

AGREEMENT BETWEEN

THE BOARD OF EDUCATION

AND

**WASHINGTON GRADE SCHOOL DISTRICT NO. 52
EDUCATION ASSOCIATION**

July 1, 2022 – July 1, 2025

TABLE OF CONTENTS

	<u>Page</u>
Article I Recognition and Definitions	1
Article II Right to Organize and Participate	1
2.1 Right to Organize and Participate	1
Article III Employee Rights	1
3.1 Reprimand/Discipline	1
3.2 Probation/Non-certificated Personnel.....	2
Article IV Evaluation	2
Article V Grievance Procedure	2
5.1 Definition	2
Article VI Association Rights	4
6.1 Board Meetings - Notification	4
6.2 Board of Education Agendas	4
6.3 Board Packets.....	4
6.4 Board Minutes - Association Copies	4
6.5 Association Business Days	4
Article VII Working Conditions	5
7.1 Work Year	5
7.2 Mentor Teacher / Summer Training	5
7.3 Parent Conferences	5
7.4 Custodial/Maintenance.....	5
7.5 Aides	6
7.6 Secretaries	6
7.7 Additional Hours.....	6
7.8 Holiday Schedule	6
7.9 Mileage Reimbursement	7
7.10 Preparation Time.....	7
Article VIII Leave	7
8.1 Sick Leave	7
8.2 Sick Leave Bank	8
8.3 Child Rearing Leave.....	9
8.4 Personal Leave	9
8.5 Non-Family Bereavement Leave.....	10
8.6 Professional Leave.....	10
8.7 Jury Duty	10
8.8 Miscellaneous Leaves.....	10
8.9 Non-School Days	10

	<u>Page</u>
Article IX	Assignment and Transfer 10
	9.1 Transfer Procedures 10
	9.2 Personnel File 11
	9.3 Vacancies 11
Article X	Salary and Fringe Benefits..... 11
	10.1 Extracurricular Compensation 11
	10.2 Noncertified Staff Compensation..... 11
	10.3 Insurance 11
	10.4 Term Life Insurance 11
	10.5 Tuition Reimbursement 12
	10.6 National Board Certification 13
	10.7 Salary Payment Schedule 13
	10.8 Board-Paid Teacher Retirement..... 14
	10.9 Board-Paid Teacher Retirement Health Contribution 14
	10.10 Early Retirement Incentive 14
	10.11 Seniority 17
	10.12 Reduction in Force 17
	10.13 Recall 17
	10.14 Tax Shelter Annuities 18
	10.15 Waiver of Non-resident Tuition for Children of Employees..... 18
Article XI	Effect of Agreement 18
	11.1 Savings Clause 18
	11.2 Ratification Language 18
	11.3 Complete Understanding 19
	11.4 Contractual Amendments..... 19
	11.5 No Strike Provision..... 19
	11.6 Duration of Agreement 19
	Appendix “A” 20
	Addendum to Salary Schedule..... 23
	Appendix “B” 24
	Appendix “C” 25

ARTICLE I

RECOGNITION AND DEFINITIONS

1.1 This Agreement is made and entered into between the Board of Education and the Washington Grade School District No. 52 Education Association, IEA/NEA, hereinafter referred to as the "Association".

1.2 The Washington Grade School District No. 52 Education Association, IEA/NEA, is the sole and exclusive bargaining representative for all full-time and part-time certificated and non-certificated personnel, including secretaries, custodians and aides, hereinafter referred to as the "Employee".

1.3 Excluded are all confidential employees, the secretary to the superintendent, supervisors (including the custodial maintenance supervisor), and managerial employees as defined by the Illinois Educational Labor Relations Act.

ARTICLE II

RIGHT TO ORGANIZE AND PARTICIPATE

2.1 Right to Organize and Participate

Employees shall have the right to form, join or assist professional employees' organizations, to participate in professional negotiations with the School Board through representatives of their own choosing and consistent with other terms of this Agreement to engage in other activities, for the purpose of establishing, maintaining, protecting or improving conditions of professional service and other educational standards. Employees shall also have the right to refrain from any or all of such activities. Individuals and minority organizations may present their views and recommendations to the Board at regularly scheduled meetings of the Board of Education.

ARTICLE III

EMPLOYEE RIGHTS

3.1 Reprimand/Discipline

Disciplinary action or official reprimands against any Employee shall be exercised in a fair and reasonable manner. Dismissal of tenured teachers, failure to renew the employment of a non-tenured teacher, suspensions that are issued pursuant to the School Code and which are preliminary to a possible dismissal, letters of remediation issued pursuant to Section 24-12 or arising from the evaluation process and professional evaluations shall not be subject to this provision. An Employee may have present an Association representative when receiving an official reprimand or at a disciplinary conference.

3.2 Probation/Non-certificated Personnel

Non-certificated Employees shall be classified as probationary until they have continually been employed for at least sixty (60) working days in their classification and notwithstanding the above “Reprimand/Discipline” provision, within said probationary period may be disciplined or discharged without cause. During the probationary period, Employees will accrue and be allowed to take one day of sick leave per month. During the probationary period an Employee may take one of the personal leave days authorized for the year, but should the Employee not successfully complete the probationary period, the compensation received for the personal leave shall be reimbursed to the District and deducted from the Employee’s last paycheck.

ARTICLE IV

EVALUATION

4.1 Evaluation

The District shall comply with the Performance Evaluation Reform Act (PERA) of the Illinois School Code. All Tenured Teachers shall be evaluated at least once every two years and all non-tenured Teachers shall be evaluated annually, using the four rating levels outlined in PERA. For any Teacher in contractual continued service who receives a “needs improvement” rating or an “unsatisfactory rating within 30 school days, a professional development plan or remediation plan, as applicable, shall be developed and implemented, in accordance with the provisions of PERA and the Illinois School Code. Nothing in this paragraph shall prevent a teacher on a professional development plan or remediation plan from being subject to a reduction in force. Neither the ratings nor comments within the evaluation shall be subject to the grievance procedure. Both parties agree to renegotiate the terms of this provision in the event of any changes to the law.

ARTICLE V

GRIEVANCE PROCEDURE

5.1 Definition

- A. A grievance is a complaint by an Employee or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement.
- B. Grievances shall be presented in writing and adjusted in accordance with the following procedures:

- Step 1. A complaint shall first be discussed between the grievant and the immediate supervisor to try to work out the alleged grievance informally. The grievant and supervisor will be allowed fifteen (15) school days in which to arrive at a resolution.

A written grievance must be filed with the supervisor within thirty (30) days after the fifteen (15) day resolution period. The immediate supervisor shall make a written response with reasons within ten (10) days following receipt of the written grievance.

- Step 2. If the grievance is not resolved at Step 1, the Association may appeal the grievance to the superintendent in writing within fifteen days of receipt of the Step 1 response. The grievant and the superintendent will meet within fifteen (15) school days of receipt of the Association's written appeal in an attempt to resolve the dispute. The superintendent must file a written response with reasons within ten (10) school days after the fifteen (15) day resolution period.

- Step 3. If the grievance is not resolved at Step 2, the Association may appeal the grievance to the Board by delivering a written notice of the appeal to the Board President within fifteen (15) days of receipt of the Superintendent's written response. The Board shall consider the grievance at the next regularly scheduled meeting following receipt of the notice unless the next regularly scheduled meeting occurs less than five days after receipt of the notice in which case the grievance shall be considered at the following regularly scheduled board meeting. The Board shall respond to the grievance in writing within 15 days of the meeting.

