



July 1, 2023 – June 30, 2027

CONTRACT

BETWEEN

**BOARD OF EDUCATION
COMMUNITY UNIT SCHOOL DISTRICT NO. 100**

and

JERSEY COUNTY EDUCATION ASSOCIATION

JERSEY COMMUNITY UNIT SCHOOL DISTRICT NO. 100

TABLE OF CONTENTS

ARTICLE I	Recognition.....	Page 1
ARTICLE II	Association Rights	Page 2
ARTICLE III	Management Rights	Page 4
ARTICLE IV	Employee Rights.....	Page 5
ARTICLE V	Working Conditions.....	Page 8
ARTICLE VI	Leaves of Absence	Page 11
ARTICLE VII	Grievance Procedure	Page 14
ARTICLE VIII	Effect of Agreement.....	Page 19
ARTICLE IX	Compensation and Benefits	Page 21
ARTICLE X	Miscellaneous Provisions	Page 28
APPENDIX A-1	Salary Schedule for 2023-2027.....	Page 30
APPENDIX B	Special Compensation Schedule	Page 34
ATTACHMENT A – Retirement Incentive Award Payment.....		Page 38
ATTACHMENT B – Retirement Award Payment.....		Page 40
SIGNATURE PAGE		Page 41

ARTICLE I

RECOGNITION

A. Recognition

The Board of Education of Community Unit School District No. 100, hereafter referred to as the Board, recognizes the Jersey County Education Association, chartered with the Illinois Education Association and affiliated with the National Education Association, hereafter referred to as the Association, as the negotiating agent for all certificated professional personnel in the District except the Superintendent, and other individuals holding positions in the Unit Administrative office; also principals, assistant principals and all other administrative or supervisory personnel having authority to hire, transfer, assign, promote, discharge or discipline other employees or effectively recommend such action. The positions of high school department heads and elementary school head teachers shall not be considered as administrative or supervisory as per the above definition. Members of the bargaining unit who are part-time employees shall receive apportioned benefits where apportionment is possible under the regulations of third party carriers. All benefits not subject to third party carriers shall be apportioned.

B. Recognition Restrictions

The Board agrees not to negotiate with any member or group of members of the bargaining unit as defined in Article I-A with regard to items contained within the four corners of this Agreement for the life of this Agreement. The intent of this clause shall be to protect this Agreement from alteration and to protect the integrity of the bargaining unit.

C. Right to Organize and Participate

Teachers shall have the right to organize, join the Association and to participate in Association activities for the purpose of establishing, maintaining, protecting or improving conditions of professional service and the quality of the education program.

ARTICLE II

ASSOCIATION RIGHTS

A. Use of Facilities

The Association may be permitted to use school facilities when a request in writing is received by the appropriate administrator. The administrator shall approve or deny such request in writing. Fees may be charged for use where costs are incurred by the District.

The Association shall be permitted use of employee mailboxes for the purpose of conducting legitimate Association business. However, District personnel shall not deliver Association mail between buildings as this is a violation of federal postal statutes.

The Association shall be permitted use of District bulletin boards where such bulletin boards are located in areas where there is no student access.

Use of the School District's computer network and internet resources, including the World Wide Web, electronic mail and the intranet, shall be consistent with the Board of Education's Acceptable Use Policy. All use of the computer network and internet resources shall be consistent with the educational goals and policies of the District. Inappropriate or unacceptable usage of the District's computer network or internet resources inconsistent with this purpose may constitute grounds for disciplinary action.

B. Association Matters - Board Agenda

The Board shall place on the agenda of any regular Board meeting as an item for consideration under "New Business" matters brought to the Board's attention so long as these matters are made known in writing to the Superintendent seven (7) days prior to the regular meeting. The Association shall be given full opportunity to speak to the Board on the agenda in the space provided for Communications if the Association has not been placed on the agenda.

C. Information

The Association shall be furnished on request all regularly and routinely prepared information concerning the financial condition of the school including audit, annual financial statement and adopted budget. In addition, the Board and the Administration will grant reasonable requests for any other readily available and pertinent information which may be relevant to negotiations. Nothing herein shall require the central administrative staff to research and assemble information. The Association will furnish copies of any pertinent information as reasonably requested by the Superintendent and the Board.

D. Board Meeting Notification

The President of the Association or the President's designee shall be given a written notice of special meetings of the Board and a copy of the agenda for each regular meeting at least twenty-four (24) hours prior to the scheduled time of the meeting.

E. Board Minutes Association Copies

A digital copy of Board meeting minutes and financial reports shall be emailed to the President of the Association within three (3) days after adoption.

F. Dues Deduction

The Board shall comply with the Illinois Compiled Statutes, 105 ILCS 5/24-21.1. Dues shall be remitted to the Association no later than the 28th of each month that dues are collected. Assignment of dues shall be in writing no later than one week prior to the October 10 pay.

The Association, the Illinois Education Association and the National Education Association agree to defend, indemnify and save the Board harmless against any claim, demands, suit or other form of liability which may arise by reason of any action taken by the Association or Board in complying with the provisions of this Section, including reimbursement for any legal fees or expenses incurred in connection therewith.

G. Association Leave

Should the Association send representatives to local, state or national conferences or on other business pertinent to Association affairs, these representatives shall be excused up to a District-wide maximum of twelve (12) days per year without loss of salary providing that the Association shall reimburse the District for the cost of substitutes. The President of JCEA shall be excused an additional two days. No single employee shall be excused for more than three days for this purpose in any one year.

The frequency of excused leaves shall not impair the quality of classroom instruction, and a written request for leaves shall have been submitted and approved by the Superintendent at least seven (7) days in advance.

ARTICLE III

MANAGEMENT RIGHTS

It is the law of the State of Illinois that the determination and administration of school policy, the operation and management of the schools, and the direction of employees are vested exclusively in the Board. It is expressly understood and agreed that all functions, rights, powers or authority of the administration of the School District and the Board of Education which are not specifically limited by the express language of this Agreement are retained by the Board, provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.

ARTICLE IV

EMPLOYEE RIGHTS

A. Personnel File - Review

Each employee shall have the right, upon request, to review the contents of said employee's personnel file, during the established District Central Administrative office hours, provided the employee has given the District's Central Administrative Office advance notice prior to his/her arrival.

A representative of the Association may, at the teacher's request, accompany the teacher for this review. The Board shall have an administrator or his/her designee present at the time of such review.

Materials related to discipline or re-employment may not be placed in the teacher's personnel file without first giving the teacher a copy and an opportunity to place a written response to this material in said file.

B. Board Hearings - Teacher Rights

When any teacher is required to appear before the Board or Central Office Administration concerning any matter which could lead to the teacher's dismissal, the teacher shall be given reasonable prior written notice of the subject matter of the meeting or interview and shall be entitled to have a representative of the Association present to advise the teacher and represent the teacher during the meeting or interview. If an issue must be addressed with an employee in an emergency situation when safety is an issue or a union representative is not available, notice need not be given.

C. Teacher Notification of Assignment

A teacher shall be given written notice of any tentative change in his/her assignments prior to the end of the current school year. In the event changes in such assignments are proposed the teacher affected shall be promptly notified and consulted. In no event shall changes in the teachers' assignments be made later than sixty (60) days preceding the commencement of the next school term unless an emergency situation requires same. If a change in assignment is not acceptable, the teacher shall be allowed to resign without prejudice, providing the teacher submits a written resignation to the Superintendent within ten (10) days of receiving notification of the change in assignment, and before August 1, provided the teacher is notified of the change no later than the regular July Board of Education meeting.

D. Summer School Assignments

Positions in the summer school program shall be filled by certified teachers of the School District where possible. In filling such positions, consideration shall be given to a teacher's competence, major and minor fields of study, length of service in the School District, and frequency of prior applications for and assignments to summer positions.

E. Vacancies and Promotions Posting

1. No later than April 1 of each school year, the Superintendent or his representative shall post on the District website and send electronically to all staff via their District email account a list of the known vacancies or new positions which will occur during the following school year.
2. Teachers who desire a change in grade and/or subject assignment, or who desire to transfer to another building, or a change in position, shall file within three (3) days a written statement with the Superintendent of such desire according to the lists of known vacancies.
3. No later than May 10, and again on the last full day teachers are in attendance, of each school year, supplemental lists of known vacancies or new positions which will occur during the following school year will be posted on the District website and sent to all staff electronically via their District email account.
4. No assignment of new teachers or employees in the school system shall be made until all pending requests for reassignment or transfer have been reviewed by the administration. All internal transfers must be posted five (5) business days prior to being filled. These transfers will be posted as internal only. The selection of personnel to staff a building shall be the responsibility of the Superintendent. Internal applicants who submit a letter of interest for an open position will be considered for an interview if the following criteria are met:

The applicant:
 - holds the required certification;
 - received at least a proficient evaluation rating; and
 - possesses the skills for the position.
5. Notice of all open extra-curricular positions created shall be posted on the District website, and emailed to all staff via their District email account. Positions will be posted a minimum of five (5) business days before they are filled. The district will make every effort to fill these positions within 90 school days.

