:
 - 1. Any claim by a certified employee, a group of employees or the Association, that there has been a violation, misrepresentation, misapplication of the terms of this agreement shall be a grievance.
 - 2. All time limits consist of school days, except when a grievance is submitted fewer than ten (10) days before the close of the current school term, then time limits shall consist of all week days, excluding Saturdays, Sundays and holidays.

B. Procedures

The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications. When requested by the employee, an Association representative may accompany the

employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:

1. STEP I

The grievant or the Association may present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The Association's representative, the grievant, and the immediately involved supervisor shall be present for the meeting. Within five (5) days of the meeting, the grievant and the Association shall be provided with the Supervisor's written response, including the reasons for the decision.

2. STEP II

If the grievance is not resolved at Step I then the Association may refer the grievance to the superintendent or the superintendent's official designee within ten (10) days after receipt of the Step I answer. The superintendent shall arrange with the Association representative for a meeting to take place within five (5) days of the superintendent's receipt of the appeal. Each party may include in its representation such witnesses and counselors as it deems necessary. Within five (5) days of the meeting, the Association shall be provided with the superintendent's written response, including the reasons for the decision.

3. STEP III

If the Association is not satisfied with the disposition of the grievance at Step II, the Association may submit the grievance to the Board of Education within ten (10) days after receipt of the Step II answer. The Board of Education shall arrange with the Association representative for a meeting to take place within five (5) days of the Board of Education's receipt of the appeal. Each party may include in its representation such witnesses and counselors as it deems necessary. Within five (5) days of the meeting, the Association shall be provided with the Board of Education's written response, including the reasons for the decision.

4. STEP IV

If the Association is not satisfied with the disposition of the grievance at Step III, the Association may submit the grievance to

final and binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the day for Step IV answer, then the grievance shall be deemed withdrawn.

- a. The arbitrator shall have no power to alter the terms of the agreement.

C. Bypass to Superintendent

If the Association and its members and the superintendent agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.

D. Bypass to Arbitration

If the Superintendent and Association agree, a grievance may be submitted directly to arbitration.

E. Class Grievance

Class grievances involving one or more employees or one or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Association at Step II.

F. Association Participation - Informal Level

Should the local Association representative not be requested at this meeting by the grievant, the President of the Association shall be informed of the final disposition of the grievance within three (3) days of the meeting.

G. Board - Administration Cooperation

The Board and Administration shall cooperate with the Association in the investigation of any grievance to the extent that information requested by the grievant/association is pertinent to the grievance and is considered public information and the Board and the Administration shall not be required to create information or data which are not normally compiled by the District.

H. No Reprisals Clause

No reprisals shall be taken by the Board or the Administration against any employee because of the employee's participation in a grievance.

I. Released Time

Should the investigation or processing of any grievance require that the bargaining unit member or any Association representative be released from their regular assignment, the bargaining unit member or Association representative shall be released without loss of pay or benefits for the day(s) so designated.

J. Filing of Materials

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

K. Grievance Withdrawal

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

L. No Written Response

If no written decision has been rendered with the time limit indicated by a step, then the grievance may be processed to the next step.

M. AAA Rules

The processing of a grievance at Step IV shall be in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association except in those circumstances where the expediency of the issue may best be served by utilizing the Expedited Arbitration Rules of the AAA. In such cases, the use of the Expedited Rules shall be exercised only in those cases where mutually agreed.

N. The fees and the expenses of the arbitrator shall be shared equally by the parties.

O. Time Limit for Filing

No grievance shall be entertained or processed unless it is submitted within ten (10) school days after the employee concerned or the Association has become aware or should have become aware, through the use of reasonable diligence, of the occurrence of the event giving rise

to the alleged grievance. If a grievance is not presented within the time limits set forth above, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Board's last answer. The time limit in each step may be extended by mutual written agreement of the Board and Association representatives involved in each step. When the filing time period extends after the close of the school term, "school days" shall be interpreted to include regular week days, excluding Saturdays, Sundays, or holidays.

ARTICLE VI **EVALUATION**

- A. No formal evaluation shall take place until the Building Principal or Lead Teacher acquaints each teacher under his/her supervision with the evaluation procedures and instruments. All teachers new to the District shall be advised of the evaluation procedures and instruments to be utilized no later than September 30 or within one month of assuming their duties if employed after September 30. The Building Principal or evaluator shall advise each teacher who shall observe and evaluate the teacher's performance.
 - 1. Teachers who are assigned teaching duties in both the elementary and secondary levels may be, but need not be, evaluated by each principal. Prior to September 30th each year, a decision shall be made regarding which principal shall be the primary evaluator in these situations. The Principal to be selected by the superintendent for this purpose shall consider the input of the other principal in formulating the overall evaluation of the teacher.

- B. A formal classroom evaluation shall be defined as one involving a classroom observation of not less than fifteen (15) minutes and a written evaluation of the visitation followed by a conference within five (5) days between the evaluator and the teacher. All formal observations shall commence in the first half of the scheduled lesson period. Teachers shall be advised of a formal classroom evaluation at least one period prior to the evaluation. Informal visitations can be made at any time and informal suggestions are encouraged.

- C. A formal evaluation shall evaluate each teacher in writing, using an evaluation instrument. All formal evaluation shall be done with the full knowledge of the teacher. When the evaluation instrument is revised or a new one adopted, the certified staff shall be provided an opportunity for advisory input during its development and prior to implementation. Changes in the instrument may be made as required by law without

limitation of time constraints as described in Article XVI Entire Agreement and Article VI, Section C. Formal evaluation observations shall not be conducted more frequently than twice within twenty (20) days.