- Step 4. If the complaint is not resolved in accordance with Step 3, the Association may appeal the grievance to final and binding arbitration through the Federal Mediation and Conciliation Service (FMCS).

If a demand is not filed within thirty (30) days after the completion of Step 3, the grievance will be deemed withdrawn with prejudice as to the individual grievant or grievants. If the grievance is filed by the Association, it will be deemed withdrawn with prejudice as to all bargaining members.

- C. All time limits herein shall be in school days.
- D. At the request of an Employee, an Association representative shall be guaranteed at all steps of the procedure. No reprisals shall be taken by the employer against any Employee because of the Employee's participation in a grievance.

- E. The fees and expenses of the arbitrator shall be shared equally by the parties.
- F. If only one party requests the presence of a court reporter, that party shall bear the cost of the reporter.

ARTICLE VI

ASSOCIATION RIGHTS

6.1 Board Meetings - Notification

The President of the Association or his/her designee shall be given written notice of any regular or special meeting of the Board together with a copy of the agenda or statement of purpose of such meeting with at least twenty-four (24) hours' prior notice of the scheduled time of such meeting.

6.2 Board of Education Agendas

Copies of Board of Education agendas shall be posted on the District website and at each building at least twenty-four (24) hours prior to each Board of Education meeting.

6.3 Board Packets

Information contained in packet furnished to members of the Board of Education in advance of the meeting shall be furnished to the Association at the same time as provided to Board members, except that the Association shall not receive the following:

1. Information dealing with subject matters that are appropriately discussed in closed session.
2. Internal reports or memoranda from the Administration to the Board of Education which are not to be made public.
3. Information which would, if provided, violate any person's right to privacy.
4. Information which falls under any exception to the Freedom of Information Act.
5. Information that would, if provided, violate any other statute.

6.4 Board Minutes - Association Copies

Copies of all Board minutes of open meetings shall be posted on the District website as soon as they have been officially approved.

6.5 Association Business Days

Upon request to the Association President, an Employee shall be released with pay for Association business, providing substitutes, if deemed necessary by the administration,

are provided at the Association's expense. The total number of release days shall not exceed an aggregate of four (4) days per year.

ARTICLE VII

WORKING CONDITIONS

7.1 Work Year

The teacher work year shall consist of 180 teacher attendance days.

7.2 Mentor Teacher/Summer Training

The District shall provide a Mentor Teacher program to assist teachers newly hired within the District. The tenured teachers participating in this program will receive a monetary stipend of \$500 per year. District Required Trainings or kindergarten screening that occurs in the summer will be paid at \$22/hr.

7.3 Parent Conferences

Each teacher shall be provided sufficient parent conference release time during the teacher contract day based upon 15 minute conferences not to exceed 24 scheduled conferences per day. Necessary additional parent conferences shall be scheduled as close to the regular parent conference day as possible, and the superintendent shall be informed 24 hours in advance of the need for additional release time.

7.4 Custodial/Maintenance

Working Hours

<u>Work Year</u>	<u>Work Day/Week</u>	<u>Normal Hours</u>	<u>Lunch</u>	<u>Breaks</u>
12 months	8 hours per day, 5 days per week (excludes lunch)	As reasonably established by Superintendent/Building Administrator	1 hour (unpaid)	2 – 10 minute breaks

Vacation

After first year - one week paid vacation

After second year - two weeks paid vacation

After tenth year - three weeks paid vacation

Custodial/maintenance Employees may be required to take vacation during the summer when school is not in session. The normal starting and quitting time for custodial/maintenance Employees may, upon reasonable notice, occasionally be varied.

7.5 Aides

Working Hours

Work Year	Work Day/Week	Normal Hours	Lunch	Breaks
Aides – No less Than the number of student attendance days and no more than 180 days. Either the aide or the Superintendent shall have the right to require up to 180 days.	7 hours per day 5 days per week (excludes lunch) By mutual agreement an aide's work day may fluctuate - exceeding 7 hours per day. Overtime over 40 hours will be paid to Aides who are required to work additional hours that have been requested by administration.	As reasonably established by Superintendent/ Building Administrator	45 minutes (unpaid)	2 – 10 minute breaks

7.6 Secretaries

Working Hours

Work Year	Work Day/Week	Normal Hours	Lunch	Breaks
10 months	(1) Secretary per school 8 hours per day 5 days per week (excludes lunch) Remaining secretaries 7 hours per day 5 days per week (excludes lunch)	As reasonably established by Superintendent/ Building Administrator	1 hour (unpaid)	2 - 10 minute breaks

The normal starting and quitting time for secretaries may, upon reasonable notice, occasionally be varied.

7.7 Additional Hours

Non-certified Employees shall be paid 1½ times their regular hourly rate for each hour worked in excess of 40 hours in any work week.

7.8 Holiday Schedule

The following are observed as paid holidays for all full-time noncertified Employees, except aides and secretaries shall not be paid for holidays falling outside the assigned work year. For purposes of this section, "full-time" shall include all noncertified Employees who regularly work

30 hours per week or more. The holiday pay shall reflect the number of hours the Employee would normally have worked on the day of the week on which the holiday is celebrated.

The first Monday in September, Labor Day
The second Monday in October, Columbus Day
Wednesday before Thanksgiving (Recognition of Veterans Day)
Thanksgiving Day
The Day after Thanksgiving Day (If Casimir Pulaski's Birthday is a work day)
December 25, Christmas Day
January 1, New Year's Day
Martin Luther King Day
President's Day
Good Friday
The day designated as Memorial Day by federal law (if a weekday)
July 4, Independence Day (if a weekday)

Each full-time custodial/maintenance Employee shall receive as a day off either the day after Thanksgiving or the day preceding or following Christmas Day. Any secretary required to work on one of the above-listed holidays shall be given the option of either equivalent time off or be paid at 1-1/2 times his/her regular rate of pay.

7.9 Mileage Reimbursement

Any Employee using his/her vehicle for District business shall be reimbursed at the IRS approved rate then in effect.

7.10 Preparation Time

Teachers will receive at least 150 minutes of preparation time per week; the parties recognize that exceptions may occur in the event of shortened weeks, school assemblies, field trips and for other similar reasons. Preparation time shall be scheduled during the student contact hours provided there are no cuts to 2021-22 staffing levels in any special curriculum classes. In the event of any such staffing cuts, the Board shall not schedule preparation periods outside the normal student contact hours without bargaining.

ARTICLE VIII

LEAVE

8.1 Sick Leave

Sick leave shall be interpreted, according to Section 24-6, Illinois School Code, to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. In case of adoption, on a case-by-case basis, the Board may grant permission to use sick leave. For purposes of this policy, immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law,

brothers-in-law, sisters-in-law, and legal guardians. In the case of death, and only in the case of death, an aunt, uncle, niece, nephew, or cousin shall be considered immediate family. The Board may require a physician's certificate or if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases. The first day of each school year the Administration shall notify each Employee in writing of the amount of sick leave that Employee has accumulated.

Sick leave with full pay will be granted as follows:

A. Full time certified employees working on a nine or ten month contract will be granted sick day as follows:

Years 0-9 of service within the district 13 days per year; Years 10-24 of service 17 days per year; Thereafter, such employees shall be granted eighteen (18) days per year. Full-time certified employees working on an eleven or twelve month contract shall be granted fifteen (15) days per year through the 24th year of creditable service in the Teachers Retirement System. Thereafter, such employees shall be granted sixteen (16) days per year. Unused sick leave may accumulate to 340 days excluding the current year's allotment.

B. Full-time noncertified Employees will be granted thirteen (13) days per year, cumulative to two hundred forty (240) days.