F. Assignment Outside Certification

Teachers who are temporarily assigned to teach outside the limits of their teaching certificates shall not be disciplined for such certification deficiency.

G. Supply Requisition

All classroom teachers shall be permitted to requisition necessary supplies prior to the beginning of each school year. All instructional supply requests will be submitted to the building principal by a date established by the building principal. Non-returning teachers or building principal may also request basic classroom supplies for the incoming teacher. Requisitions shall be subject to approval or denial by the Central Administration and/or the Board.

H. Conferences - Workshops

Administration may assign teachers to attend professional conferences, meetings or workshops at full pay and reasonable expenses. Teachers may request such assignment.

I. Reduction in Staff

In the event the Board determines that it is necessary to reduce the number of teachers employed by the District, such reduction in staff shall be accomplished in compliance with The Illinois Compiled Statutes, 105 ILCS 5/24.12.

ARTICLE V

WORKING CONDITIONS

A. Work Year

1. The Board shall establish a school calendar which does not exceed one hundred ninety (190) school days. The calendar shall contain no more than one hundred eighty (180) regular work days (including institute days) and a maximum of ten (10) emergency days. Any days not used for emergencies will be used to add to vacations and/or shorten the school year.
2. The Association President, or designee, and the Superintendent, or designee, will form a committee comprised of representatives from each building to discuss calendar options for the next school year. The Superintendent, or designee, will present options to the committee by February 1. The final decision as to the school calendar rests with the Superintendent and the Board of Education.

B. Work Day

The teacher work day shall consist of seven and one-half (7 1/2) hours except that teachers shall be required to perform the following duties outside the established work day:

1. bus duty as scheduled in Article IX, B.
2. open houses
3. conferences
4. mandatory meetings (not to exceed 4 per quarter without compensation as per Article IX, Section B-4)
5. extra duty as scheduled in Article IX, B.
6. emergencies as defined by administration

C. Duty-free Lunch and Preparation Period.

1. Teachers shall be provided a duty-free lunch period each working day equal to that of the regular school lunch period but not less than thirty (30) minutes.
2. Every full-time certified employee who works in the district shall have at least one (1) daily preparation period equal to one class period. On full and half-professional development days, certified employees will be released for preparation time no later than 3:00 p.m. Every good faith effort will be made to provide continuous preparation time equal to one class period.
3. In the event that an employee does not receive his/her daily preparation period at the request of the administration, they will be compensated at the current hourly rate specified in Article IX, Section B-4.

4. The district shall endeavor to provide sponsors of extra-curricular activities the last hour of the day as their prep period. This would include all buildings and traveling sponsors.

D. Grades

All grade entries and revisions will be completed in the teachers' online grade books within two (2) working days after the end of each quarter. Any teacher using standards-based report cards will end his/her grading period one week prior to the end of the quarter with no meeting scheduled except in cases of emergency. Early dismissal schedule will take effect on the last day of each quarter, so teachers can complete end of quarter assessment reporting. Midterm reports are no longer required due to online reporting system.

E. Unsafe Conditions

It is the joint responsibility of the Board, Administration and all District employees to provide an educational environment that does not endanger the health, safety or well-being of the students, staff and general public. It is the responsibility of members of the bargaining unit to bring any unsafe or hazardous conditions to the attention of the Building Principal and/or the Superintendent. The Principal or Superintendent shall be responsible for investigating any alleged unsafe or hazardous conditions. The results of the Building Principal's and/or Superintendent's investigation shall be shared with the JCEA President. If the JCEA is unsatisfied with the investigation results, the Union shall have the right to present its concerns to the Board of Education for further consideration.

F. Standards for School Relationships

District employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional and appropriate relationships. The Board recognizes that the attainment of educational objectives of the district requires mutual respect between administrative staff and employees. Employees will be treated with professional courtesy. Administrators and or supervisors will not intimidate, threaten, harass, or bully other staff members or create a hostile work environment. Any employee who harasses or bullies another staff member or otherwise violates an employee conduct standard will be subject to discipline up to and including discharge.

G. Teacher Evaluation

The evaluation procedures will be conducted in accordance with the procedures set forth in the evaluation plan document, Article 24A of the Illinois School Code and related administrative rules including 23 IL Administrative Code, Part 50.

The District PERA joint evaluation committee shall be made up of an equal number of representatives from the Association and the District. The Association shall appoint its association representatives. The PERA joint committee will meet at least once each year to review the district's evaluation plan and process. Any modification to the teacher evaluation plan will be made by the PERA committee by January 31 in accordance with

Article 24 A of the Illinois School Code and 23 IL Administrative Code, Part 50, and related administrative rules.

ARTICLE VI

LEAVES OF ABSENCE

A. Sick Leave

1. Each full-time teacher of Community Unit District No. 100 shall be entitled to a minimum of eleven (11) days leave for personal illness, including pregnancy, quarantine at home, a serious illness or death in the family, with full pay during each school year. Certified staff members who have completed fifteen (15) years of service in the District and five (5) total years of service in teaching in another school district (total of twenty (20) or more years teaching) shall be entitled to five (5) additional days of sick leave per year. Certified staff members who have completed twenty (20) years of service in the District shall be entitled to five (5) additional days of sick leave per year. Certified staff members who have completed twenty-five (25) years of service in the District shall be entitled to an additional (5) days of sick leave per year.

Years 1-15	11 sick days
Years 16-20	11 sick days (16 days if a 20 total years teaching or more)
Years 21-25	16 sick days (21 days if received 16 days in years 16-20)
Years 25+	21 sick days (26 days if received 21 days in years 21-25)

2. When sick leave is used after the birth of a child, the District may require a physician's certification after an absence of thirty (30) sick leave days. Teachers shall be limited to the use of thirty (30) sick leave days per child when the use of such leave is for the adoption or placement for adoption of the child. Immediate family shall include mother, father, mother-in-law, father-in-law, husband, wife, grandmother grandfather, son, daughter, son-in-law, daughter-in-law, brother, sister, brother-in-law, sister-in-law, grandchild, step-parent, domestic partner, or legal dependents. These may be accumulated to a maximum of 400 days at full pay. This section of the agreement becomes effective upon ratification of the contract and is not retroactive.
2. A teacher new to the District may have twenty-two (22) days of sick leave at his disposal for the first year in the District to be used for extended or continuous illness. Only the unused part of the sick leave of eleven (11) days shall be accumulative and all leave taken in excess of the eleven (11) days will be charged against accumulative leave or deducted from the teacher's final pay in the event the teacher would leave the District not having fully replenished all leave taken in excess of the eleven (11) days.
3. Sick Leave Donation. In the event an employee suffers a catastrophic illness and has exhausted his/her accumulated sick leave and personal leave, each other employee shall be allowed to contribute a maximum of two (2) sick leave days to the employee. The Employer shall notify the Union in writing regarding

distribution of these days. In the event days contributed are unused, said days shall be returned to the contributing employees in reverse order that they were received.

B. Bereavement Leave

When attendance at a funeral of a deceased person seems obligatory, employee will be granted two (2) non-accumulating bereavement days per year provided in advance of the leave by the building administration. For days in excess of two (2) per year, the employee may request, at the discretion of the building administration, up to an additional two (2) days.

C. Leave of Absence

1. Leave of absence for travel, pregnancy, adoption, extended illness or business obligations may be granted without pay for no longer than one (1) year. All leaves of absence are subject to the recommendation of the Superintendent and subject to approval of the Board of Education. Such recommendations and approvals shall be granted in a fair and equitable manner. Any leave, with or without pay, for pregnancy, adoption or extended illness will run concurrent with any available non-paid leave under the Family Leave and Medical Act.
2. Other Leave. All requests for leave not covered in Article VI-A, under Leave Policy, shall be made through normal channels by standard form in use.

D. Personal Leave

1. A maximum of three (3) days (non-accumulative) at full pay may be allowed any and all full-time employees each school year.
2. Whenever possible, approval (arrangements) shall be obtained from the Building Principal and/or Superintendent before taking leave.
3. At the end of the school year all unused personal leave days will roll into the three days given in the next school year for a maximum of five (5) personal leave days. Any accumulated personal leave days beyond the five (5) days of each teacher shall accumulate as sick leave, and be added to that teacher's accumulated sick leave. Sick leave will accumulate to a maximum of 340 days total as per Article VI-A-1.
4. Unless a sufficient number of substitute teachers are available, no more than ten percent (10%) of the teachers in a building may take personal leave on the same day, which may be waived at the discretion of the Superintendent.