- D. Non-tenured teachers shall be formally evaluated at least twice each year. Tenured teachers shall, if determined by the administration to be necessary, be formally evaluated at least once each year. No tenured teacher shall be dismissed for reasons of classroom performance without having been formally evaluated at least twice during the year of dismissal. Any teacher receiving a "Needs Improvement" or "Unsatisfactory" rating, which puts them in grouping 2, will be formally evaluated at least once each year until they are able to move to grouping 3, or grouping 4.
- E. The evaluator shall provide the teacher both constructive assistance to improve the quality of instruction as well as written statement of deficiencies. Suggestions for improving deficiencies shall be offered by the evaluator, recognizing that the responsibility for improvement rests with the teacher.
- F. The teacher shall sign copies of the written evaluation and receive a copy of said evaluation. If the teacher feels that his/her formal evaluation is incomplete, inaccurate or unjust, he/she may put his/her objections in writing. The evaluator shall sign the teacher's objection, if any, and copy of said statement shall be given to the teacher and one copy attached to the evaluation report to be placed in the teacher's official personnel file.
- G. The administration may utilize informal observations and other firsthand evaluative criteria for the overall teacher evaluation. Any formal observation which is to be used for these purposes shall be reduced to writing indicating the time, date and occurrence giving rise to the notation. The written observation shall be completed within five (5) school days of the occurrence, and the teacher shall be informed of the contents of the report prior to being placed in the teacher's personnel file.
- H. Any grievance filed relative to this Article shall be limited to violations of the specific procedures outlined in Section A through C.
- I. EVALUATION COMMITTEE:

I.1 The parties to the Agreement shall establish an Evaluation Committee, which shall consist of the Superintendent and up to 2 administrators, and three representatives appointed from the Association by its President. The Co-Chairpersons of this Committee shall be the Superintendent and one of the three Association members.

I.2 The Evaluation Committee shall develop specific procedures (not in conflict with this Agreement) and provide input into the instruments to be used for the evaluation of employees covered by this Agreement. Final approval of the evaluation instrument rests with the Board. If not approved, then the committee will reconvene.

I.3 Evaluations of employees shall be conducted using the current evaluation tool until the adoption and implementation of agreed upon standards, procedures and instruments.

I.4 Either party to this Agreement may annually re-establish, as per above procedure, this Evaluation Committee for the purposes of reviewing and/or revising any procedures by serving written notice on the other party by May 15 of their desire to re-establish the Evaluation Committee.

I.5 The Board in cooperation with the Association shall develop a Teacher Evaluation Plan in conformance to P.A. 06-986 (Senate Bill 315) within the timeframes prescribed by law.

I.6 Release time will be granted to each member of the Evaluation Committee in order to attend professional development and meetings specific to the Evaluation Committee's work.

ARTICLE VII

LEAVES

A. SICK LEAVE

Each full-time employee shall be entitled to 13 days of sick leave and 2 days of personal leave which shall accumulate to sick leave if not used. These two (2) days increase the total days accumulative to 15 days per school year. Sick leave shall be allowed to accumulate to a maximum of 360 days. Sick leave shall be determined to mean personal illness, quarantine at home, or serious illness or death in one's immediate family or household. Pregnancy related disabilities shall be treated as sick leave. Immediate family shall mean parents, spouse, brothers, sisters, children, aunts, uncles, nieces, nephews, grandchildren, grandparents, parents-in-law, brothers/sisters in-law, and legal guardians.

B. BEREAVEMENT LEAVE

Two (2) days of bereavement leave per teacher, deducted from sick leave, will be granted per year for deaths outside the teacher's immediate family (as defined in Article VII.A of this agreement). No more than a maximum of two (2) teachers per day district wide will be granted bereavement leave on the same day. Verbal requests for bereavement leave must be submitted to the appropriate building Principal at least 48 hours in advance of the date on which the leave is requested. Written requests will be submitted prior to the commencement of the bereavement leave, except in cases of emergency. In an emergency situation, written requests shall be submitted the first school day the teacher returns. In case of extenuating circumstances, and as determined by the Superintendent, the above restriction may be waived.

C. PROFESSIONAL CONFERENCES

Each teacher shall be permitted a professional leave day subject to the approval of the superintendent who shall not deny reasonable requests and subject to the following conditions:

1. Leave shall be requested for scheduled meetings, or activities related to the teacher's assignment.
2. No more than three (3) leaves shall be approved for any given day.
3. Request for leave shall be submitted no fewer than five (5) days preceding absence.
 - a. Professional leaves shall be approved on a first come first serve basis.
 - b. Approved professional leave shall be at no loss of pay.
 - c. Employees shall be allowed reimbursement for reasonable expenses, not to exceed board approved rates for food, lodging, and travel, provided receipts are submitted and approved by the Superintendent and provided sufficient funds are available for such reimbursement. The superintendent shall advise each teacher of the maximum daily amount allowed for expense reimbursement and whether sufficient funds are available to reimburse the teacher prior to absence for such leave. The Board shall budget \$1,000 for professional leave.

D. COACHING CLINICS

Coaches shall be allowed one (1) day of released time from school to either:

1. Attend the State Tournament finals in their sport or,
2. Attend a clinic in their sport which is conducted on a day when school is in session.

Reasonable expenses for food, lodging and travel will be reimbursed in accordance with B.3C above. The amount to cover these expenses will be covered in the athletic budget instead of the professional leave budget. (\$1,000 will be budgeted in the athletic budget to cover these expenses.)

E. UNCOMPENSATED SICK LEAVES OF ABSENCE

Any teacher or certified personnel who becomes ill or physically incapacitated and who has used all allowable sick leave during any school year shall be granted an uncompensated leave of absence for up to the duration of said school year. In case of any disagreement regarding such leave the Board of Education may require the certificate of a medical doctor of the Board's choice evidencing such disability and the evidence of the doctor shall be final. All accrued medical fees for this examination shall be paid by the Board.

F. PERSONAL LEAVE

Professional staff shall have two (2) personal leave days, per school year. The use of such personal days is subject to the following conditions:

1. All personal leave shall be accumulative to sick leave if not used as personal leave. Leave accumulated prior to the 2007 contract will be converted to sick days.
2. At least three (3) days prior written request.
3. Such personal leave may not be used in increments of less than one-half day at a time.
4. Personal leave may be taken immediately before or immediately after a holiday provided that fourteen (14) school days notice is given before the 1st day of absence.

5. Personal leave cannot be used during the first week and the last week of the school year without advance written permission of the Superintendent.
6. The Superintendent retains the prerogative to approve or disapprove all personal leave requests.
7. No more than ten percent (10%) of the certified staff may be granted personal leave for the same day from the same building.
8. Personal leave may only be used for personal business that cannot be completed beyond the regular work day and weekends.

G. RIGHTS ON LEAVE

1. Any teacher on leave authorized by the Board shall be accorded the opportunity to maintain at their expense the insurance benefits to which any employee would have been entitled were the employee regularly employed as required under federal COBRA regulations which will be handled directly by the medical insurance carrier.
2. Any teacher on leave authorized by the Board shall advance on the salary schedule provided they were employed one (1) semester or the equivalent thereof in the school where the leave was granted. Sick leave days will count as workdays for this purpose unless 10 consecutive sick days preceded the approved leave and result in less than one (1) semester or the equivalent thereof having been worked.
3. Any teacher on leave authorized by the Board shall maintain their accumulated sick leave days and seniority upon return to their duties at the conclusion of the leave.