C. Part-time Employees shall be granted twelve (12) days per year of sick leave equal to the Employee's work day and shall accumulate on a prorata basis as full days on the above schedule.

8.2 Sick Leave Bank

A sick leave bank shall be established which allows a participating Employee to draw from the bank additional sick leave days, provided the following requirements are met:

1. All accumulated sick leave and personal leave for the participating Employee must be exhausted before using the bank.
2. The Employee has contributed to the bank according to the requirements.
3. The Employee shall produce a doctor's certificate as proof of need.
4. The Employee has been absent more than three consecutive work days in connection with the same illness.
5. Employees receiving worker's compensation or disability payments are not eligible to use the sick leave bank.

6. A request for the sick leave bank shall be submitted to a committee consisting of one administrator and two teachers who have contributed to the bank and who are selected by Association vote each year.

In order to be eligible to participate in the sick leave bank, an Employee must contribute one sick days per year for two consecutive years. All members of the bank are eligible for its use after their first year's contribution.

On September 1st of each school year the Association President or designee shall provide the District with a list of all Employees participating in the sick leave bank and the number of days to be contributed by such Employees. The District shall maintain a record of those Employees who contribute to the sick leave bank and of the number of days available in the sick leave bank. Such record shall be available to the Association President or designee at any time.

If the bank is depleted below 50 days, each participating Employee will automatically be assessed one additional day. The bank may only be used for the individual Employee's necessary and immediate medical need or grave illness of a spouse or child of the Employee. In no event may any Employee draw more than forty (40) days from the sick leave bank in any given school year. An Employee may opt out of the sick leave bank at any time, but shall forfeit all sick days contributed. District responsibility shall be limited to record keeping.

8.3 Child Rearing Leave

Sick leave may be used for child rearing during the disability period or for up to six (6) weeks following birth or adoption, whichever is longer.

8.4 Personal Leave

The Board will grant two (2) days each year to each full-time Employee. The Employee shall request personal leave from the principal at least forty-eight (48) hours prior to the time desired; except in cases of emergency. Personal leave may not be taken the day preceding or following a holiday or vacation period, except in cases of emergency, or at the discretion of the Superintendent. Personal leave includes, but is not limited to, attending funerals of people not covered by sick leave, attending to personal business, religious observances or other times of an emergency nature. Personal leave may be limited to no more than three Employees per building per day. Part-time Employees working a five-day work week shall receive two (2) personal leave days equal to the Employee's work day. Part-time employees working less than five days per week will receive a prorata allotment of personal leave, rounded up to the nearest whole day. Unused personal leave shall be allowed to accumulate as sick leave on a prorata basis. In addition, each full-time and part-time employee working a five-day work week may utilize up to one sick leave day per year as a personal day.

8.5 Non-Family Bereavement Leave

Employees are allowed to use one (1) day of sick leave per year with full pay to attend a funeral of a person for which the employee is not otherwise entitled to use sick leave. Bereavement leave under this section must be approved by the building principal and may be limited to two (2) Employees District-wide on any given day.

8.6 Professional Leave

Employees may be granted leave to attend conferences, workshops, seminars or other professional programs/meetings with approval from the principal. This leave shall not count against sick leave or personal leave.

8.7 Jury Duty

When an Employee is called for jury duty or is subpoenaed to testify during working hours in any judicial or administrative matter pertaining to school business, he/she shall be granted leave with full pay, but the Employee shall write a personal check to the District for any remuneration, minus expenses for such service. Such leave will not be counted against vacation, sick leave, or personal leave.

8.8 Miscellaneous Leaves

In circumstances other than those specifically provided for in this agreement, an Employee may be granted a leave of absence by action of the Board and as the Board shall determine at its absolute discretion. Upon a Board-approved leave, the Employee shall have the right to participate in the group insurance, subject to carrier approval, and providing the Employee shall assume the financial expense for paying for such benefit.

8.9 Non-School Days

When schools are officially closed by the superintendent, no leave days previously arranged by an Employee shall be deducted for such emergency days.

ARTICLE IX

ASSIGNMENT AND TRANSFER

9.1 Transfer Procedures

Any teacher presently on tenure or eligible for continuing contractual status in the coming school term, may apply for transfer to another building or position where a vacancy exists. Application for transfer shall be directed through the building principal to the superintendent for consideration and evaluation. Teachers shall, upon request, be

informed of the reason for the denial of a request, but such denial shall not be subject to the grievance procedure.

9.2 Personnel File

When any transcript or any piece of derogatory information or a disciplinary item is added to a personnel file, a note will be provided to the individual concerned, informing them of what was added and when.

9.3 Vacancies

When a new position becomes available or an existing position becomes vacant, the superintendent will inform the co-presidents of the Association of the vacancy and shall post within five (5) school days said vacancy. All in-house applicants shall be interviewed unless severe time constraints due to the opening of school precludes such an interview.

ARTICLE X

SALARY AND FRINGE BENEFITS

10.1 Extracurricular Compensation

Employees assigned to conduct the extracurricular activities listed on Appendix "C" shall be compensated in accordance with Appendix "C". Nothing herein shall be construed to require the District to continue or fill any extracurricular position.

10.2 Noncertified Staff Compensation

The noncertified compensation schedule is attached as Appendix "B".

10.3 Insurance

The District shall pay seventy percent (70%) of the premium for medical insurance coverage for full-time Employees and seventy percent (70%) of the premium for dependent coverage. Further, the District shall pay seventy percent (70%) of the premium for dental insurance coverage for full-time Employees and seventy percent (70%) of the premium for dependent coverage. Part-time Employees shall, if permitted by the insurance carrier, receive all of the above insurance benefits on a prorata basis.

10.4 Term Life Insurance

The District will provide term life insurance at one and one-half (1.5) times the Employee's salary with a maximum set by the HOIE Board of Directors (including age-reduction percentages) on the following conditions:

- A. The District will pay the full amount of the premium for those Employees electing not to participate in a group medical insurance plan and providing the District shall contribute toward the premium no more than the base rate applicable to an individual who is non-rated.
- B. Employees who elect to participate in the group medical insurance plan will have the premium paid by the District at the same percentage rate of the medical insurance.
- C. The District's obligations hereunder shall be subject to the availability of insurance and the insurability of each participant.

10.5 Tuition Reimbursement

Teachers and certified teacher aides shall be reimbursed for tuition and non-optional fees for college credit courses successfully completed with no less than a "B-" or its equivalent, under the following conditions:

The college course must be taken in the teacher's field or in a field approved by the Superintendent. All work must be at the graduate level unless required by the administration. Past approval of college courses is not indicative of future approval.

Approval must be obtained from the Superintendent in writing prior to enrollment and before the class begins. No request shall be made or considered prior to the term immediately preceding the term during which the Employee proposes to take the course. At the time of approval, the Superintendent's office will inform the teacher of the availability of funds for reimbursement. The order of approval will establish the first come, first serve basis until the maximum is reached.

Reimbursement shall be made at a rate up to 90% of the tuition charged by Illinois State University for graduate coursework. Eligible reimbursable expenses include tuition and non-optional fees required to take classes.

The maximum number of hours for reimbursement for a teacher or certified teacher aide shall be three hours each semester during the school term and 12 hours per contract year. However, the administration will not deny a course which exceeds these limits, providing the teacher acknowledges responsibility for the additional cost.

Reimbursed courses must be taken from accredited institutions in Illinois. The Superintendent may, however, consider on an individual basis courses offered by an out of state institution.

Reimbursement will take place twice a year following the submission of the receipt (cancelled check or credit card slip) and transcript from the course.