E. Jury Duty

The School District will pay the full salary when an employee is absent for jury duty or is a witness in a matter other than the employee's personal or union litigation against the district, and the employee will remit all remuneration for services to the School District.

F. Assault Leave

It is recognized by the Board of Education that an Employee who is absent due to physical disability resulting from a physical assault which occurs in the course of Board employment will be maintained on full pay status during the period of disability, not to exceed three hundred and sixty-five (365) days. The Board will make up any difference between Workmen's Compensation and the Employee's full salary. Employee will not be charged any sick or personal leave.

G. Short-Term Leave Without Pay

Employees may request unpaid leave days subject to the following conditions: 1) such absences must be requested in writing to the principal by the employees ten (10) days prior to the first day of the absence; 2) unpaid leave must be taken in whole-day increments; 3) clear reasons for the unpaid absence must be stated; 4) the unpaid absence shall not exceed three (3) consecutive days; and 5) the absence shall be included in the calculation of the percentages set forth in Subsection D.2. above.

In administering this provision, the building principal and the Superintendent will consider the individual circumstances involved in each request. Situations not limited to the following will be considered:

1. Trips won as special recognition of employee or spouse.
2. Trips or special meetings involving services of community organizations in which the employee holds office.
3. Important business conferences of the employee's spouse in which the employee needs to be involved.
4. Court appearances other than by subpoena.
5. Educationally related travel, if the employee provides an itinerary and an explanation as to how such travel will improve the educational program.
6. The reason for the absence will have some obvious merit or value to the school or the community in the immediate or near future.
7. Or as other times approved by the Superintendent without constituting precedent or prejudice with other request.

ARTICLE VII

GRIEVANCE PROCEDURE

A. Grievance Procedure

1. Philosophy

All professional employees are entitled to have their complaints and grievances examined and settled in ways that are beneficial to both the employee and the school system. The satisfactory settlement of grievances not only promotes wholesome attitudes and feelings about the performance of professional services but also increases the efficiency and effectiveness of the professional worker in his relationship to the pupil and the community.

The satisfactory solution of grievances may forestall the development of more serious problems and the loss of worker efficiency. In order to find satisfactory solutions, definite procedures must be followed in the school system. Channels and procedures should provide the presentation and solution of grievances:

By providing the opportunity for the teacher to have direct communication with the person who is responsible for resolving the alleged grievance.

By providing assurance that the channels for redressing grievances are open without fear of reprisal.

By providing staff members and recognized professional organizations the opportunity to participate in such considerations through official representation.

2. Definition

A grievance shall mean a claim that there has been alleged violation, misinterpretation or misapplication of any provision of this Agreement.

3. Purpose

The primary purpose of this procedure is to secure at the lowest level possible an equitable solution to the problems of the parties. Any teacher, the J.C.E.A., any administrator or the Board of Education of District 100 shall have the right to present grievances.

4. Procedure - Informal

The Board and the J.C.E.A. acknowledge that it is usually most desirable for a teacher and his immediate supervisor to resolve problems through free and informal communications. A grievance must be presented in the informal process within twenty (20) days of knowledge of alleged incident, or within twenty (20) school days from the time it can be reasonably expected that such knowledge would be available, or no rights will be entitled to the grievant.

5. Procedure - Formal

- a. First Step. If the grievance cannot be resolved informally, the aggrieved teacher and/or the Association shall file the grievance in writing and at a mutually agreeable time, within at least ten (10) days after receipt of the grievance, discuss the matter with the principal or immediate supervisor. The written grievance should state the nature of the grievance, should note the specific clause or clauses of the Agreement allegedly violated, and should state the remedy requested. The filing of the grievance at the first step must be within ten (10) days from the date of the occurrence of the event giving rise to the grievance. The principal or immediate supervisor who has the authority to make a decision on the grievance shall make such decision and communicate it in writing to the teacher and the Superintendent within five (5) working days. The decision shall include reasons.
- b. Second Step. In the event a grievance has not been satisfactorily resolved at the first step, the aggrieved teacher and/or Association shall file, within five (5) school days of the principals or immediate supervisor's written decision or answer at the first step, a copy of the grievance with the Superintendent. Within five (5) school days after such written grievance is filed, the aggrieved, an association representative, the principal or immediate supervisor and the Superintendent, or his designee, shall meet to resolve the grievance. The Superintendent,, or his designee, shall provide an answer within five (5) school days after the grievance meeting and communicate it in writing to the teacher, the principal or immediate supervisor and the J.C.E.A.
- c. Third Step. If the grievance cannot be settled at the second step, the grievance shall be submitted to the Board of Education to be considered at a meeting arranged by the Board. The aggrieved teacher and/or the Association may present a written brief to the Board and may request an oral hearing on the grievance which will be granted at the discretion of the Board. If granted, the hearing will be conducted by the full Board or by a subcommittee of the Board, as the Board may designate.
- d. Fourth Step. If the grievance is not resolved satisfactorily within five (5) days after consideration by the Board, there shall be available a fourth step

or impartial advisory arbitration. The J.C.E.A. may submit, in writing, a request to enter into such arbitration. The arbitration proceeding shall be conducted by an Arbitrator to be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven days, the Federal Mediation and Conciliation Service, will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the Arbitrator. The decision of the Arbitrator will be binding on both parties, as prescribed by law.

6. Expenses

Expenses for the Arbitrator's services shall be borne equally by the Board and the J.C.E.A. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

7. Four Corners

The Arbitrator, in his opinion, shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the parties involved. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the Arbitrator which was not previously disclosed to the other party, except rebuttal evidence.

8. Hearings - Time and Place

Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present to attend and will be held, insofar as possible, after regular school hours, or during non-teaching time of personnel involved. When such hearings and conferences are held, at the option of the administration, during school hours, all employees whose presence is required shall be excused, with pay for that purpose.

9. Right to File

Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without representation. Nothing contained in this article or elsewhere in this Agreement shall be construed to prevent any individual employee from discussing a problem with the administration and having it adjusted without establishing precedent.

10. Bypass

If a grievance arises from the action of authority higher than the Principal of a school, or a similar grievance occurs in more than one building, the J.C.E.A. may present such grievance at the appropriate step of the grievance procedure. An informal conference at such level shall be held as the initiating step in such a situation.

11. Extension of Time Limits

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, with every effort made to expedite the process. Time limits specified, however, may be extended by mutual agreement.

12. No Reprisals

A teacher who participates in these grievance procedures shall not be subject to discipline or reprisal because of such participation.

13. Failure to Respond

The failure of a teacher or the J.C.E.A. to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

14. Interference with Instruction

It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or teacher organization representatives shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.

15. Representation in Grievance Processing

Any teacher has a right to be represented in the grievance procedure. The teacher shall be present at any grievance discussion when the administration and/or the J.C.E.A. deems it necessary. When the presence of a teacher at a grievance hearing is requested by either party, illness or other incapacity of the teacher shall be grounds for any necessary extension of grievance procedure time limits.

16. Grievance Withdrawal

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

17. Discussion of Grievance

The parties shall not discuss the grievance with anyone not officially involved at any formal state of the grievance procedure.

18. Grievance Records

All documents, written communications and records dealing with the process of a grievance shall be kept in files separate from personnel records. The contents of such file shall be made available upon request to the involved grievant. If the grievance involves a disciplinary matter and the grievance is denied and the disciplinary matter is kept intact, it shall become part of the personnel record.

ARTICLE VIII

EFFECT OF AGREEMENT

A. Negotiations - General

The parties agree that their duly designated representatives shall negotiate in good faith with respect to salary, fringe benefits and terms and conditions of employment. Each party shall select its own representatives. Negotiations shall begin at a date mutually agreeable to the parties, but in no event will they begin prior to February 1, unless by mutual agreement of the parties.

B. Mediation

If agreement is not reached between the parties on or before the last week day at least 16 days before the expiration date, either party may declare that an impasse exists and a mediator from the Federal Mediation and Conciliation Service, St. Louis, may be requested to assist in resolving the dispute between the parties. The parties agree that a request by either party constitutes a joint request of both parties.

C. Contract - Distribution

Within sixty (60) days of the ratification of the Agreement, the Board shall provide to the Association copies of the new salary schedule and any changes in language electronically.

D. Complete Understanding and Prior Agreements.

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. This version of the Agreement is to take the place of and supersedes all prior written Agreements.