H. OTHER LEAVES OF ABSENCE

Upon the recommendation of the superintendent and/or his/her designee, leave of absence for an extended period of time may be granted by the Board. Any employee desiring a leave of absence without pay must submit to the superintendent an application in writing at least sixty (60) calendar days before the desired date of the commencement of the leave. In emergency cases, the superintendent may waive the sixty (60) calendar days, if in his/her judgment, the employee submits in writing an explanation with proper verification and/or documentation indicating the events, occasions, or occurrences beyond the control of the employee who requested that the sixty (60) day period be waived.

A leave of absence for an extended period of time may be granted to tenured teachers for any of the following reasons or purposes: illness, maternity, child adoption, child care (child shall mean children 2 years of age or younger at the time leave is requested), military, professional study, government or professional service, educational growth, and for such other reasons which, in the judgment of the superintendent, may be recommended to the Board for approval.

Under this policy, no leave shall exceed one year unless an extension thereof is requested by the employee in writing and recommended by the superintendent and approved by the Board of Education. Any request for an extension must be submitted to the superintendent no later than sixty (60) calendar days prior to the end of the school year during which the employee is on leave. In no event shall any employee be granted an unpaid leave of absence in excess of two (2) years.

Notification of intention to return to the employ of the school district from an unpaid leave of absence shall be made in writing to the Superintendent at least sixty (60) calendar days prior to the end of the school year preceding the expected return.

Employees returning from an unpaid leave or absence shall be placed on the salary schedule at the same place they occupied at the beginning of the leave unless they have completed teaching the equivalent of one semester's duty in the school year in which the leave was taken. In the latter case, employees shall be granted a full year's credit on the salary schedule. Prior to the approval of any leave request pursuant to this clause, the Superintendent and/or Board may require that the employee submit proper documentation such as statements of a physician, admission in an institution of higher learning, or approval by the proper agency of adoption.

Upon termination of approved leave, the teacher shall return to his/her former position if available. If not, he/she will be reinstated to another position, if vacant, for which he/she is legally qualified. If reasons for leave cease to exist, the teacher shall be permitted to terminate leave and shall be reinstated to his/her former position unless the Board is under contractual obligation to a temporary substitute, in which case the teacher shall be placed in any other available position if vacant for which they are legally qualified. In such case the teacher shall be reinstated to their former position or a similar position as soon as the Board's obligation to the substitute terminates.

I. SABBATICAL LEAVE

Sabbatical leaves may be granted in accordance with Section 24-6.1 of the Illinois School Code.

J. JURY DUTY

Any employee called for jury duty during working hours or who is subpoenaed to testify during working hours in any judicial matter shall be paid his/her full salary for such time and suffer no loss of benefits or contractual advantage. Daily rates received for such duties shall be reimbursed to the District only for those working days when the employee was absent from school and in no case shall such reimbursement exceed the employee's per diem rate of pay with the District. Such reimbursement shall not include any compensation for food or travel.

K. The employer or his/her designee may waive the conditions listed above when appropriate and he/she may want additional leave days when in his/her opinion the interest of the District are served by such additional days.

L. CATASTROPHE BANK

A. A catastrophe bank shall be instituted according to the following guidelines.

1. Participation shall be open to all certified employees on a voluntary basis. In order to benefit from the catastrophe bank, the employee must have participated in the most recent contribution.
2. Intent to participate will be declared by all new employees within five (5) working days of the start of the school year or the beginning of their employment and such participation shall continue for the duration of the agreement.
3. Participating members shall contribute two (2) of their available sick leave days to the bank, whenever the bank balance falls below thirty (30) days at the start of the school year.
4. Days in the bank will remain regardless of the position of the staff member.
5. Upon exhaustion of the bank, if an employee requests the use of days from the bank and the request is granted, provisions in Item #3 above will be reinstated, with a maximum number of 4 days contributed by an employee in a school year.

- B. Definition. For purposes of this article, a catastrophe shall be defined as “sick leave” as used in this policy and shall conform to the definition outlined in Article VII Part A, of the negotiated agreement between the Board of Education of Annawan and the AEA.
- C. All unused days from the previous contract shall be added to the present contract.
- D. A committee (see below) shall be instituted to determine if a given application fits the above definition.
- E. Administration of the Catastrophe Bank. A committee of three (3) administrators and two (2) members selected by AEA shall be instituted during the 1st week of the school year. Such committee shall be responsible for the registration of the participants and the accounting of the contributed days, as well as evaluating and accepting or rejecting the application for use of the provisions of the bank. The Administration Committee shall use its discretion and judgment in evaluating and accepting or rejecting applications for catastrophe bank days, and neither the Committee nor its individual members or the School District shall be legally liable to staff members, family of staff members, or estates or personal representatives of staff members for damages of any nature claimed as a result of the Administration Committee’s decisions. Such decisions shall be nonprecedential.
- F. Application for use of the Catastrophe Bank. Members facing a catastrophic situation, or a member’s legal representative, may make written application for the use of the bank days to the committee, stating reason for leave and anticipated length of leave. Confirmation by a doctor of the reason for leave and length of anticipated leave must be submitted with application in writing. The findings of the committee as well as the legitimacy of the request shall be final and binding. Should the application be accepted, the benefits of the catastrophe bank will begin after the depletion of ninety percent (90%) of sick leave days as established at the beginning of the present school year. In the event a staff member becomes eligible, under TRS rules, for temporary or permanent disability, such staff member shall no longer qualify for the catastrophe bank until returning to work full time; with this being allowed based on a medical release stating the staff member is able to return to work and is presented to the administration. If an employee has given an irrevocable resignation for reasons of retirement as outlined in Article XIV, letter F, and that resignation has been approved by the Board of Education, those sick days will

be considered unavailable as they are designated for retirement purposes.

- G. Maximum days granted to a participating employee for catastrophe use per year will be ninety (90) days.
- H. Maximum number of days that can be accumulated in the catastrophe bank is one hundred twenty (120).

ARTICLE VIII **REDUCTION IN STAFF**

A. Consultation with Association

A.1 When the Board decides it is necessary to reduce the number of employees in the District because of decreased enrollment, lack of funds, or other sound educational reasons, the Association will be informed of such reduction in staff in advance of any public announcement. The Association shall be given an opportunity to discuss the number of employees not to be reemployed, the particular positions to be eliminated and alternatives to such reduction in staff.