For any coursework completed between January 1st and June 30th, required paperwork is due on or before August 10th. For any coursework completed between July 1st and December 31st, required paperwork is due on or before February 10th. Reimbursement will be applied towards the allotment in the fiscal year in which payment is made. Reimbursement requests not submitted by the dates mentioned above will be forfeited by the Association member.

No more than \$25,000 will be spent annually. To the extent that the full amount is not expended in any given year, the unused amount shall be carried forward to succeeding years, but not beyond the termination date of the Agreement.

Education earned up to the second Tuesday of September of each year will be used to determine salary level for the ensuing year. Only the completion of courses qualifying for tuition reimbursement shall entitle a teacher to credit on the salary schedule unless the teacher has submitted a written explanation as to why the proposed college credit course would enhance the teacher's teaching and benefit the District and the Superintendent has responded in writing expressly stating that successful completion of the course shall qualify for credit on the salary schedule. In such a case, credit on the salary schedule shall not obligate the District to reimburse the tuition.

If a teacher or certified teacher aide voluntarily leaves the employment of the District, any tuition reimbursement requested by the Employee for courses taken within the semester or summer immediately preceding the termination shall be denied, or the District will be reimbursed if tuition has already been paid.

10.6 National Board Certification

The board will pay the \$500 fee for teachers entering the National Board Certification Program. If the teacher fails to complete the program, the teacher will reimburse the district within thirty (30) days or the board will automatically deduct 10% of the amount owed from each of the next ten pay periods.

10.7 Salary Payment Schedule

Pay will be directly and electronically deposited into a bank account of the Employee's choice on pay day or the last work day prior thereto. Payroll statements will be placed in sealed envelopes in Employee mailboxes. At the Employee's request, paychecks will be provided in lieu of direct deposit.

All certified staff shall be paid twice monthly over nine (9) or twelve (12) months. Those desiring to receive pay over nine (9) months, must notify the District during the first week of school. Pay days shall be on the 10th and 25th of each month except whenever these dates fall on a weekend, payment will be made on the preceding Friday. If a pay period falls during a holiday, payment shall be made on the last attendance day preceding the holiday, providing that there are at least five work days to allow for processing of checks.

Exceptions to this schedule will be made for those certified staff who are retiring or whose employment with the District will not be continued.

All noncertified staff shall be paid twice monthly through their specific work year. Payments will be made on the 10th and 25th of each month, except whenever this date falls on a weekend, payment will be made on the preceding Friday. If a pay period falls during a holiday, pay shall be made on the last attendance day preceding the holiday, providing that there are at least five work days to allow for the processing of checks.

Upon expiration of this contract, the above method of payment will continue until such time that the parties agree to an alternative payment schedule. The School District expressly acknowledges that salary payment schedule is an issue for negotiation.

Employees will be paid according to the attached appendices "A" and "B".

10.8 Board-Paid Teacher Retirement

The Board shall contribute and shelter the member TRS contribution percentage as set by TRS up to nine percent (9%) of creditable earnings (9.8901% compounded) on behalf of each TRS Eligible Licensed Professional member.

10.9 Board-Paid Teacher Retirement Health Contribution

The Board shall contribute and shelter up to the 1.24% of the TRS Eligible Licensed Professional member's contribution and all of the District's required contribution.

10.10 Early Retirement Incentive

Teachers with twenty or more years of creditable service in the Teachers Retirement System (TRS) and ten years of service in the district are eligible to receive additional benefits under the terms of this Early Retirement Incentive (ERI). A teacher may receive this ERI if he or she retires at the first of the following to occur:

1. at the end of the school year (July 1 – June 30) in which he or she first accumulates at least thirty-five years of creditable service in TRS; or
2. at the end of the school year in which the Teacher reaches age 60.

The incentive is not available unless the teacher can retire without obligating the teacher or the District to pay a penalty or any other payment to TRS. Teachers must consider and utilize all of their available sick leave for credible service purposes in TRS as well as any available service credit obtained from other pension systems.

In order to receive the additional compensation available under this Early Retirement Incentive, eligible employees must deliver a non-revocable letter of resignation without

contingency to the Superintendent no later than February 1st of the school year which is either 41, 29 or 17 months prior to retirement. The letter of resignation must reference an intent to retire under this Early Retirement Incentive and be accompanied by the TRS member requested "Personal Statement of Benefits" and a "Benefit Estimate" indicating total years of service.

Teachers who elect to receive this Early Retirement Incentive by submitting a timely resignation as provided above shall be entitled to an incentive equal to 20% of a Teacher's credible earnings in the year in which an irrevocable notification of retirement is received. This incentive shall be paid over the remaining years of service of the Teacher, not to exceed three (3) years. The annual increase in the years of the incentive shall equal six percent (6%) over the prior year's creditable earnings provided that the total amount of the incentive shall not exceed the 20% limitation. The balance of the incentive shall be paid following retirement 30-60 days after receipt of the last paycheck to insure that the payment is not creditable and results in no TRS cost. This amount is calculated as follows:

20% of the Teacher's credible earnings in the year of notice

minus

the difference between the total creditable earnings received by teacher in the final three years of employment and the total creditable earnings the teacher would have received in the final three years of employment had he or she not elected the retirement incentive.

Example:

Assumptions:

Credible earnings in the year of retirement: \$50,000

Year 1 earnings without incentive:	\$52,000	With incentive:	\$53,000
Year 2 earnings without incentive:	\$54,000	With incentive:	\$56,180
Year 3 earnings without incentive:	\$56,000	With incentive:	\$59,550.80

Calculations (Step 1):

(\$50,000 x 20%)

minus

(\$53,000 + \$56,180 + \$59,550.80) – (\$52,000 + \$ 54,000 + \$56,000)

Calculations (Step 2):

\$10,000 – (\$168,730.08 - \$162,000) = \$3269.92 (amount of post retirement payment)

The district shall endeavor to spread the increase throughout the school year. However, the district retains the right to make necessary adjustments to periodic pay during the years of the retirement incentive to insure that the total received by the Teacher is consistent with this Section. For purposes of this Section, a Teacher's "TRS Creditable Salary" means the Teacher's base salary together with all other amounts from all sources which are creditable earnings under TRS rules.

Teachers who discontinue an extra-duty assignment in either the year preceding the year of retirement or the year of retirement shall have their yearly increase for that year reduced by the amount of pay for the extra duty assignment.

In the event that a teacher's resignation date contemplates use of sick leave benefits for creditable service purposes and the teacher subsequently uses all or a portion of his or her available sick leave days and does not have enough remaining sick leave days available upon the originally selected retirement date to retire without discount, the teacher's resignation shall be automatically revoked and the teacher shall, subject to his or her health condition, continue employment until such time that he or she is eligible to retire at the end of a school year without a discounted annuity.

Further, Teachers who submit a letter of resignation to obtain the retirement incentive and, prior to retirement, subsequently experience an identifiable financial hardship, as determined in the Board's discretion, shall have the right to revoke their letter of resignation.

If a teacher receives benefits under this incentive and subsequently fails to retire when originally contemplated due to any of those reasons outlined above, such teacher shall be obligated to reimburse the district for the amount of the incentive less what the teacher would have received had the teacher not elected the retirement incentive. If the amount is not reimbursed immediately or some mutually acceptable reimbursement schedule cannot be agreed upon, the district is authorized to make deductions from subsequent paychecks in the maximum amount of 5% of the initial deficiency balance until the amount is paid in full. Any amount remaining upon retirement shall be paid to the district within 30 days. Subsequent availability and amount of any retirement incentive following revocation shall be negotiated between the Board and Association.