E. Individual Contracts

The terms and conditions of this Agreement shall be reflected in individual contracts or employment agreements.

F. 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.

G. Duration

This Agreement shall be effective **July 1, 2023** and shall continue in effect until **June 30, 2027**. Upon demand of either party prior to **February 1, 2027**, and thereafter each subsequent February 1st for the term of the agreement, negotiations shall commence within sixty (60) days of receipt of demand relative to changes in the Agreement for the subsequent school year(s).

ARTICLE IX

COMPENSATION AND BENEFITS

A. Salary Schedules

Salary Schedule

2023-24	Step + 2.5% (off schedule 2%)
2024-25	Step + 2.0% (off schedule 2%)
2025-26	Step + 2.5% (off schedule 2.5%)
2027-28	Step + 3.0% (off schedule 2.5%)

B. Special Compensation

The Special Compensation Schedule for the term of this Agreement shall be as set forth in Appendix Schedule B, which is attached hereto and incorporated into this Agreement.

C. Payment to Teachers' Retirement

Payments to TRS

2023-24	Board pays 0.5% total
2024-25	Board pays 1% total
2025-26	Board pays 1.5% total
2026-27	Board pays 2% total

Paragraph 1:

For each school year the Board shall remit for each teacher an amount as set forth in the salary schedules contained in Article IX, and designated on said schedule as "Board TRS Contribution", a contribution to the Downstate Teachers' Retirement System to be applied for the retirement account of such teachers.

It is the intent of the parties by this Agreement to qualify these payments as "picked up" contributions within the meaning of Section 414 (H) (2) of the Internal Revenue Code so as to be excludable from the gross income of all teachers. The teachers shall have no right or claim to the funds so remitted, except as they may subsequently become available upon retirement or resignation from the State of Illinois Teachers' Retirement System.

No teacher shall have the option of choosing to receive the amounts contributed by the Board directly and the assumption and payment of the teacher's required contribution to the State of Illinois Teachers' Retirement System is a condition of employment made in order to secure the teacher's future services, knowledge and experience.

To the extent the Board paid contributions to the Teachers' Retirement System (TRS) does not amount to the amount payable and due the TRS, the balance due the TRS shall be deducted from

each teacher's salary on the teacher's behalf by the Board. The Salary Schedule, Appendix A, and the Special Compensation Schedule, Appendix B, for the current school year include full Board Paid Sheltered Retirement at the current TRS contribution rate. In addition thereto, the Board shall deduct these from all monies as required by law or as authorized by the teacher pursuant to this Agreement or-as otherwise authorized by the Board.

Such withholdings shall include any and all additional amounts required to be paid to the State of Illinois Teacher's Retirement System for the amount of such teacher.

Internal Revenue Service rulings indicate that the amount paid the State of Illinois Teachers' Retirement System are properly excludable from the gross income of the teacher for income taxation purposes, and the District will not withhold State and Federal income taxes on funds remitted by the Board as "Board TRS Contribution" to the State of Illinois Teachers' Retirement System on behalf of the teachers.

Paragraph 2:

The Association and each teacher will indemnify and hold harmless the Board, its members, its agents and its employees from any and all claims, demands, actions, complaints, suits or other liability by reason of faithful payments on contributions to the Downstate Teachers' Retirement System pursuant to the provision of this section and the Board's exclusion of the Board Teachers' Retirement System contribution from the teacher's gross income for income tax purposes. If these contributions should be declared illegal, the dollar amount of the Board TRS contributions shall be added to the teacher's stated salary.

D. Insurance

1. The Board shall contribute an amount equal to 68% (per month) toward a single plan hospital, health, and basic dental insurance premium and 48% (per month) toward a family plan hospital, health and basic dental, insurance premium for all teachers. If both spouses are teachers in the District, the Board's contribution toward a family plan shall be equal to the Board's contribution of two single premiums.
2. An employee may request the difference between the single premium and the family premium be withheld as a payroll deduction.
3. The Board will actively pursue bids from other insurance companies every three (3) years beginning prior to July 1, 2016.
4. All insurance bids and/or proposals will be reviewed by the Joint Insurance Committee. This committee will be comprised of equal representation of certified staff and administration or board.

E. Payroll Installments

Each employee shall normally be paid in 24 regular installments on the 10th and 25th of the month respectively. If for any reason pay dates need to be changed this will be announced in writing before the beginning of the contract year. Pay dates will remain in 24 regular installments. No changes will be made during the school term.

F. Full Experience Credit

1. A teacher shall qualify for vertical advancement on the salary schedule (experience movement) at the beginning of each school year by having completed not less than 130 contract days of full-time instruction the preceding year. No vertical advancement shall result from employment of less than 130 workdays. Employees on assault leave will be exempt from this provision.
 - a. Bargaining unit employees who completed not less than 130 contract days of full-time instruction during the 2015-2016 school year shall be entitled to advance vertically one (1) step on the salary schedule for the 2016-2017 school term.
 - b. Bargaining unit employees who completed not less than 130 contract days of full-time instruction during the 2016-2017 school year shall be entitled to advance vertically one (1) step on the salary schedule for the 2017-2018 school term.
 - c. Bargaining unit employees who completed not less than 130 contract days of full-time instruction during the 2017-2018 school year shall be entitled to advance vertically one (1) step on the salary schedule for the 2018-2019 school term.
 - d. Bargaining unit employees who completed not less than 130 contract days of full-time instruction during the 2014-2015 school year and have reached the highest step attainable on the salary schedule (Step 18 for Bachelor's degree and Step 19 for Master's degree) will receive a 2% salary increase. Bargaining unit employees who completed not less than 130 contract days of full-time instruction during the 2014-2015 school year and received a non-compounding stipend of \$1,000.00, reported as creditable earnings for the 2014-2015 school term, will receive a 2% salary increase on top of the \$1,000.00 stipend. The 2% increase given to those staff not eligible for step movement during the 2015-2016 school year will be maintained during their tenure with the district.
 - e. Bargaining unit employees who completed not less than 130 contract days of full-time instruction during the 2015-2016 school year and have reached the highest step attainable on the salary schedule (Step 18 for Bachelor's degree and Step 19 for Master's degree) will receive a 2% salary increase for the 2016-2017 school year that will be maintained during their tenure with the district.
 - f. Bargaining unit employees who completed not less than 130 contract days of full-time instruction during the 2016-2017 school year and have reached the highest step attainable on the salary schedule (Step 18 for Bachelor's degree and Step 19 for Master's degree) will receive a 2% salary increase for the 2017-2018 school year that will be maintained during their tenure with the district.

- g. Bargaining unit employees who completed not less than 130 contract days of full-time instruction during the 2017-2018 school year and have reached the highest step attainable on the salary schedule (Step 18 for Bachelor's degree and Step 19 for Master's degree) will receive a 2% salary increase for the 2018-2019 school year that will be maintained during their tenure with the district.
2. College credits to be recognized for horizontal advancement on the salary schedule must count toward an advanced degree in the teaching area of the faculty member, or in a related field as approved by the Superintendent. Pursuant to Paragraph H.3. of this Article, in some circumstances credit may be granted toward horizontal movement on the salary schedule for undergraduate courses of special value with the prior approval of the Superintendent. In order to apply toward the salary of the teacher for the forthcoming school year, all training must be completed prior to August 31 of the current year and a transcript of credits earned placed on file with the Superintendent by not later than September 3 of the current year. In the event a transcript cannot be obtained by the September 3 date, other official documentation from the college or university indicating successful completion of additional courses will be accepted on a temporary basis, not to exceed sixty (60) days, until an official transcript is provided.
3. Outside teaching experience, as accepted by the Illinois Teachers' Retirement System, shall be allowed as mutually agreed upon by the teacher and the District at the time of initial employment by the District. At the option of the District, a certain amount of trade experience may be given credit on the salary schedule as teaching experience, but not to exceed a total of five (5) years.
4. Part-time and substitute teaching, either in or outside the system, shall not be considered as experience on the salary schedule.
5. Experience credit shall be allowed for active military service if one year of teaching has been completed prior to military service. The amount of experience credit allowed shall be the actual number of teaching months interrupted from time of enlistment until thirty (30) days after discharge from military service, with a maximum amount not to exceed five (5) years.

G. Reimbursement for Approved Study

1. Teachers may apply for tuition reimbursement for approved college courses successfully completed as follows:
 - a. Pre-approved graduate level courses which count toward an advanced degree the field of education and for which the teacher will receive credit toward horizontal movement on the salary schedule, will be reimbursed at the rate of 30% based on SIUE's tuition and fees. Teacher will be reimbursed upon presentation of grades and proof of payment.