B. Reduction Procedures

B.1 If the Board decides to decrease the number of teachers employed or to discontinue some particular type of teaching service or area, the Board shall, among tenured and non-tenured teachers who satisfy all certification and qualification requirements, use performance evaluation rankings to determine the sequence of layoffs. Seniority will be used between teachers who receive the same average performance evaluation rating within the Groups described below in Article VII, B.2.

B.2 For purposes of ranking tenured and non-tenured teachers based upon performance, teachers are to be grouped into four performance categories based on their last two summative evaluations. Group One consists of all non-tenured teachers who have not yet received a performance evaluation rating. Group Two consists of tenured and non-tenured teachers who received a "Needs Improvement" or "Unsatisfactory" performance evaluation rating on their last evaluation. Group Three consists of tenured and non-tenured teachers who received at least a "Proficient" (or Satisfactory) performance evaluation rating on both of their last two evaluations, if two evaluations are available, or on the teacher's last evaluation if only one evaluation is available. Group Four consists of teachers with "Excellent" ratings on their last two performance evaluations, and teachers with "Excellent" ratings on two of their last three performance evaluation, with the third being "Proficient" (or Satisfactory),

or as mutually agreed upon by the Board and Association from recommendations made by the Joint Committee.

B.3 Reductions in force (RIF) or layoffs shall occur in the following order: Group One and progress through Group Four. Layoffs within Group One shall be at the Board of Education's discretion. Within Group Two, layoffs shall occur based on a tenured or non-tenured teacher's average performance evaluation rating based on the last two evaluation using the following numerical values: "Excellent" = 4; "Proficient" or "Satisfactory" = 3; "Needs Improvement" = 2; and "unsatisfactory" = 1. Group Three and Four Layoffs shall occur based on inverse seniority, so that between tenured and non-tenured in Groups Three and Four, non-tenured would be laid off first.

B.4 Seniority shall only be used to determine layoff sequence in cases of a tie for teachers with the same average performance evaluation rating within the same grouping. Notices for all teachers shall be effective if received 60(45) days before the end of the school term.

B.5 Only teachers in Group Three or Group Four, who meet a vacant position's qualification requirements, will have recall rights in reverse order of the reduction in force (RIF). Group Two teachers will have recall rights if their most recent evaluation was at least "Proficient" or "Satisfactory".

B.5.1 An employee's failure to respond affirmatively within fifteen calendar days after the Board's letter is sent by certified mail to the employee's address on file with the Board recalling such employee, shall result in the termination of the employee's rights of recall hereafter.

B.6 The District, in consultation with the AEA President, shall develop a sequence of dismissal list categorized by position, utilizing the groupings described herein, and distribute the list to the Association within sixty days before the end of the school term.

ARTICLE IX

TEACHER ASSIGNMENTS

- A. All teachers shall be given written tentative notice of their building assignments, room assignments, class and/or subject assignments, for the forthcoming year not later than the last teacher work day of the school year (in those cases where no change in assignment is planned, the teacher will be notified in a generic statement to that effect.)

- B. No changes in the teacher's assignment may be made later than August 1 unless it is by the teacher's request or such change is necessitated by emergency. In the case of such request a position must be available and the teacher must be qualified for the position pursuant to the provisions of State certification and State Board of Education Document 1. Assignments pursuant to such request shall be at the discretion of the Employer and shall not be unreasonably denied. In the case of an assignment change necessitated by an emergency, the teacher shall be notified as soon as possible. If the change is unacceptable to the teacher, the teacher shall be permitted to resign immediately with no penalty and shall be given a favorable written recommendation.
- C. When it is necessary for a building administrator to make the following assignments: ticket seller, concession supervisor, class sponsor, organizational supervisor, it shall be first offered on a voluntary basis. If the administration is unable to fill said assignment on a volunteer basis, they retain the right to assign said duties. These involuntary assignments will be rotated on a fair and equitable basis. No teacher shall be required to assume such an assignment for more than the remainder of the then current school year without his/her approval. Any other extra duty assignments, excluding coaching assignments which are unacceptable to the teacher should be reported to the building supervisor and if it is possible to rotate that duty it should be treated in the same manner as the aforementioned assignments in Article X, C.

ARTICLE X
WORK DAY AND WORK HOURS

- A. The intended normal employee working day shall be a 7 hour 50 minute day unless provided otherwise in this Agreement. The typical day shall commence at 7:45 A.M. and conclude at 3:35 P.M. unless otherwise approved by the Principal. During each workday, the employee shall be entitled to a duty-free lunch period equal to that specified in the School Code of Illinois, Section 24-9.
- B. The basic weekly teaching assignment in the senior high school may consist of thirty (30) teaching periods or twenty-five (25) teaching periods and five (5) periods where other duties may be assigned, and five (5) preparation periods. There may be exceptions to the basic teaching assignment. Junior High teachers shall be permitted an aggregate of five (5) preparation periods per week, with the exception of Band, Chorus, Art and Librarian. No teacher shall be assigned to more than thirty (30) hours of scheduled student contact without the consent of the teacher. The normal teaching load in the elementary levels shall not exceed thirty (30) hours of scheduled student contact without the consent of the teacher.

Elementary teachers shall be permitted an aggregate three (3) hours per week for preparation.

- C. Should the Board elect to implement an eight (8) period day, the normal teaching load for junior high and high school teachers shall be considered six (6) class assignments, a seventh (7th) assignment involving supervision of an area, and one (1) preparation period. If the teacher receives a seventh (7th) class assignment, the teacher shall be compensated an amount equal to one-eighth (1/8) of his/her salary for a full year or one-sixteenth (1/16) for a semester course.
- D. Nothing in this Article shall require the Employer to keep schools open in the event of severe inclement weather or when otherwise prevented by an Act of God. When the schools are closed to students due to the above conditions, bargaining unit members shall not be required to report for duty.
- E. Teachers who are unable to report for work because of severe inclement weather or an Act of God may utilize personal leave days for this purpose.

ARTICLE XI
CONDITIONS OF EMPLOYMENT

A. School Calendar

The Board shall establish for the coming year, a school calendar which does not exceed one hundred eighty-five (185) school days. The calendar shall contain no more than one hundred eighty (180) employee work days. Emergency days that are not used for emergency purposes shall not become work days. The Superintendent shall solicit input from the teachers concerning the calendar, however it is recognized that such input is strictly advisory.