In the event the Illinois Pension Code, regulations promulgated by TRS, or TRS interpretations are made, changed or modified during the effective period of this Agreement and such interpretations or modifications have the effect of requiring employer or member contributions under this ERI, this incentive shall be null and void and the parties shall engage in mid-term bargaining to amend this ERI in such a way that no employer or member costs shall be incurred.

This provision setting forth a retirement incentive shall not be subject to the grievance arbitration clause of the collective bargaining agreement.

10.11 Seniority

Seniority is the length of an Employee's continuous service with District No. 52. Service is counted from the first day upon which duties are performed. Seniority will not be lost or increased during a leave of absence.

1. A tie-breaking procedure will be used in cases of Employees having the same number of years of service in the District. The following criteria will be used to determine seniority in the order listed until the tie is broken.
 - a. The total service in District No. 52. In the case of teachers, the total teaching service in District No. 52.
 - b. Previous experience outside District No. 52, whether public, parochial or private and whether part time or full time, with part time being prorated.
 - c. Education beyond a bachelor's degree that is allowed on the salary schedule.
2. Part-time Employees shall begin to accrue seniority on a pro-rata basis beginning with the 2010-2011 School Year. Part-time service shall be rounded to the nearest 1/10 of a school year.

10.12 Reduction in Force

1. A reduction in force (RIF) List will be prepared and include certified positions and all names of certified Employees qualified to hold those positions in an order determined by the Illinois School Code. A copy of the RIF list will be delivered to the Association by a date at least seventy-five (75) days prior to the end of the school term. Changes to the RIF List may be made through a date forty-five (45) days prior to the end of the school term.
2. If the Board decides it is necessary to reduce the number of Teachers in the District pursuant to Section 24-12 of the Illinois School Code. The Association will be advised of such reduction in staff in advance of any public announcement. The Teachers who are subject to reduction shall receive written notice at least forty-five (45) days before the end of the school term together with a statement of honorable dismissal and the reason therefore. Such notice shall be delivered by regular mail and also delivered by personal delivery or certified mail, return receipt requested.
3. This provision does not apply to the dismissal of non-tenure Teachers under Section 24-11 of the Illinois School Code.

10.13 Recall

Teachers in Groups 3 and 4 who are reduced pursuant to Section 24-12 of the School Code shall have recall rights for a period of two (2) years, measured from the first day of the school term following a reduction in force.

A tenured teacher subject to recall shall be notified in writing of the vacant position. Should a tenured teacher refuse to accept a vacant position within ten (10)

calendar days of receipt of notice, that teacher's recall rights shall be terminated for the position offered at that time and the position shall be offered to the next tenured teacher with recall rights who is qualified to fill the position. Tenured teachers on layoff are obligated to advise the administration office of their current address and telephone number so as to facilitate notice of recall.

10.14 Tax Shelter Annuities

Upon the request of an Employee, the Board shall deduct an amount not exceeding the maximum amount allowed by law from the Employee's pay check and forward the same to one of the tax-sheltered annuity options. The tax consequences for any such selection shall be the responsibility of the Employee. The Employee's bargaining representative may suggest additions or deletions to the list of available options but in no event shall the Board be obligated to provide options from more than fifteen different companies.

10.15 Waiver of Non-resident Tuition for Children of Employees

Full-time employees who are parents or permanent guardians may enroll their age qualifying non-resident children in the District tuition free for any school year in which the District has secured a valid waiver from the State.

ARTICLE XI

EFFECT OF AGREEMENT

11.1 Savings Clause

Any provision in this Agreement which has the effect of negating any terms of the Illinois Educational Labor Relations Act shall be void and unenforceable, but shall not affect the validity, enforceability and implementation of other provisions of the Agreement. If any section, paragraph, sentence or clause of this Agreement is or becomes in violation of law or is declared invalid, illegal or unconstitutional by a court of competent jurisdiction, then such section, paragraph, sentence or clause shall be automatically deleted from this Agreement but the remaining sections, paragraphs, sentences or clauses shall remain in full force and effect for the duration of this Agreement as if not affected by the deleted section, paragraph, sentence or clause. The affected provisions shall be immediately renegotiated.

11.2 Ratification Language

When both parties reach written agreement on matters being negotiated, the Association shall submit the written Agreement to the membership of the Washington District No. 52 Education Association, IEA/NEA, for ratification. Upon ratification, the Association's Co-Presidents shall notify the Board of Education in writing. Upon ratification by Board action in a public meeting, the Board shall notify the Co-Presidents of the Association. Within

thirty (30) days of Board approval, the signed Agreement will be available via the District's website.

11.3 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties.

11.4 Contractual Amendments

This Agreement shall constitute a binding obligation of both the Employer and the Association and for the duration hereof may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of these parties in written and signed amendment to this Agreement.

11.5 No Strike Provision

The Association agrees under no circumstances will it authorize, sanction, condone or acquiesce in, nor will any member of the Association take part in, any strike, withholding of service, or work stoppage of any kind or nature during the duration of this Agreement. The Board shall have the right to discipline any Employee for taking part in any illegal strike or withholding of services.

11.6 Duration of Agreement

This Agreement shall be effective as of July 1, 2022 and continue in effect until the 1st day of July, 2025.

EDUCATION ASSOCIATION

By: _____
President

By: _____
Co-President

BOARD OF EDUCATION

By: _____
President

By: _____
Secretary

APPENDIX "A"