- b. If the District requests that a teacher take a course, either graduate or undergraduate, in order to provide the teacher with additional certification or qualifications to teach courses for which the District has a need, the District will reimburse the teacher the full tuition cost for that course.
 - c. Pre-approved graduate or undergraduate level courses which are deemed as contributing to the professional improvement of the teacher, but for which the teacher will not receive credit toward horizontal movement on the salary schedule, will be reimbursed at the rate of 40% based on SIU-E's tuition and fees. Teacher will be reimbursed upon presentation of grades, proof of payment, and required documentation.
 - d. After completion of master's degree, pre-approved graduate and undergraduate courses which are deemed as contributing to the professional improvement of the teacher and approved by the superintendent, will be applied towards horizontal movement and will be reimbursed at the rate of 30% of tuition and fees. Teacher will be reimbursed upon presentation of grades, proof of payment, and required documentation.
2. Qualification for tuition reimbursement shall be as follows:
- a. Under the provisions of the Collective Bargaining Agreement with the Jersey County Education Association, the the District will reimburse a portion of tuition cost for graduate coursework from any accredited institution only if it is pre-approved by the superintendent or designee. All courses must be deemed as being of apparent benefit to the District and have the written approval of the Superintendent prior to enrollment in the course.
 - c. Courses must be successfully completed with receipt of a "B" grade or better.
 - d. The teacher must be an employee of the District at the time the coursework is completed.
 - e. Reimbursement shall be a portion of the actual cost of tuition as outlined on the Tuition Reimbursement Application.
 - f. Each employee will be reimbursed according to above guidelines for no more than eighteen (18) credit hours for a year (September 1 to September 1).
 - g. An employee will be eligible for reimbursement according to the above guidelines upon completion of his/her third year unless a condition of employment).

3. Credit may be granted toward horizontal movement on the salary schedule for undergraduate, or graduate, courses with prior approval of the Superintendent. Teachers who have stepped off the schedule prior to obtaining horizontal movement will be given increases in the base salary by the following amounts:

<u>BS to B+8</u>	<u>\$1000</u>
<u>B+8 to B+16</u>	<u>\$1000</u>
<u>B+16 to Masters</u>	<u>\$3000</u>
<u>M to M+16</u>	<u>\$1000</u>
<u>M+16 to M+32</u>	<u>\$1000</u>

4. The maximum amount expended by the District for tuition reimbursement per fiscal year shall be established at \$30,000, to be dispersed on a “first come, first served” basis.

H. Retirement Benefit

1. Upon retirement, teachers who accumulated at least (non-gifted) 170 sick leave days may receive payment for unused sick leave which was not used for TRS service credit in the amount of Twenty Dollars (\$20.00) per day, not to exceed a total of Three Thousand Dollars (\$3,000.00). [For example, a teacher who accumulated 180 days of sick leave, and uses 170 days for TRS service credit, will receive a stipend of \$200.00 (\$20.00 x 10 days unused for service credit = \$200.00). No teacher who received any gifted days will be eligible for the incentive under this paragraph.

The retirement award referenced herein is offered only as an incentive or bonus for retirement and does not represent compensation for services rendered by the retiring teacher during his or her tenure with the District. The award shall be applied over the teacher’s final year of service, but in no event shall the retirement award cause an increase in the teacher’s total reportable creditable earnings of more than the maximum amount allowed under TRS rules without a penalty or additional payment up to a maximum of six-percent (6%) than the previous year’s total reportable creditable earnings. Any excess amount from the retirement award would be paid to the teacher in a lump sum following the teacher’s last day of employment and after the teacher’s receipt of his or her final paycheck, but no later than September 1st. For purposes of this provision, accumulated sick leave cannot include any donated sick leave per Article IX, Section I.2 or Article VI, Section A.3. Teachers must understand that TRS will not allow any teacher who utilizes unused accumulated sick leave days to establish service credit to also receive payment for the same unused sick leave and have that payment counted as creditable earnings.

2. Sick Leave Balloon – A teacher who provides more than four (4) years advanced notice of retirement and at the time of notice has 130 accumulated sick leave days and at least 15 years of service with Jersey Community Unit School District #100, shall be awarded a sick leave balloon benefit. This benefit shall be awarded prior to the teacher’s fourth

year prior to retirement up to a maximum of 180 days not to exceed 400 days of total accrued sick leave. In order to receive this benefit the employee shall provide the District with an irrevocable letter effective more than four (4) years from the date of notification of retirement. Employee is still to receive yearly, normal sick-leave allotment with a cap not to exceed 400 days upon retirement. The parties agree this provision will extend beyond the duration of the current collective bargaining agreement until the conditions herein described have been satisfied.

3. The Board of Education reserves the exclusive right to consider on a case-by-case basis, without establishing precedent or prejudice in other cases, the requests of teachers for additional donated sick leave beyond the annual allocation of sick leave in exchange for teacher's irrevocable notice of retirement. The donation of sick leave must conform to the rules and regulation of the Teachers' Retirement System. The decision of the Board of Education shall be final and shall not be subject to Article VII – Grievance Procedure.
4. In no event will a teacher who is within four (4) years from retirement eligibility receive an increase in total, reportable TRS creditable earnings in excess of the maximum amount allowed under TRS rules without a penalty or additional payment up to a maximum of six percent (6%) of the prior year's total, reportable TRS creditable earnings, unless any of the statutory exceptions enacted by P.A. 94-1057 to The Illinois Pension Code become applicable.

I. **Overload**

Teachers who teach an extra class and forfeit their daily preparation period as provided to them under Article V – Working Conditions, Section C.3. shall receive one-sixth (1/6) of the Salary Schedule's base bachelor or base master salary dependent upon the teachers' educational placement.

J. **Hiring Bonus**

Upon certification by the Superintendent to the Board that, following the recruitment for a certified position, no person qualified to teach the vacant position is available to accept such position, the Superintendent will have the authority to offer a prospective qualified candidate, who has obtained certification, a sign-on bonus not to exceed a maximum of \$4,000.00. If no such candidate is available to accept the position with a bonus, then the Superintendent will have the authority to offer the position with bonus to a qualified candidate who is actively pursuing certification. The one (1) time bonus shall be paid in equal installments during the teacher's probationary period. The payment of the bonus will not affect the teacher's placement on the salary schedule consistent with years of experience and education. Recruitment will be in conformance with District recruitment and affirmative action policies. In the event this provision is used in the employment of a certified candidate, the Superintendent will notify the Association, in writing, no later than thirty (30) days after employment of candidate.

ARTICLE X

MISCELLANEOUS PROVISIONS

1. A committee made up of one (1) JCEA committee representative, two (2) coaches (one male sport, one female sport), one (1) fine arts representative, the Activities Director, one (1) central office administrator, and one (1) principal will meet on or before September 1 of each year to address all extra pay additions, deletions, and lane changes.
2. Evaluation of all extracurricular personnel will take place during the month following the conclusion of the last event of the season. All recommendations for that season's coaches will be made to the Board of Education during the next month.
3. A committee of four (4) teachers (comprised of primary, elementary, middle and high school) and two (2) administrators will meet before the beginning of each school year to determine appropriate use, guidelines, and frequency of School Improvement Days to be implemented during the duration of this contract.
4. An advisory round table shall meet at the end of the first and third quarter. This group shall consist of a representative from each building (selected on a rotating basis), President of JCEA, Superintendent, and other members agreed upon prior to the meeting. The meeting agenda shall be available one week in advance. Any issues brought to the round table must have been addressed with the building administration prior to being placed on the agenda for the round table. Any complaint added to the round table agenda must include a specific description of the problem, the identity of the complaining party, and a proposed resolution to the problem.
5. Any employee who successfully completes a grant application that results in the grant being awarded to the School District shall be entitled to receive a stipend in the amount of ten-percent (10%) of the grant's value not to exceed \$1,000.00 per grant. The stipend shall be paid to the employee by the District and not from the grant funds, unless expressly allowed by the terms of the grant. A teacher who is within four (4) years of retirement eligibility shall be limited in the amount that he or she can receive as a grant stipend under this provision. Any teacher who is within four (4) years of retirement eligibility shall not be entitled to receive any portion of the stipend provided for under this paragraph that causes a total reportable creditable earnings' increase of more than six percent (6%) than the previous year's total reportable creditable earnings. To qualify for compensation, the grant must exceed five hundred dollars, be pre-approved by the principal, be beneficial to the District, and not cause future monetary hardship. The total accumulated amount of stipends that the employees shall be entitled to receive under this paragraph shall be capped at a maximum of \$10,000.00 for the School District's fiscal year ending June 30. Stipends shall be distributed on a "first-come, first-served" basis. Employees must complete the Grant Stipend Reimbursement Form with all items completed before stipend is sent.
6. Certified staff will have the opportunity to participate in the Jersey 100 Mary and Bob Siemer Future Educator Scholarship Program by agreeing to donate a minimum of one dollar per pay, which qualifies each participant for a chance to win a free day. Participants' names will be placed into a jar where one name will be drawn each month. The participant

whose name is drawn will receive a paid day off. The drawings will occur on the first day of school and continue on the first Friday of each month through May. The money collected from two pay periods each month will be used to pay for the substitute teacher with the remaining money allocated to the District 100 Foundation. The “free day” must be taken during the month the teacher is selected with the exception of August, where he/she will have through September to redeem his/her day. A minimum requirement of 50% participation of certified employees must be satisfied for program approval.