B. Student Grades

The responsibility and prerogative for assigning grades to students rest with the classroom teacher. The administration shall not change any grade recorded by a teacher without said teacher's knowledge.

C. Substituting

Every effort shall be made to secure qualified substitute teachers to assume the duties of regularly employed teachers in their absence. For emergency situations (when no substitute is available) each school shall maintain a list of teachers who would be willing to substitute during their

preparation period. Should it be necessary for a teacher to teach, supervise, or perform administrative duties during his/her planning time due to the unavailability of a substitute teacher, such teacher shall be compensated at the appropriate fraction of the substitute rate.

In the event there is not an adequate number of volunteer internal substitutes, management reserves the right to designate or assign the responsibility.

D. Student Discipline

The parties agree that the employee has the primary responsibility for maintenance of discipline within the classroom. The administration, however, recognizes its responsibility within Board Policy to assist the employee in maintenance of control and discipline.

“Assist” is to be interpreted as follows: Extreme cases shall be taken to the building principal and mutual follow-up shall be made between teacher, building principal and the pupil. If student-teacher conferences, parent-teacher conference, or student-teacher-administrator conference have been unsuccessful in controlling student behavior, certified personnel may request the dropping of the student from a class. Final action shall be left with the building principal and/or superintendent.

E. Right to Review - Personnel File

The official file of all materials related to an employee shall exist at the Administrative Central Office. Each employee shall have the right to review the contents of said employee's personnel file with the exception of pre-employment confidential materials, and to attach and place therein written reactions to the contents. The employee may review his/her file upon reasonable advance notice submitted to the Superintendent and/or his/her designee during the regular hours established for the Central Office. The signature does not indicate agreement with the contents of the materials. The employee may not remove any materials from said file; however, copies of materials shall be made for the employee (at his/her expense) if requested. An employee shall be informed of material being placed in the employee's file which is derogatory to an employee's conduct or services.

ARTICLE XII
JOB SECURITY

A. District Seniority

1. "Seniority" shall be defined as the length of a certified employee's continuous full-time services within the District. Said service shall be computed from the first day of current uninterrupted employment within the District. The "first day" shall be defined as the day upon which duties are first performed.
2. Seniority will not accrue during any leave-of-absence without pay. Seniority will not be interrupted due to excused absences or illness.
3. Certified employees who have formerly been employed on a continuous, full time basis and then have become administrators or served in other non-bargaining unit positions and then return to the bargaining unit without a break in service shall retain seniority credit for all time employed by the District and shall enter on the appropriate level at the present teacher's pay scale for the portion of their job that involves teaching.
4. In the event seniority is equal between eligible certified employees, the following procedures are to be utilized as a tie breaker:
 - a. Previous experience credit inside and outside the District which is allowed for credit on the salary schedule.
 - b. Education beyond the bachelor's degree which is allowed as credit on the salary schedule.
 - c. Any further ties to be determined by drawing of lots.

ARTICLE XIII
VACANCIES AND TRANSFERS

- A. The Superintendent will post in all school buildings, a notice of all vacancies and newly created positions as they occur for a period of at least ten (10) days except when such vacancies occur within two weeks of the opening of school or during the school year. Current employees shall be given priority consideration for such determination of the appropriate person for each position. Positions may be temporarily filled until the application process has been completed. Unsuccessful applicants will be notified in writing.

- B. During the summer, written notifications of vacancies will be mailed to the President of the Association.
- C. In the event instructional transfers are necessary and no suitable teacher requests such a transfer, the Board shall assign such duties to the teacher whom they feel is best prepared for the assignment.

If volunteers are not utilized, the teacher reassigned shall be the less senior if all qualifications are equal. Employees involuntarily transferred shall be given priority consideration to future vacancies over an employee seeking a voluntary transfer, providing they hold the necessary legal qualifications.

ARTICLE XIV **EMPLOYEE COMPENSATION**

A. Salary Schedule

The salary schedule shall be set forth in Appendix A, which is attached to and incorporated in this Agreement. This schedule shall be based on a 180 day school calendar.

B. Extra-Duty Job -- Added to Salary Schedule

This extra-duty pay schedule shall be set forth in Appendix B, which is attached to and incorporated into this Agreement.

C. Reimbursement for Classes

The Board will maintain and establish an annual college course reimbursement fund of Seven Thousand Five Hundred Dollars (\$7,500.00) to be used to reimburse teachers who are acquiring approved coursework up to and including a Master's Degree, approved coursework beyond a Master's Degree, or who are taking courses to meet state requirements or the requirements to become highly qualified.

Teachers who are eligible for course reimbursement must apply by May 31 each year. Application for reimbursement shall be accompanied or followed by an official transcript showing a grade of an A, B, or Pass in a Pass/Fail course. Checks for approved tuition reimbursement shall be issued by the District by September 15 of the new school year.

Reimbursement shall be limited to \$7,500 total, not to exceed \$125 per semester hour, with a cap of nine (9) hours per year per full-time

employee. (The number of hours part-time teachers are eligible to be reimbursed for will be prorated based on their teaching schedule.)

D. Hospitalization Insurance

The Board of Education will make a full single premium contribution for a single premium health insurance rate, including a \$10,000 term life insurance rate for each full time teacher for a group health/life insurance program. Underwriter and provisions of the group health policy are to be determined by the Board, with enrollment criteria to be determined by the insurance carrier. Should employee options exist, the teacher shall indicate his/her choice of options not later than ten (10) days before they are required to the insurance carrier or payroll deduction purposes, whichever is first.

E. TEACHER'S RETIREMENT PAYMENT

Effective July 1, 1983, and modified in 1997-1998, Illinois law requires each employer to shelter the entire nine and one-half percent (9½%) employee retirement contribution for current year taxes. As a result, all nine and one-half percent (9½%) contributions are treated as employer contributions under the U. S. Internal Revenue Code and are excluded from the employee's taxable income regardless of who actually pays the nine and one-half percent (9½%). The Board will pay four (4) percent of TRS of the portion of TRS for all teachers. Additional amounts of proportional Board paid TRS are listed in the salary schedule and may increase up to six (6) percent depending on years of service and education.

The Teacher's Retirement System payment will be forwarded to the TRS by the District after deduction from the certified employee's salary. These percentages will be computed according to TRS guidelines.