WASHINGTON GRADE SCHOOL DISTRICT NO. 52

2022-2023 SALARY SCHEDULE

STEP	BA+32		BA+40															
	BA	w/TRS	BA+8	w/TRS	BA+16	w/TRS	BA+24	w/TRS	MA	w/TRS	MA+8	w/TRS	MA+16	w/TRS	MA+24	w/TRS	MA+32	w/TRS
1	36,364	39,960	36,909	40,560	37,463	41,168	38,025	41,786	38,595	42,413	39,174	43,049	39,762	43,694	40,358	44,350	40,964	45,015
2	37,055	40,720	37,611	41,330	38,175	41,950	38,748	42,580	39,329	43,218	39,919	43,867	40,517	44,525	41,125	45,193	41,742	45,870
3	37,759	41,493	38,325	42,116	38,900	42,747	39,484	43,389	40,076	44,040	40,677	44,700	41,287	45,371	41,907	46,051	42,535	46,742
4	38,476	42,282	39,054	42,916	39,639	43,560	40,234	44,213	40,837	44,876	41,450	45,549	42,072	46,233	42,703	46,926	43,343	47,630
5	39,207	43,085	39,796	43,731	40,392	44,387	40,998	45,053	41,613	45,729	42,238	46,415	42,871	47,111	43,514	47,818	44,167	48,535
6	39,952	43,904	40,552	44,562	41,160	45,231	41,777	45,909	42,404	46,598	43,040	47,297	43,686	48,006	44,341	48,726	45,006	49,457
7	40,711	44,738	41,322	45,409	41,942	46,090	42,571	46,781	43,210	47,483	43,858	48,195	44,516	48,918	45,183	49,652	45,861	50,397
8	41,485	45,588	42,107	46,272	42,739	46,966	43,380	47,670	44,031	48,385	44,691	49,111	45,361	49,848	46,042	50,595	46,733	51,354
9	42,273	46,454	42,907	47,151	43,551	47,858	44,204	48,576	44,867	49,305	45,540	50,044	46,223	50,795	46,917	51,557	47,620	52,330
10	43,076	47,337	43,723	48,047	44,378	48,767	45,044	49,499	45,720	50,241	46,406	50,995	47,102	51,760	47,808	52,536	48,525	53,324
11	43,895	48,236	44,553	48,960	45,222	49,694	45,900	50,439	46,588	51,196	47,287	51,964	47,997	52,743	48,716	53,535	49,447	54,338
12	44,729	49,153	45,400	49,890	46,081	50,638	46,772	51,398	47,474	52,169	48,186	52,951	48,908	53,746	49,642	54,552	50,387	55,370
13	45,579	50,086	46,262	50,838	46,956	51,600	47,661	52,374	48,376	53,160	49,101	53,957	49,838	54,767	50,585	55,588	51,344	56,422
14	46,445	51,038	47,141	51,804	47,848	52,581	48,566	53,369	49,295	54,170	50,034	54,983	50,785	55,807	51,546	56,644	52,320	57,494
15	47,327	52,008	48,037	52,788	48,758	53,580	49,489	54,383	50,231	55,199	50,985	56,027	51,750	56,868	52,526	57,721	53,314	58,586
16	48,226	52,996	48,950	53,791	49,684	54,598	50,429	55,417	51,186	56,248	51,953	57,092	52,733	57,948	53,524	58,817	54,327	59,700
17	49,143	54,003	49,880	54,813	50,628	55,635	51,387	56,470	52,158	57,317	52,941	58,176	53,735	59,049	54,541	59,935	55,359	60,834
18			50,828	55,854	51,590	56,692	52,364	57,543	53,149	58,406	53,946	59,282	54,756	60,171	55,577	61,074	56,411	61,990
19			51,793	56,916	52,570	57,769	53,359	58,636	54,159	59,515	54,971	60,408	55,796	61,314	56,633	62,234	57,482	63,168
20					53,569	58,867	54,372	59,750	55,188	60,646	56,016	61,556	56,856	62,479	57,709	63,416	58,575	64,368
21					54,587	59,985	55,406	60,885	56,237	61,799	57,080	62,725	57,936	63,666	58,805	64,621	59,688	65,591
22							56,458	62,042	57,305	62,973	58,165	63,917	59,037	64,876	59,923	65,849	60,822	66,837
23							57,531	63,221	58,394	64,169	59,270	65,132	60,159	66,109	61,061	67,100	61,977	68,107
24									59,503	65,388	60,396	66,369	61,302	67,365	62,221	68,375	63,155	69,401
25									60,634	66,631	61,544	67,630	62,467	68,645	63,404	69,674	64,355	70,719
26									61,786	67,897	62,713	68,915	63,654	69,949	64,608	70,998	65,577	72,063
27											63,904	70,225	64,863	71,278	65,836	72,347	66,823	73,432
28											65,119	71,559	66,095	72,632	67,087	73,722	68,093	74,828
29											66,356	72,918	67,351	74,012	68,361	75,122	69,387	76,249
30													68,631	75,418	69,660	76,550	70,705	77,698
31													69,935	76,851	70,984	78,004	72,049	79,174
32													71,264	78,312	72,333	79,486	73,418	80,679
33															73,707	80,997	74,812	82,211
34															75,107	82,535	76,234	83,773
35															76,534	84,104	77,682	85,365
36																	79,158	86,987
37 Across	1.015								^Teachers hired prior to October 8, 2001 will be allowed to move into this column without acquiring a Master's Degree.								80,662	88,640
38 Down	1.019																82,195	90,324
TRs facto	1.0989																	

WASHINGTON GRADE SCHOOL DISTRICT NO. 52
2023-2024 SALARY SCHEDULE

STEP									BA+32			BA+40						
	BA	w/TRS	BA+8	w/TRS	BA+16	w/TRS	BA+24	w/TRS	MA	w/TRS	MA+8	w/TRS	MA+16	w/TRS	MA+24	w/TRS	MA+32	w/TRS
1	37,558	41,273	38,121	41,892	38,693	42,520	39,274	43,158	39,863	43,805	40,461	44,462	41,068	45,129	41,684	45,806	42,309	46,493
2	38,272	42,057	38,846	42,688	39,428	43,328	40,020	43,978	40,620	44,637	41,229	45,307	41,848	45,987	42,476	46,676	43,113	47,377
3	38,999	42,856	39,584	43,499	40,178	44,151	40,780	44,813	41,392	45,486	42,013	46,168	42,643	46,860	43,283	47,563	43,932	48,277
4	39,740	43,670	40,336	44,325	40,941	44,990	41,555	45,665	42,178	46,350	42,811	47,045	43,453	47,751	44,105	48,467	44,767	49,194
5	40,495	44,500	41,102	45,167	41,719	45,845	42,345	46,532	42,980	47,230	43,624	47,939	44,279	48,658	44,943	49,388	45,617	50,129
6	41,264	45,345	41,883	46,025	42,511	46,716	43,149	47,417	43,796	48,128	44,453	48,850	45,120	49,582	45,797	50,326	46,484	51,081
7	42,048	46,207	42,679	46,900	43,319	47,603	43,969	48,317	44,628	49,042	45,298	49,778	45,977	50,525	46,667	51,282	47,367	52,052
8	42,847	47,085	43,490	47,791	44,142	48,508	44,804	49,236	45,476	49,974	46,159	50,724	46,851	51,485	47,554	52,257	48,267	53,041
9	43,661	47,979	44,316	48,699	44,981	49,430	45,656	50,171	46,340	50,924	47,036	51,687	47,741	52,463	48,457	53,250	49,184	54,048
10	44,491	48,891	45,158	49,624	45,836	50,369	46,523	51,124	47,221	51,891	47,929	52,669	48,648	53,460	49,378	54,261	50,119	55,075
11	45,336	49,820	46,016	50,567	46,706	51,326	47,407	52,096	48,118	52,877	48,840	53,670	49,572	54,475	50,316	55,292	51,071	56,122
12	46,198	50,766	46,890	51,528	47,594	52,301	48,308	53,085	49,032	53,882	49,768	54,690	50,514	55,510	51,272	56,343	52,041	57,188
13	47,075	51,731	47,781	52,507	48,498	53,295	49,226	54,094	49,964	54,905	50,713	55,729	51,474	56,565	52,246	57,413	53,030	58,275
14	47,970	52,714	48,689	53,505	49,420	54,307	50,161	55,122	50,913	55,949	51,677	56,788	52,452	57,640	53,239	58,504	54,037	59,382
15	48,881	53,715	49,614	54,521	50,359	55,339	51,114	56,169	51,881	57,012	52,659	57,867	53,449	58,735	54,250	59,616	55,064	60,510
16	49,810	54,736	50,557	55,557	51,315	56,390	52,085	57,236	52,866	58,095	53,659	58,966	54,464	59,851	55,281	60,749	56,110	61,660
17	50,756	55,776	51,518	56,613	52,290	57,462	53,075	58,324	53,871	59,199	54,679	60,087	55,499	60,988	56,332	61,903	57,177	62,831
18			52,496	57,688	53,284	58,554	54,083	59,432	54,894	60,323	55,718	61,228	56,554	62,147	57,402	63,079	58,263	64,025
19			53,494	58,784	54,296	59,666	55,111	60,561	55,937	61,470	56,776	62,392	57,628	63,328	58,492	64,277	59,370	65,242
20					55,328	60,800	56,158	61,712	57,000	62,638	57,855	63,577	58,723	64,531	59,604	65,499	60,498	66,481
21					56,379	61,955	57,225	62,884	58,083	63,828	58,954	64,785	59,839	65,757	60,736	66,743	61,647	67,744
22							58,312	64,079	59,187	65,040	60,075	66,016	60,976	67,006	61,890	68,011	62,819	69,031
23							59,420	65,297	60,311	66,276	61,216	67,270	62,134	68,279	63,066	69,304	64,012	70,343
24									61,457	67,535	62,379	68,548	63,315	69,577	64,264	70,620	65,228	71,680
25									62,625	68,819	63,564	69,851	64,518	70,899	65,486	71,962	66,468	73,042
26									63,815	70,126	64,772	71,178	65,744	72,246	66,730	73,329	67,731	74,429
27											66,003	72,530	66,993	73,618	67,998	74,723	69,018	75,843
28											67,257	73,908	68,266	75,017	69,290	76,142	70,329	77,284
29											68,535	75,313	69,563	76,442	70,606	77,589	71,665	78,753
30													70,884	77,895	71,948	79,063	73,027	80,249
31													72,231	79,375	73,315	80,565	74,414	81,774
32													73,603	80,883	74,708	82,096	75,828	83,328
33															76,127	83,656	77,269	84,911
34															77,573	85,245	78,737	86,524
35															79,047	86,865	80,233	88,168
36																	81,757	89,843
37 Across	1.015								^Teachers hired prior to October 8, 2001 will be allowed to move into this column without acquiring a Master's Degree.								83,311	91,550
38 Down	1.019																84,894	93,290
TRs facto	1.0989																	