APPENDIX A-1

Salary Schedules**FY 24**

Years	BS	B+8	B + 16	Masters	M + 16	M + 32
0	\$ 41,782.46	\$ 42,312.01	\$ 42,845.95	\$ 45,460.72	\$ 46,748.33	\$ 48,051.32
1	\$ 42,907.47	\$ 43,483.16	\$ 44,016.00	\$ 46,703.28	\$ 48,034.84	\$ 49,356.50
2	\$ 44,033.58	\$ 44,653.22	\$ 45,188.25	\$ 47,946.94	\$ 49,321.35	\$ 50,659.49
3	\$ 45,160.79	\$ 45,825.47	\$ 46,358.31	\$ 49,186.21	\$ 50,606.76	\$ 51,963.58
4	\$ 46,286.90	\$ 47,035.07	\$ 47,529.46	\$ 50,428.78	\$ 51,892.17	\$ 53,267.67
5	\$ 47,411.91	\$ 48,166.67	\$ 48,699.51	\$ 51,670.24	\$ 53,178.68	\$ 54,569.56
6	\$ 48,539.11	\$ 49,338.92	\$ 49,870.67	\$ 52,912.81	\$ 54,464.09	\$ 55,874.75
7	\$ 49,666.32	\$ 50,508.98	\$ 51,040.72	\$ 54,152.08	\$ 55,750.60	\$ 57,179.93
8	\$ 50,792.43	\$ 51,680.13	\$ 52,211.87	\$ 55,396.84	\$ 57,036.01	\$ 58,482.92
9	\$ 51,918.54	\$ 52,849.09	\$ 53,383.03	\$ 56,638.30	\$ 58,322.52	\$ 59,787.01
10	\$ 53,045.74	\$ 54,021.34	\$ 54,553.08	\$ 57,880.87	\$ 59,609.03	\$ 61,090.00
11	\$ 54,170.75	\$ 55,191.39	\$ 55,724.23	\$ 59,120.14	\$ 60,897.74	\$ 62,392.99
12	\$ 55,297.96	\$ 56,362.54	\$ 56,894.29	\$ 60,362.70	\$ 62,182.05	\$ 63,697.08
13	\$ 57,551.28	\$ 58,703.75	\$ 59,237.69	\$ 62,846.73	\$ 64,755.07	\$ 66,307.45
14	\$ 58,678.48	\$ 59,874.90	\$ 60,408.84	\$ 64,088.20	\$ 66,039.39	\$ 67,607.15
15	\$ 59,804.59	\$ 61,044.96	\$ 61,580.00	\$ 65,330.76	\$ 67,325.90	\$ 68,913.43
16	\$ 60,929.60	\$ 62,217.21	\$ 62,748.95	\$ 66,573.33	\$ 68,612.41	\$ 70,217.52
17	\$ 62,057.91	\$ 63,387.26	\$ 63,920.10	\$ 67,813.69	\$ 69,897.82	\$ 71,521.61
18	\$ 66,613.98	\$ 68,032.32	\$ 68,924.42	\$ 70,297.72	\$ 72,470.84	\$ 74,129.79
19				\$ 75,170.20	\$ 77,565.24	\$ 79,595.53

The board will pay 0.5% of the employee's 9% TRS

FY 25

Years	BS	BS+8	BS+16	Masters	M + 16	M + 32
0	\$ 42,618.11	\$ 43,158.25	\$ 43,702.87	\$ 46,369.93	\$ 47,683.29	\$ 49,012.34
1	\$ 43,765.62	\$ 44,352.82	\$ 44,896.32	\$ 47,637.35	\$ 48,995.53	\$ 50,343.63
2	\$ 44,914.25	\$ 45,546.28	\$ 46,092.02	\$ 48,905.88	\$ 50,307.77	\$ 51,672.68
3	\$ 46,064.00	\$ 46,741.98	\$ 47,285.47	\$ 50,169.94	\$ 51,618.89	\$ 53,002.85
4	\$ 47,212.63	\$ 47,975.77	\$ 48,480.05	\$ 51,437.35	\$ 52,930.01	\$ 54,333.02
5	\$ 48,360.14	\$ 49,130.01	\$ 49,673.50	\$ 52,703.65	\$ 54,242.25	\$ 55,660.95
6	\$ 49,509.90	\$ 50,325.70	\$ 50,868.08	\$ 53,971.06	\$ 55,553.37	\$ 56,992.24
7	\$ 50,659.65	\$ 51,519.16	\$ 52,061.54	\$ 55,235.12	\$ 56,865.61	\$ 58,323.53
8	\$ 51,808.28	\$ 52,713.73	\$ 53,256.11	\$ 56,504.77	\$ 58,176.73	\$ 59,652.58
9	\$ 52,956.91	\$ 53,906.07	\$ 54,450.69	\$ 57,771.07	\$ 59,488.97	\$ 60,982.75
10	\$ 54,106.66	\$ 55,101.76	\$ 55,644.14	\$ 59,038.49	\$ 60,801.21	\$ 62,311.80
11	\$ 55,254.17	\$ 56,295.22	\$ 56,838.72	\$ 60,302.54	\$ 62,115.69	\$ 63,640.85
12	\$ 56,403.92	\$ 57,489.80	\$ 58,032.17	\$ 61,569.95	\$ 63,425.69	\$ 64,971.02
13	\$ 58,702.30	\$ 59,877.83	\$ 60,422.44	\$ 64,103.67	\$ 66,050.17	\$ 67,633.60
14	\$ 59,852.05	\$ 61,072.40	\$ 61,617.02	\$ 65,369.96	\$ 67,360.17	\$ 68,959.29
15	\$ 61,000.68	\$ 62,265.86	\$ 62,811.60	\$ 66,637.38	\$ 68,672.41	\$ 70,291.70
16	\$ 62,148.19	\$ 63,461.55	\$ 64,003.93	\$ 67,904.79	\$ 69,984.65	\$ 71,621.87
17	\$ 63,299.06	\$ 64,655.01	\$ 65,198.51	\$ 69,169.97	\$ 71,295.77	\$ 72,952.04
18	\$ 67,946.25	\$ 69,392.97	\$ 70,302.91	\$ 71,703.68	\$ 73,920.25	\$ 75,612.38
19				\$ 76,673.60	\$ 79,116.55	\$ 81,187.44

The board will pay 1% of the employee's 9% TRS

FY 26

Years	Bachelors	BS+8	BS+16	Masters	M + 16	
0	\$ 43,683.57	\$ 44,237.21	\$ 44,795.44	\$ 47,529.18	\$ 48,875.37	\$ 50,237.65
1	\$ 44,859.76	\$ 45,461.65	\$ 46,018.73	\$ 48,828.28	\$ 50,220.42	\$ 51,602.22
2	\$ 46,037.11	\$ 46,684.94	\$ 47,244.32	\$ 50,128.53	\$ 51,565.47	\$ 52,964.50
3	\$ 47,215.60	\$ 47,910.53	\$ 48,467.61	\$ 51,424.19	\$ 52,909.37	\$ 54,327.92
4	\$ 48,392.95	\$ 49,175.17	\$ 49,692.05	\$ 52,723.29	\$ 54,253.26	\$ 55,691.35
5	\$ 49,569.15	\$ 50,358.26	\$ 50,915.34	\$ 54,021.24	\$ 55,598.31	\$ 57,052.48
6	\$ 50,747.64	\$ 51,583.85	\$ 52,139.78	\$ 55,320.34	\$ 56,942.21	\$ 58,417.05
7	\$ 51,926.14	\$ 52,807.14	\$ 53,363.07	\$ 56,616.00	\$ 58,287.25	\$ 59,781.62
8	\$ 53,103.48	\$ 54,031.58	\$ 54,587.51	\$ 57,917.39	\$ 59,631.15	\$ 61,143.90
9	\$ 54,280.83	\$ 55,253.72	\$ 55,811.95	\$ 59,215.35	\$ 60,976.20	\$ 62,507.32
10	\$ 55,459.32	\$ 56,479.31	\$ 57,035.25	\$ 60,514.45	\$ 62,321.24	\$ 63,869.60
11	\$ 56,635.52	\$ 57,702.60	\$ 58,259.69	\$ 61,810.10	\$ 63,668.59	\$ 65,231.87
12	\$ 57,814.02	\$ 58,927.04	\$ 59,482.98	\$ 63,109.20	\$ 65,011.34	\$ 66,595.30
13	\$ 60,169.86	\$ 61,374.77	\$ 61,933.01	\$ 65,706.26	\$ 67,701.43	\$ 69,324.44
14	\$ 61,348.35	\$ 62,599.21	\$ 63,157.45	\$ 67,004.21	\$ 69,044.18	\$ 70,683.27
15	\$ 62,525.70	\$ 63,822.50	\$ 64,381.89	\$ 68,303.31	\$ 70,389.22	\$ 72,048.99
16	\$ 63,701.90	\$ 65,048.09	\$ 65,604.03	\$ 69,602.41	\$ 71,734.27	\$ 73,412.42
17	\$ 64,881.54	\$ 66,271.38	\$ 66,828.47	\$ 70,899.22	\$ 73,078.17	\$ 74,775.84
18	\$ 69,644.91	\$ 71,127.79	\$ 72,060.48	\$ 73,496.27	\$ 75,768.26	\$ 77,502.69
19				\$ 78,590.44	\$ 81,094.46	\$ 83,217.13