E. EXPERIENCE CREDIT

Up to five years outside public school teaching experience will be allowed on the salary schedule effective with the 1989-90 school year. The Board of Education may increase the experience allowance factor at their discretion, if necessary. Such action will not be considered precedent setting.

F. VOLUNTARY EARLY RETIREMENT STIPEND

A. If a certified employee with a minimum of fifteen (15) years of continuous service to the District retires and there are no Early

Retirement Option (ERO) costs to the Board, then upon receipt of an irrevocable resignation for reasons of retirement submitted to the Board by May 1 preceding the final four (4) years of service, the employer will increase the certified employee's salary in each of the final four (4) years of service by six percent (6%) of the previous year's salary. During these four years, employee TRS reportable earnings will be capped at 6% based on the provisions of TRS so that no penalty is assessed the District or the employee.

- B. Each certified employee must elect the 6/6/6/6 retirement option whenever he or she first reaches eligibility. A certified employee may not defer his or her eligibility and shall have only one (1) opportunity to take the 6/6/6/6. Examples of eligibility, are (1) a certified employee age fifty-five (55) with thirty-five (35) years of TRS creditable service, (2) a certified employee who is ages fifty-five (55) through fifty-nine (59) with at least thirty-four (34) years of TRS creditable service, and (3) a certified employee who is age sixty (60). Exceptions to the "first eligibility" standard may be made by mutual agreement between the Board and individual certified employee for unusual or extreme circumstances.
- C. The Board shall have the right to limit the number of certified employees taking any early retirement option plan to three (3) certified employees district-wide in any initial year of eligibility. Certified employees who are limited from taking the 6/6/6/6 by the District when first eligible shall not lose their eligibility, and shall be permitted to retire in the following year under this provision. In the event the Board elects to limit the number of certified employees taking the 6/6/6/6, the determination of which certified employees may retire shall be based on in-District seniority. A certified employee with greater seniority may voluntarily delay his or her retirement and exchange places with a less senior certified employee upon Board approval.
- D. Any certified employee who has stipends included in his/her calculations must continue to perform those duties in each of the years where the 6% increase is applied or the increase will not apply to those duties no longer performed.
- E. This section will remain applicable so long as there is a statutory Early Retirement Option (ERO) penalty provision required of the District.

- F. Certified employees taking advantage of this Retirement Option must be able to complete the entire Retirement Option by June 30, 2019.

G. STIPENDS

- 1. Detention stipend \$7.50 per day.
- 2. Concessions \$35.00
Ticket Selling \$25.00
Event Supervision \$ 40.00

H. RETIRED PERSONNEL INSURANCE COVERAGE

Retired personnel may participate in the school single or family hospitalization plan. The premium of the retiree would be paid by the retiree. This benefit will cease at the 65th birthday of the retiree. (It will be the obligation of the district to notify insurance bidders that retirees are part of the districts' insured individuals.)

I. LONG TERM SERVICE INCREMENT

Teachers placed on the salary schedule on the 21st through 25th years will be placed on the last line of the salary schedule for their qualifications and given \$400 additional dollars for a Bachelors degree and \$800 additional dollars for a Masters degree.

Teachers placed on the salary schedule on the 26th year and beyond will be placed on the last line of the salary schedule for their qualifications and given \$800 additional dollars for a Bachelors degree and \$1600 additional dollars for a Masters degree.

ARTICLE XV
NO STRIKE CLAUSE

- A. During the term of this Agreement, neither the Association or its agents or any employee, for any reason, will authorize, institute, aid, or engage in a work stoppage or strike.
- B. The Union agrees to notify all Association officers and representatives of their obligation and responsibility for maintaining compliance with this Article.
- C. The Board may discharge or discipline any staff employee who violated Section XV.A.

- D. Nothing contained herein shall preclude the Board from obtaining judicial restraint and damages in the event of a violation of this Article.
- E. The Board agrees not to have a lock out during the term of this agreement on the condition that neither the Association or its agents or any staff employee violates any provision of this Article.

**ARTICLE XVI
ENTIRE AGREEMENT**

- A. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the 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 in this Agreement. Therefore, the Board and the Association, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
- B. This Agreement may only be amended during its term by the mutual agreement of both parties in writing.
- C. This Agreement contains the entire agreement between the parties hereto and neither party shall be bound by any statement, representation, agreement, stipulation or provision made prior to the execution hereof and not set forth herein.
- D. This Agreement supersedes all prior collective bargaining agreements made between the parties hereto.
- E. There shall be two original signed copies of any final agreement. One original copy shall be retained by the Board and one original by the Association.
- F. The Board and Association recognize that waiving the right to bargain collectively under A of this Article refers only to matters of the current Agreement and does not prohibit collective bargaining discussion for a future contract.

G. SAVINGS CLAUSE

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction or in the event Congress or the Legislature enacts a law in conflict with any article, section, or clause, as the case may be, it shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections, and clauses shall remain in full force and effect for the duration of this Agreement.

H. DURATION

This Agreement shall become effective on the first day of the 2012-2013 school year and continue in effect until the day before the first day of the 2015-2016 school year.