WASHINGTON GRADE SCHOOL DISTRICT NO. 52

2024-2025 SALARY SCHEDULE

STEP	BA	w/TRS	BA+8	w/TRS	BA+16	w/TRS	BA+24	w/TRS	BA+32	MA	w/TRS	BA+40	MA+8	w/TRS	MA+16	w/TRS	MA+24	w/TRS	MA+32	w/TRS					
1	38,699	42,526	39,279	43,164	39,869	43,812	40,467	44,469	41,074	45,136	41,690	45,813	42,315	46,500	42,950	47,198	43,594	47,906							
2	39,434	43,334	40,026	43,984	40,626	44,644	41,236	45,314	41,854	45,994	42,482	46,683	43,119	47,384	43,766	48,094	44,422	48,816							
3	40,184	44,158	40,786	44,820	41,398	45,492	42,019	46,175	42,649	46,867	43,289	47,570	43,938	48,284	44,597	49,008	45,266	49,743							
4	40,947	44,997	41,561	45,672	42,185	46,357	42,817	47,052	43,460	47,758	44,112	48,474	44,773	49,201	45,445	49,939	46,127	50,688							
5	41,725	45,852	42,351	46,539	42,986	47,238	43,631	47,946	44,285	48,665	44,950	49,395	45,624	50,136	46,308	50,888	47,003	51,652							
6	42,518	46,723	43,156	47,424	43,803	48,135	44,460	48,857	45,127	49,590	45,804	50,334	46,491	51,089	47,188	51,855	47,896	52,633							
7	43,326	47,611	43,976	48,325	44,635	49,050	45,305	49,785	45,984	50,532	46,674	51,290	47,374	52,059	48,085	52,840	48,806	53,633							
8	44,149	48,515	44,811	49,243	45,483	49,982	46,165	50,731	46,858	51,492	47,561	52,265	48,274	53,049	48,998	53,844	49,733	54,652							
9	44,988	49,437	45,662	50,179	46,347	50,931	47,043	51,695	47,748	52,471	48,464	53,258	49,191	54,057	49,929	54,867	50,678	55,690							
10	45,842	50,376	46,530	51,132	47,228	51,899	47,936	52,677	48,655	53,468	49,385	54,270	50,126	55,084	50,878	55,910	51,641	56,748							
11	46,713	51,333	47,414	52,103	48,125	52,885	48,847	53,678	49,580	54,483	50,324	55,301	51,078	56,130	51,845	56,972	52,622	57,827							
12	47,601	52,309	48,315	53,093	49,040	53,890	49,775	54,698	50,522	55,519	51,280	56,351	52,049	57,197	52,830	58,055	53,622	58,925							
13	48,505	53,303	49,233	54,102	49,971	54,914	50,721	55,737	51,482	56,573	52,254	57,422	53,038	58,283	53,833	59,158	54,641	60,045							
14	49,427	54,315	50,168	55,130	50,921	55,957	51,685	56,796	52,460	57,648	53,247	58,513	54,046	59,391	54,856	60,282	55,679	61,186							
15	50,366	55,347	51,122	56,178	51,888	57,020	52,667	57,876	53,457	58,744	54,259	59,625	55,072	60,519	55,899	61,427	56,737	62,348							
16	51,323	56,399	52,093	57,245	52,874	58,104	53,667	58,975	54,472	59,860	55,290	60,758	56,119	61,669	56,961	62,594	57,815	63,533							
17	52,298	57,471	53,083	58,333	53,879	59,208	54,687	60,096	55,507	60,997	56,340	61,912	57,185	62,841	58,043	63,783	58,914	64,740							
18			54,091	59,441	54,903	60,333	55,726	61,238	56,562	62,156	57,410	63,088	58,272	64,035	59,146	64,995	60,033	65,970							
19			55,119	60,570	55,946	61,479	56,785	62,401	57,637	63,337	58,501	64,287	59,379	65,251	60,269	66,230	61,174	67,224							
20					57,009	62,647	57,864	63,587	58,732	64,540	59,613	65,509	60,507	66,491	61,415	67,489	62,336	68,501							
21					58,092	63,837	58,963	64,795	59,848	65,767	60,745	66,753	61,657	67,755	62,581	68,771	63,520	69,802							
22							60,084	66,026	60,985	67,016	61,900	68,022	62,828	69,042	63,771	70,077	64,727	71,129							
23							61,225	67,280	62,144	68,290	63,076	69,314	64,022	70,354	64,982	71,409	65,957	72,480							
24									63,324	69,587	64,274	70,631	65,238	71,690	66,217	72,766	67,210	73,857							
25									64,527	70,909	65,495	71,973	66,478	73,052	67,475	74,148	68,487	75,260							
26									65,753	72,257	66,740	73,340	67,741	74,440	68,757	75,557	69,788	76,690							
27											68,008	74,734	69,028	75,855	70,063	76,993	71,114	78,148							
28											69,300	76,154	70,339	77,296	71,395	78,456	72,465	79,632							
29											70,617	77,601	71,676	78,765	72,751	79,946	73,842	81,145							
30													73,038	80,261	74,133	81,465	75,245	82,687							
31													74,425	81,786	75,542	83,013	76,675	84,258							
32													75,840	83,340	76,977	84,590	78,132	85,859							
33															78,440	86,197	79,616	87,490							
34															79,930	87,835	81,129	89,153							
35															81,449	89,504	82,670	90,847							
36																		84,241	92,573						
37 Across		1.015						^Teachers hired prior to October 8, 2001 will be allowed to move into this column without acquiring a Master's Degree.													85,842	94,332			
38 Down		1.019																				87,473	96,124		
	TRS facto	1.0989																							

ADDENDUM TO SALARY SCHEDULE

New Teachers will receive full credit for up to 10 prior years of Illinois public school teaching and, subject to the Board's approval, may receive credit for up to twenty years of prior years of teaching. Teaching experience outside of Illinois public schools may be recognized at the discretion of the Board.

To receive credit for horizontal movement on the salary schedule, a Teacher must have a copy of an official transcript demonstrating successful completion of approved courses to the Superintendent by the 2nd Tuesday in September. Teachers hired prior to October 8, 2001, who have 32 hours, beyond a Bachelor's Degree, recognized by the District, and shall be paid from the MA column. Teachers hired prior to October 8, 2001, who have 40 hours beyond a Bachelor's Degree, recognized by the District, and shall be paid from the MA + 8 column. If such a teacher subsequently earns a Master's Degree, the Teacher will be advanced to the next column beyond current placement.