The board will pay 1.5% of the employee's 9% TRS

FY 27

Years	BS	BS+8	BS+16	Masters	M+16	M+32
0	\$ 44,994.07	\$ 45,564.32	\$ 46,139.30	\$ 48,955.06	\$ 50,341.64	\$ 51,744.78
1	\$ 46,205.56	\$ 46,825.49	\$ 47,399.29	\$ 50,293.13	\$ 51,727.03	\$ 53,150.29
2	\$ 47,418.22	\$ 48,085.48	\$ 48,661.65	\$ 51,632.39	\$ 53,112.43	\$ 54,553.43
3	\$ 48,632.07	\$ 49,347.84	\$ 49,921.64	\$ 52,966.91	\$ 54,496.65	\$ 55,957.76
4	\$ 49,844.74	\$ 50,650.42	\$ 51,182.81	\$ 54,304.99	\$ 55,880.86	\$ 57,362.09
5	\$ 51,056.22	\$ 51,869.00	\$ 52,442.80	\$ 55,641.88	\$ 57,266.26	\$ 58,764.05
6	\$ 52,270.07	\$ 53,131.36	\$ 53,703.98	\$ 56,979.95	\$ 58,650.47	\$ 60,169.56
7	\$ 53,483.92	\$ 54,391.35	\$ 54,963.97	\$ 58,314.48	\$ 60,035.87	\$ 61,575.07
8	\$ 54,696.59	\$ 55,652.52	\$ 56,225.14	\$ 59,654.92	\$ 61,420.09	\$ 62,978.21
9	\$ 55,909.25	\$ 56,911.33	\$ 57,486.31	\$ 60,991.81	\$ 62,805.48	\$ 64,382.54
10	\$ 57,123.10	\$ 58,173.69	\$ 58,746.30	\$ 62,329.88	\$ 64,190.88	\$ 65,785.68
11	\$ 58,334.59	\$ 59,433.68	\$ 60,007.48	\$ 63,664.41	\$ 65,578.64	\$ 67,188.83
12	\$ 59,548.44	\$ 60,694.85	\$ 61,267.47	\$ 65,002.48	\$ 66,961.68	\$ 68,593.16
13	\$ 61,974.95	\$ 63,216.01	\$ 63,791.00	\$ 67,677.44	\$ 69,732.47	\$ 71,404.18
14	\$ 63,188.80	\$ 64,477.19	\$ 65,052.17	\$ 69,014.34	\$ 71,115.50	\$ 72,803.77
15	\$ 64,401.47	\$ 65,737.18	\$ 66,313.34	\$ 70,352.41	\$ 72,500.90	\$ 74,210.46
16	\$ 65,612.95	\$ 66,999.53	\$ 67,572.15	\$ 71,690.48	\$ 73,886.30	\$ 75,614.79
17	\$ 66,827.99	\$ 68,259.52	\$ 68,833.32	\$ 73,026.19	\$ 75,270.51	\$ 77,019.12
18	\$ 71,734.26	\$ 73,261.63	\$ 74,222.30	\$ 75,701.16	\$ 78,041.31	\$ 79,827.77
19				\$ 80,948.16	\$ 83,527.29	\$ 85,713.64

The board will pay 2% of the employee's 9% TRS

APPENDIX B

Special Compensation Schedule

1. Extra-Curricular Compensation

The index value set opposite the following list of special assignments represents the relative relationship between various special assignments for purposes of computing the additional compensation the staff member will receive for these additional responsibilities over and above those usually assigned during the school year. To determine the additional compensation to be paid to the staff member performing these duties, the index values are to be multiplied by a base amount of **Two Hundred Two Dollars and 00/100 (\$202.00) in the 2023-2024 school year, Two Hundred Four Dollars and 00/100 (\$204.00) in the 2024-2025 school year, Two Hundred Six Dollars and 00/100 (\$206.00) in the 2025-2026 school year, and Two Hundred Eight Dollars and 00/100 (\$208.00) in the 2026-2027 school year.**

	Index Value
Lane A	
Head Basketball Coach - JCHS - Boys	36.36
Head Basketball Coach - JCHS - Girls	36.36
Head Football Coach - JCHS	36.36
Lane B	
Head Track Coach - JCHS - Boys	29.06
Head Track Coach - JCHS - Girls	29.06
Head Baseball Coach - JCHS - Boys	29.06
Head Softball Coach - JCHS - Girls	29.06
Head Wrestling Coach - JCHS - Boys	29.06
Head Volleyball Coach - JCHS - Girls	29.06
Head Soccer Coach - JCHS - Boys	29.06
Head Soccer Coach - JCHS - Girls	29.06
Head Tennis Coach - JCHS - Girls	29.06
Head Tennis Coach - JCHS - Boys	29.06
Head Cross Country Coach - JCHS	29.06
Head Golf Coach - JCHS - Boys	29.06
Head Golf Coach - JCHS - Girls	29.06
Head Bowling - JCHS	29.06
Theatre Director - JCHS	29.06
Instrumental Music Director - JCHS	29.06
Vocal Music Director - JCHS	29.06
Winter Cheerleader Sponsor - JCHS	29.06
Pompon Sponsor - JCHS	29.06

Lane C

Assistant Basketball Coach - JCHS - Boys	22.70
Assistant Basketball Coach - JCHS - Girls	22.70
Assistant Football Coach - JCHS	22.70
Basketball Coach – JCMS 8 th - Boys	22.70
Basketball Coach – JCMS 8 th - Girls	22.70
Basketball Coach – JCMS 7 th - Boys	22.70
Basketball Coach – JCMS 7 th - Girls	22.70
Football Coach – JCMS 8 th	22.70
Football Coach – JCMS 7 th	22.70

Lane D

Assistant Baseball Coach - JCHS - Boys	18.92
Assistant Volleyball Coach - JCHS - Girls	18.92
Assistant Track Coach - JCHS - Boys	18.92
Assistant Track Coach - JCHS - Girls	18.92
Assistant Softball Coach - JCHS - Girls	18.92
Assistant Wrestling Coach - JCHS - Boys	18.92
Assistant Soccer Coach – JCHS – Boys	18.92
Assistant Soccer Coach – JCHS – Girls	18.92
Assistant Bowling Coach - JCHS Boys/Girls	18.92
Assistant Cross Country Coach - JCHS Boys/Girls	18.92
Assistant Tennis Coach - JCHS - Girls	18.92
Assistant Tennis Coach - JCHS – Boys	18.92
Softball Coach – JCMS	18.92
Cross Country Coach – JCMS	18.92
Wrestling Coach – JCMS	18.92
Head Track Coach - JCMS – Boys	18.92
Head Track Coach - JCMS – Girls	18.92
Volleyball Coach - JCMS - Girls	18.92
Youth Sports – Boys/Girls	18.92
Yearbook Sponsor - JCHS	18.92
Vocal Music Director - JCMS	18.92
Instrumental Music Director - JCMS	18.92

Lane E

Student Council Sponsor – JCHS	15.10
Assistant Football Coach - JCMS	15.10
Fall Cheerleader Sponsor - JCHS	15.10

Lane F

Assistant Wrestling Coach – JCMS	14.25
Department Heads - JCHS	14.25
Scholastic Bowl – JCHS	14.25