I. This Agreement is signed this 16th day of May, 20012 in witness thereof:

FOR THE ANNAWAN EDUCATION
ASSOCIATION, AEA

FOR THE BOARD OF EDUCATION
ANNAWAN COMMUNITY UNIT
DISTRICT 226

Ann Heller, President

Mark Vandersnick, President

Gretchen Olson, Secretary

Courtney Rico, Secretary

APPENDIX A
ANNAWAN CUSD #226
2012-13, 2013-14, and 2014-15 SALARY SCHEDULE

Year	B.A.	B.A. +8	B.A. +16	B.A. +24	M.A.	M.A. +8	M.A. +16	M.A. +24
0	\$30,431	\$31,100	\$31,770	\$32,439	\$33,109	\$33,961	\$34,813	\$35,665
TRS	\$1,217	\$1,244	\$1,271	\$1,298	\$1,324	\$1,358	\$1,393	\$1,427
0	\$31,648	\$32,345	\$33,041	\$33,737	\$34,433	\$35,319	\$36,206	\$37,092
1	\$31,435	\$32,105	\$32,774	\$33,444	\$34,326	\$35,178	\$36,030	\$36,882
TRS	\$1,257	\$1,284	\$1,311	\$1,338	\$1,373	\$1,407	\$1,441	\$1,475
1	\$32,693	\$33,389	\$34,085	\$34,781	\$35,699	\$36,585	\$37,472	\$38,358
2	\$32,439	\$33,109	\$33,778	\$34,448	\$35,543	\$36,395	\$37,248	\$38,100
TRS	\$1,298	\$1,324	\$1,351	\$1,378	\$1,422	\$1,456	\$1,490	\$1,524
2	\$33,737	\$34,433	\$35,130	\$35,826	\$36,965	\$37,851	\$38,737	\$39,624
3	\$33,444	\$34,113	\$34,783	\$35,452	\$36,761	\$37,613	\$38,465	\$39,317
TRS	\$1,338	\$1,365	\$1,391	\$1,418	\$1,470	\$1,505	\$1,539	\$1,573
3	\$34,781	\$35,478	\$36,174	\$36,870	\$38,231	\$39,117	\$40,003	\$40,890
4	\$34,448	\$35,117	\$35,787	\$36,456	\$37,978	\$38,830	\$39,682	\$40,534
TRS	\$1,378	\$1,405	\$1,431	\$1,458	\$1,519	\$1,553	\$1,587	\$1,621
4	\$35,826	\$36,522	\$37,218	\$37,915	\$39,497	\$40,383	\$41,269	\$42,155
5	\$35,452	\$36,122	\$36,791	\$37,461	\$39,195	\$40,047	\$40,899	\$41,751
TRS	\$1,418	\$1,445	\$1,472	\$1,498	\$1,568	\$1,602	\$1,636	\$1,670
5	\$36,870	\$37,566	\$38,263	\$38,959	\$40,763	\$41,649	\$42,535	\$43,421
6	\$36,456	\$37,126	\$37,795	\$38,465	\$40,412	\$41,264	\$42,117	\$42,969
TRS	\$1,458	\$1,485	\$1,512	\$1,539	\$1,616	\$1,651	\$1,685	\$1,719
6	\$37,915	\$38,611	\$39,307	\$40,003	\$42,029	\$42,915	\$43,801	\$44,687
7	\$37,461	\$38,130	\$38,800	\$39,469	\$41,630	\$42,482	\$43,334	\$44,186
TRS	\$1,498	\$1,525	\$1,552	\$1,579	\$1,665	\$1,699	\$1,733	\$1,767
7	\$38,959	\$39,655	\$40,352	\$41,048	\$43,295	\$44,181	\$45,067	\$45,953
8	\$38,465	\$39,134	\$39,804	\$40,473	\$42,847	\$43,699	\$44,551	\$45,403
TRS	\$1,539	\$1,565	\$1,592	\$1,619	\$1,714	\$1,748	\$1,782	\$1,816
8	\$40,003	\$40,700	\$41,396	\$42,092	\$44,561	\$45,447	\$46,333	\$47,219
9	\$39,469	\$40,138	\$40,808	\$41,477	\$44,064	\$44,916	\$45,768	\$46,620
TRS	\$1,579	\$1,606	\$1,632	\$1,659	\$1,763	\$1,797	\$1,831	\$1,865
9	\$41,048	\$41,744	\$42,440	\$43,137	\$45,827	\$46,713	\$47,599	\$48,485
10	\$40,473	\$41,143	\$41,812	\$42,482	\$45,281	\$46,133	\$46,985	\$47,838
TRS	\$1,619	\$1,646	\$1,672	\$1,699	\$1,811	\$1,845	\$1,879	\$1,914
10	\$42,092	\$42,788	\$43,485	\$44,181	\$47,093	\$47,979	\$48,865	\$49,751
11	\$41,477	\$42,147	\$42,816	\$43,486	\$46,499	\$47,351	\$48,203	\$49,055
TRS	\$1,659	\$1,686	\$1,713	\$1,739	\$1,860	\$1,894	\$1,928	\$1,962
11	\$43,137	\$43,833	\$44,529	\$45,225	\$48,359	\$49,245	\$50,131	\$51,017
12	\$42,482	\$43,151	\$43,821	\$44,490	\$47,716	\$48,568	\$49,420	\$50,272
TRS	\$1,699	\$1,726	\$1,753	\$1,780	\$1,909	\$1,943	\$1,977	\$2,011
12	\$44,181	\$44,877	\$45,573	\$46,270	\$49,624	\$50,511	\$51,397	\$52,283
13	\$43,486	\$44,155	\$44,825	\$45,494	\$48,933	\$49,785	\$50,637	\$51,489
TRS	\$1,739	\$1,766	\$1,793	\$1,820	\$1,957	\$1,991	\$2,025	\$2,060
13	\$45,225	\$45,922	\$46,618	\$47,314	\$50,890	\$51,777	\$52,663	\$53,549
14	\$44,490	\$45,160	\$45,829	\$46,499	\$50,150	\$51,002	\$51,854	\$52,706
TRS	\$1,780	\$1,806	\$1,833	\$1,860	\$2,006	\$2,040	\$2,074	\$2,108
14	\$46,270	\$46,966	\$47,662	\$48,359	\$52,156	\$53,042	\$53,929	\$54,815
15	\$45,494	\$46,164	\$46,833	\$47,503	\$51,368	\$52,220	\$53,072	\$53,924
TRS	\$1,820	\$1,847	\$1,873	\$1,900	\$2,055	\$2,089	\$2,123	\$2,157
15	\$47,314	\$48,010	\$48,707	\$49,403	\$53,422	\$54,308	\$55,195	\$56,081
16					\$52,585	\$53,437	\$54,289	\$55,141
TRS					\$2,103	\$2,137	\$2,172	\$2,206
16	\$47,769	\$48,472	\$49,175	\$49,878	\$54,688	\$55,574	\$56,460	\$57,347
17					\$55,740	\$56,643	\$57,546	\$58,449
21-25	\$48,189	\$48,892	\$49,595	\$50,298	\$56,588	\$57,491	\$58,394	\$59,297
26+	\$48,609	\$49,312	\$50,015	\$50,718	\$57,436	\$58,339	\$59,242	\$60,145

The Board shall pay 4% of the teacher's required TRS contribution, calculated according to TRS guidelines.

*In addition, the Board shall pay an additional 1% ($4\% + 1\% = 5\%$ total) in the bachelors salary columns for each teacher step 16 and beyond, and an additional 2% ($4\% + 2\% = 6\%$ total) in the Master's column Step 17 and beyond, calculated according to TRS guidelines.

Teachers placed on the salary schedule in the 21st through 25th years will be placed on the 15th or 16th line of the salary schedule for their qualifications and given \$400 additional dollars for a Bachelors degree and \$800 additional dollars for a Masters degree.