Considered for advancement on the schedule will be graduate level courses as well as undergraduate courses dealing with new technologies or that will better prepare a Teacher for an assignment. Teachers who are off the salary schedule and who would have qualified for horizontal movement were they not off the schedule, shall receive an additional 1.5% of their new salary.

APPENDIX “B”

<u>EDUCATIONAL SUPPORT PERSONNEL SALARY SCHEDULE</u>	
<u>Teacher Aide</u>	<u>Starting Hourly Pay</u>
Associates Degree	15.25
B.S. or B.A. Degree	16.50
<u>Secretaries</u>	15.50
<u>Custodians</u>	
General	14.00
Additional Tech./ Maint. Training	16.50

All Current ESP's will receive the same percentage salary increase as certified staff members or receive an adjustment to reach the amounts listed in above schedule.

APPENDIX “C”
Salary Schedule
EXTRACURRICULAR ACTIVITIES

Compensation under this schedule shall be calculated as a percentage of base salary. “Base Salary” shall be defined for purposes of this schedule as entry level salary (including TRS) for a full-time teacher with a BA and no experience.

<u>Activity (No. of Personnel)</u>	<u>Years of Experience</u>	<u>Percentage of Base</u>
Boys’ Basketball (2)	1-3	7.75%
	4-6	8.25%
	7-9	8.75%
	10-12	9.25% *
Girls’ Basketball (2)	1-3	7.75%
	4-6	8.25%
	7-9	8.75%
	10-12	9.25% *
Volleyball (2)	1-3	6.00%
	4-6	6.50%
	7-9	7.00%
	10-12	7.50% *
Track (2)	1-3	5.00%
	4-6	5.50%
	7-9	6.00%
	10-12	6.50% *
Cross Country (1)	1-3	5.00%
	4-6	5.50%
	7-9	6.00%
	10-12	6.50% *
Baseball (1)	1-3	5.00%
	4-6	5.50%
	7-9	6.00%
	10-12	6.50% *
Softball (1)	1-3	5.00%
	4-6	5.50%
	7-9	6.00%
	10-12	6.50% *

<u>Activity (No. of Personnel)</u>	<u>Years of Experience</u>	<u>Percentage of Base</u>
Cheerleading (2)	1-3	6.50%
	4-6	7.00%
	7-9	7.50%
	10-12	8.00% *
Instrumental Music (2)	1-3	4.00%
	4-6	4.50%
	7-9	5.00%
	10-12	5.50% *
Vocal Music (2)	1-3	4.00%
	4-6	4.50%
	7-9	5.00%
	10-12	5.50% *
Student Council (1)	1-3	5.50%
	4-6	6.00%
	7-9	6.50%
	10-12	7.00% *
Assistant Track (2)	1-3	4.00%
	4-6	4.50%
	7-9	5.00%
	10-12	5.50% *
JV Baseball (1)	1-3	5.00%
	4-6	5.50%
	7-9	6.00%
	10-12	6.50% *
Assistant Cross Country (1)	1-3	2.65%
	4-6	2.90%
	7-9	3.15%
	10-12	3.40% *
Assistant Softball (1)	1-3	2.65%
	4-6	2.90%
	7-9	3.15%
	10-12	3.40% *
Chess (1 @ LGS) (1 @ WMS)	1-3	2.50%
	4-6	2.75%
	7-9	3.00%
	10-12	3.25% *
Scholastic Bowl (2)	1-3	3.50%
	4-6	3.75%
	7-9	4.00%
	10-12	4.25% *

<u>Activity (No. of Personnel)</u>	<u>Years of Experience</u>	<u>Percentage of Base</u>
Math Counts (1)	1-3	2.50%
	4-6	2.75%
	7-9	3.00%
	10-12	3.25% *
Bridge Builders (1)	1-3	2.50%
	4-6	2.75%
	7-9	3.00%
	10-12	3.25% *
Sixth Grade Volleyball (1)	1-3	1.75%
	4-6	2.00%
	7-9	2.25%
	10-12	2.50% *
Sixth Grade Basketball (1)	1-3	1.75%
	4-6	2.00%
	7-9	2.25%
	10-12	2.50% *
Young Authors (1 @LGS, 1 @WMS)	1-3	1.75%
	4-6	2.00%
	7-9	2.25%
	10-12	2.50% *
Yearbook (1 @LGS, 1 @WMS)	1-3	2.50%
	4-6	2.75%
	7-9	3.00%
	10-12	3.25% *
Musical (2)	1-3	5.00%
	4-6	5.25%
	7-9	5.50%
	10-12	5.75% *
Musical Assistant (2)	1-3	3.00%
	4-6	3.25%
	7-9	3.50%
	10-12	3.75% *
Prevention Coordinator (1 at LGS, 1 @ WMS)	1-3	2.50%
	4-6	2.75%
	7-9	3.00%
	10-12	3.25% *

* Plus \$25.00 per year, after twelfth year.

The presence of an activity on Appendix C does not necessarily mean that the activity will be offered. Further, if student participation were to decline, the District may elect to offer the activity but authorize fewer supervisors/sponsors. However, Appendix C does reflect the compensation to be paid in the event the activity is offered and supervisors/sponsors are authorized.

MEMORANDUM OF UNDERSTANDING

The following two items of concern were not addressed in writing in the salary schedules which are a part of the negotiated agreement between the Board of Education and the Employees Association of Washington Grade School District No. 52. This memorandum is a written record of the verbal agreement reached during negotiations.

1. Part-time Employees will advance on the salary schedule in the same manner as full-time Employees. Salary will be prorated according to the percentage of time employed. Each year of service with the District will advance the Employee to the next salary schedule.
2. Employees who begin their employment before November 1 will be given one year of credit on the salary schedule.
3. For part-time Teachers working less than a day at a time, the percentage of part-time will be calculated by taking the total number of minutes a full-time teacher is responsible for being in the building on a regular school week, including the one-half hour before and after the students' school day, and dividing this into the part-time person's total minutes. For the week, the totals are multiplied by five. If the part-time teacher's minutes included a lunch period, the lunch period(s) are subtracted prior to dividing. For part-time teachers, a full day is counted as 20%, e.g., two days = 40%, three days = 60% and four days = 80%.

MEMORANDUM OF UNDERSTANDING

This memorandum is a written record of an understanding between the Board of Education of Washington Grade School District No. 52 (the "Board") and the Washington Education Association ("WEA"). This memo pertains to planning time for special education personnel.

It is the intent of the Board and Administration of District No. 52 to work cooperatively with the special education personnel in an effort to allow planning time comparable to that of other District Teachers. This might include scheduling adjustment, the use of study halls, or some other approach to allow for the needed time. Input will be gathered from all involved parties in an effort to address this issue.

It is further understood that this is a year-to-year effort and does not obligate the District to a set number of minutes for planning time.

MEMORANDUM OF UNDERSTANDING
Labor-Management Relations Committee

The parties agreed during bargaining in 2010 that they would form a Labor-Management Relations Committee. Unless otherwise agreed, the Committee will be comprised of no more than five (5) representatives each from the Board of Education (including administrators) and the Association. This Committee will meet annually in January and at other times as the parties may agree. The purpose of the Committee shall be to maintain and improve the working relationship of the parties and discuss long and medium term issues that confront the school district. The parties agree that the committee is not a forum to discuss individual grievances outside the accepted chain of command.