Lane G

Student Council Sponsor - JCMS	11.51
--------------------------------	-------

Lane H

Intramural Coordinator - JCHS	10.09
Cheerleader Sponsor – JCMS	10.09
Pompon Sponsor - JCMS	10.09
Rifle/Drill Team Sponsor - JCHS	10.09
AG/FFA Activities Sponsor - JCHS	10.09
All-Athletics Lifting - JCHS	10.09

Lane I

Vocal Music Director - Elementary	7.59
Instrumental Music Director Elementary	7.59
Senior Class Sponsor - JCHS	7.59
Junior Class Sponsor - JCHS	7.59
Yearbook Sponsor – JCMS	7.59
Drama Sponsor - JCMS	7.59

Lane J

Sophomore Class Sponsor - JCHS	4.71
Freshman Class Sponsor - JCHS	4.71
Jets/Junior Olympiad/Senior Olympiad Sponsor	4.71
National Honor Society	4.71

When a vacancy arises in any of the extra-curricular compensation listed in Appendix B, said compensation shall be paid to certified teachers covered under this contract agreement. When the position is an assistant coach, the head coach shall be part of the committee interviewing and recommending candidates. In the event of a change in head coach, all of the associated assistant positions will be deemed vacant. If no qualified certified teacher applies for a position, the extra-curricular position may go to another qualified individual. The Board of Education shall determine whether an applicant for a position is qualified.

Extra-curricular services are jobs defined as assignments that are in addition to the normal work schedule and/or that exceed the normal workday. Whenever possible extra-curricular assignments shall be voluntary and made with the consent of the employee. The amounts listed indicate the amount to be paid to each person if more than one person is assigned to the position. All amounts include Board contribution to TRS.

2. Special Stipends

Speech Therapists and Special Education Teachers employed or assigned by the District prior to August 23, 1985 will receive additional compensation in the amount of \$1,086.00 and \$546.00 respectively, said amounts include Board contributions to TRS.

3. Extended Contracts

Staff members employed on extended contracts shall be paid 1/180 for each day of additional service beyond the regular 180 day work year.

4. Hourly Rates

After School Detention	\$28.00
Supervision and Tutoring	
Extra Class Supervision	\$20.00
(per period)	
Driver Education	\$30.00
Home Teaching (plus	
mileage)	\$30.00
Summer School	\$30.00
Bus Duty (\$10.50 per	
duty minimum)	\$28.00
Secondary Bus Riding	
per trip(excess of 5 hours	
at \$2.50 per hour)	\$44.00

5. Mileage Rate

The mileage rate will be the IRS deductible rate established January 1st of the year in which the School District's fiscal year begins.

Example: The mileage rate for the fiscal year July 1, 2015 through June 30, 2016 would be the IRS deductible rate effective January 1, 2016.

NOTE: All amounts reflected in this Appendix include the staff member's required contribution to the Illinois Teachers' Retirement System.

Attachment A

Retirement Incentive Award Payment

Upon receipt of a teacher's irrevocable notice of intent to retire, the Board of Education shall award the teacher an amount of \$4,050.00 for one year's notice of intent to retire and \$8,100.00 for two year's notice of intent to retire, subject to the following conditions:

1. The teacher shall have a minimum of twenty (20) years of full-time teaching service immediately preceding the intended date of retirement.
2. The teacher shall be at least sixty (60) years of age on or before June 30th of the year of their retirement or will have at least thirty-five (35) years of creditable service and will not retire under the statutory Early Retirement Option causing the District to have to pay a penalty or other monies constituting a surcharge to the Teacher's Retirement System. Donated sick leave per Article IX, Section I.2. above shall not be used to qualify for the retirement incentive payment herein set forth.
3. The teacher shall have tendered to the Board a binding, irrevocable resignation and application for the award. The teacher's notice must be provided by September 1st of the actual year of retirement to receive the one year award of \$4,050.00, and by September 1st of the year prior to the actual year of retirement to receive the two year award of \$8,100.00.
4. In exchange for the teacher's binding, irrevocable resignation, the District agrees to pay a retirement award to any teacher covered by this collective bargaining agreement who retires pursuant to the retirement award provisions herein. In the event of any limitation in the program, the teacher with the greatest District seniority shall have the participation option. The district and the teacher agree to execute a Retirement Award Agreement that governs the payment of the retirement award.

The retirement award shall be applied over the teacher's one or two year pre-retirement period, depending upon the date the teacher submits his or her letter of resignation, but in no event shall their retirement award cause an increase in the teacher's total reportable creditable earnings of more than the maximum amount allowed under TRS rules without a penalty or additional payment up to a maximum of six-percent (6%) than the previous year's total reportable creditable earnings during the designated pre-retirement period. Any excess amounts from the retirement award would be paid to the teacher in a lump sum following the teacher's last day of employment and after the teacher's receipt of his or her final paycheck, but no later than September 1st.

5. If a teacher fails to complete the pre-retirement period, leaves the District prior to the designated retirement date or otherwise retires under the statutory Early Retirement Option causing the district to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, the District shall be entitled to damages for breach of contract against the Teacher in an amount equal to the retirement award payment received by the Teacher, including tax and retirement withholdings.

6. The retirement award payment referenced herein is offered only as an incentive or bonus for retirement and does not represent compensation for services rendered by the retiring teacher during his or her tenure with the District.
7. In the event the retirement award provided for in this article would cause the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, or would conflict with any state statute or final rule or regulation promulgated by the Teachers' Retirement System, the provisions of this section shall become void and the parties agree to reopen this agreement and attempt to midterm bargain changes necessary to correct any defect created by this incentive.
8. Teacher should not rely upon the continuation of this retirement incentive award payment program in subsequent collective bargaining agreements. Unless the parties agree to continue this Section in a subsequent collective bargaining agreement, the forgoing benefits will be denied to those who have not applied for such benefits prior to the expiration of this agreement or by the end of the 2014-15 school year, which ever occurs sooner.
9. In no event will a teacher who is within four (4) years from retirement eligibility receive an increase in total, reportable TRS creditable earnings in excess of the maximum amount allowed under TRS rules without a penalty or additional payment up to a maximum of six percent (6%) of the prior year's total, reportable TRS creditable earnings, unless any of the statutory exception enacted by P.A. 94-1057 to the Illinois Pension Code become applicable.

Attachment B

RETIREMENT AWARD AGREEMENT

This Agreement is entered into on this _____ day of _____, 200__, by and between Jersey Community Unit School District 100 (hereinafter "Employer" or "District") and [insert teacher's name] (hereinafter "Teacher") to establish the rights of Teacher to a retirement award payment from the Employer. It is expressly understood that this Agreement confirms the rights given to Teacher under the 2012-2015 collective bargaining agreement between the Jersey County Education Association and the Employer. This Agreement does not alter in any way Teacher's right to any other benefits provided by the Employer via the collective bargaining agreement or other agreements.

1. The Teacher shall receive a retirement award payment upon submission of his/her irrevocable notice of intent to retire. Payment of the award is to be made pursuant to the terms of the Employer's collective bargaining agreement with the Jersey County Education Association.
2. The Teacher's retirement award will consist of: [detail the amount of benefits and how the benefits will be paid, i.e., last paycheck and post-retirement or spread out over pre-retirement period, subject to the creditable earnings limitation].
3. Upon the intended date of retirement, Teacher will have a minimum of twenty (20) years of service. The teacher will be at least sixty (60) years of age on or before June 30th of the year of their retirement or will have at least thirty-five (35) years of creditable service and will not retire under the statutory Early Retirement Option causing the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System. If Teacher fails to complete the pre-retirement period, leaves the District prior to the designated retirement date or otherwise retires under the statutory Early Retirement Option causing the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, the District shall be entitled to damages for breach of contract against the Teacher in an amount equal to the retirement award payment received by Teacher, including tax and retirement withholdings.
4. The retirement award payment referenced herein is offered only as an incentive or bonus for retirement and does not represent compensation for services rendered by Teacher during his or her tenure with the District.
5. All payments made under the Teacher's retirement award will be made and paid following all applicable Federal and Illinois statutes, laws, and regulations.
6. Teacher shall not borrow against or assign the right to receive payments under this contract.
7. The laws of Illinois will apply to any disputes that arise under this contract.
8. I intend to retire after the _____ school year.

For the Employer

Teacher


Date

SIGNATURE PAGE

This Agreement is signed this 15th Day of June, 2023

IN WITNESS WHEREOF:


For the Certified Employees'
Organization, JCEA



President




Secretary



Notary Public

For the Board of Education of
Community Unit School District No. 100



President



Secretary