Teachers placed on the salary schedule on the 26th year and beyond will be placed on the last line of the salary schedule for their qualifications and given \$800 additional dollars for a Bachelors degree and \$1600 additional dollars for a Masters degree.

APPENDIX B
ANNAWAN CUSD #226
INDEX

Year	B.A.	B.A.+8	B.A.+16	B.A.+24
0	1.000	1.022	1.044	1.066
1	1.033	1.055	1.077	1.099
2	1.066	1.088	1.110	1.132
3	1.099	1.121	1.143	1.165
4	1.132	1.154	1.176	1.198
5	1.165	1.187	1.209	1.231
6	1.198	1.220	1.242	1.264
7	1.231	1.253	1.275	1.297
8	1.264	1.286	1.308	1.330
9	1.297	1.319	1.341	1.363
10	1.330	1.352	1.374	1.396
11	1.363	1.385	1.407	1.429
12	1.396	1.418	1.440	1.462
13	1.429	1.451	1.473	1.495
14	1.462	1.484	1.506	1.528
15	1.495	1.517	1.539	1.561

Year	M.A.	M.A.+8	M.A.+16	M.A.+24
0	1.088	1.116	1.144	1.172
1	1.128	1.156	1.184	1.212
2	1.168	1.196	1.224	1.252
3	1.208	1.236	1.264	1.292
4	1.248	1.276	1.304	1.332
5	1.288	1.316	1.344	1.372
6	1.328	1.356	1.384	1.412
7	1.368	1.396	1.424	1.452
8	1.408	1.436	1.464	1.492
9	1.448	1.476	1.504	1.532
10	1.488	1.516	1.544	1.572
11	1.528	1.556	1.584	1.612
12	1.568	1.596	1.624	1.652
13	1.608	1.636	1.664	1.692
14	1.648	1.676	1.704	1.732
15	1.688	1.716	1.744	1.772
16	1.728	1.756	1.784	1.812

APPENDIX C
EXTRA CURRICULAR PAY SCHEDULE – 2012-2015

Each of these amounts will increase by 1% in 2013-14, and by 1% in 2014-15
over the previous year.

<u>Duty</u>	<u>Compensation</u>
Head Football	\$3,537
Summer Weight Room	900
2 nd Summer Weight Room	900
HS FB Asst 1	2,541
HS FB Asst 2	2,020
HS FB Asst 3	1,563
HS Head Boys BB	3,537
HS Asst Boys BB	2,541
HS Head Girls BB	3,537
HS Asst Girls BB	2,541
HS Head Girls VB	3,537
HS Asst Girls VB	2,541
HS Head Track	3,040
HS Asst Track 1	1,954
HS Asst Track 2	1,954
HS FB & BB Cheerleaders	978
HS Athletic Director	4,100
GS Athletic Director	563
8 th Boys BB	1,433
6 th -7 th Boys BB	1,433
8 th Girls BB	1,433
6 th -7 th Girls BB	1,433
7 th VB	1,433
8 th VB	1,433
Head JH Track	1,433
JH Asst Track 1	1,041
JH Asst Track 2	978
HS Head Softball	2,814
HS Asst Softball	1,688
GS Cheerleaders	457
Yearbook	1,536
HS Speech	619
HS FFA	1,146
HS FCCLA	457
HS Student Council	718
Prom	326
HS Swing	652
Pep Band	652
GS Student Council with yearbook	521
GS Student Council w/o yearbook	391
GS Speech	457
AFS	326
National Honor Society	262
Spanish Club	262
In Touch	262
HS Play	709
HS Asst Play	457
Maroon Platoon	262

Art Club	262
JH Academic Bowl	457
HS Scholastic Bowl	457
Health Careers Club	262
Mentor Teacher	505
Bass Fishing	262

APPENDIX D
HIGH SCHOOL EXPERIENCE FACTOR

The following experience awards would be paid to Annawan Community Unit District No. 226 High School Coaches based on in-district coaching experience and to encourage coaches to stay within the system. (Based on season length)

4 Year	\$400	Head Coach-A.D.
8 Year	\$400	Head Coach-A.D.
9-15 Each Year	\$125	Head Coach-A.D.
4 Year	\$300	Assistant Coach
8 Year	\$300	Assistant Coach
9-15 Each Year	\$100	Assistant Coach

Grade School Experience

4 Year	\$150	7 th & 8 th Grade Basketball Volleyball Track
8 Year	\$150	7 th & 8 th Grade Basketball Volleyball Track
9-15 Each Year	\$75	7 th & 8 th Grade Basketball Volleyball Track
4 Year	\$100	Assistant Track
8 Year	\$100	Assistant Track
9-15 Each Year	\$50	Assistant Track

Clarifications

1. Previous outside head coaching and/or assistant coaching experience will be accepted up to ten actual years in the same sport at ½ year credit for each year of coaching experience (1/2 x 10 years = 5 years maximum.)
2. Previous inside assistant coaching will be accepted at the rate of ½ year for each year of experience up to a maximum of sixteen actual years experience (1/2 x 16 years = 8 years maximum.)

NEGOTIATED AGREEMENT

2012-2015

BETWEEN

**ANNAWAN EDUCATION
ASSOCIATION**

AND

**ANNAWAN COMMUNITY UNIT
SCHOOL DISTRICT 226**

HENRY COUNTY

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE</u>
..... AGREEMENT	1
I RECOGNITION.....	1
II ASSOCIATION RIGHTS.....	2
III BOARD RIGHTS.....	4
IV EMPLOYEE DISCIPLINE	5
V GRIEVANCE PROCEDURE	5
VI EVALUATION	9
VII LEAVES.....	11
VIII REDUCTION IN STAFF.....	18
IX TEACHER ASSIGNMENTS.....	19
X WORK DAY AND WORK HOURS.....	20
XI CONDITIONS OF EMPLOYMENT	21
XII JOB SECURITY.....	23
XIII VACANCIES AND TRANSFERS	23
XIV EMPLOYEE COMPENSATION	24
XV NO-STRIKE CLAUSE	27
XVI ENTIRE AGREEMENT	28
APPENDIX A 2012-2015 SALARY SCHEDULES.....	30-31
APPENDIX B 2012-2015 INDEX SCHEDULE	32
APPENDIX C EXTRA-DUTY ASSIGNMENTS AND	33
STIPENDS	
APPENDIX D EXPERIENCE AWARD COACHING	34