



PHEA TEACHER CONTRACT

2023-2028

ARTICLE I - RECOGNITION

1.1 Parties

This Agreement is made by and between the Board of Education of Palos Heights School District No. 128, Cook County, Illinois (hereafter referred to as the "Board") and the Palos Heights Education Association (hereinafter referred to as the "Association"), affiliated with the Illinois Education Association and the National Education Association.

1.2 Recognition

The Board recognizes the Association as the exclusive and sole negotiating agent for all full-time and regularly employed part-time professionally licensed personnel with the exception of the Superintendent, Assistant Superintendent, Directors, Principals, Assistant Principals, Business Manager, Psychologist, Nurses, Occupational Therapist, Teacher Aides, Paraprofessionals, Secretaries, Custodians, Substitutes, short term employees within the definition of the Illinois Educational Labor Relations Act and any other positions created that include responsibility for making recommendations for the hiring, evaluation, dismissal, transfer, or discipline of any bargaining unit member.

1.3 Teacher Definition

The term "teacher" when used hereafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as determined in the above section.

1.4 Part-time Teachers

Notwithstanding any other provision of this Agreement, part-time teachers covered by this Agreement shall be entitled to a pro-rated share of salary based on their percentage of a full day worked at a salary schedule placement to be determined by the Superintendent.

1.5 Additional Negotiations

The Board agrees not to negotiate with any teacher(s) organization other than the Association during the duration of this Agreement. The Board shall not negotiate with any teacher individually during the duration of this Agreement on matters defined as negotiable herein and covered by the provisions of this Agreement. This shall not be construed to preclude the issuance of individual teacher contracts by the Board to new and non-tenured teachers, provided only that any such individual teacher contracts shall be subject to the terms and conditions of this Agreement.

1.6 New Positions

- A. Teachers hired after the beginning of the school term to fill a newly created regular teaching position shall be paid in accordance with the placement as determined by the Superintendent on the then-current salary schedule and receive benefit provisions as outlined in this Agreement.

B. Long-term substitutes are not covered by this Agreement and may be compensated as determined by the Board so long as the compensation is not greater than that provided to a teacher covered by this Agreement with similar experience and training. In the event a long-term substitute is hired as a regular full-time teacher, salary and benefits shall be in accordance with this Agreement

ARTICLE II - ASSIGNMENTS

2.1 Teacher Notification of Assignments

Teachers shall be given written notice of a change in their assignment for the forthcoming year prior to the end of the school term if such change in assignment shall be then known. In the event changes in assignments are necessary after the close of the school term, the teacher affected shall be notified promptly as circumstances permit, and given the opportunity for a conference with the Principal and Superintendent to discuss such assignment. If such change is not acceptable to the teacher, he/she shall be allowed to resign without prejudice in thirty days, or sooner if a suitable replacement becomes available.

2.2 Extra Curricular Assignments

Preference in making assignments in addition to the normal teaching schedule during the regular school term shall be given to qualified teachers who volunteer. Extracurricular assignment vacancies shall be posted by April 1st for the following year, if they are known by that date; otherwise, such vacancies shall be posted when known. In the event that there are no qualified teacher volunteers, reasonable effort will be made to find an outside qualified volunteer, as follows: District will post vacant assignments internally for five days via e-mail. If there is no response, the vacant assignments will be posted on the District website for five days. In the event no qualified volunteer is found, the Superintendent or his/her designee may assign any teacher to perform the designated duty.

2.3 Class Size

The Board shall attempt to keep class sizes below thirty (30) students, with the lowest class sizes at the primary grade levels. Should class size exceed 30, the administration and Association will meet to explore possible solutions for additional support.

ARTICLE III – WORKING CONDITIONS

3.1 Work Day

- A. The work day for all teachers shall be 7 hours for the duration of the contract including a duty free lunch of at least 30 minutes, but no less than the lunch period afforded to the students in the building they are assigned.
- B. All teachers will be provided with equitable weekly planning time according to grade level assignments. Daily planning time may not be possible, but reasonable effort will be made to schedule it.
- C. Staff planning time will be reserved for teacher planning, grade level and department level meetings. Reasonable effort will be made to schedule professional development during the school day on a rotating basis to equitably protect common planning time.
- D. In the event a teacher has concerns regarding equitable plan time, a conference may be requested with administration and PHEA leadership to address concerns and seek resolution.

3.2 Required Meetings Beyond the Work Day

Teachers may be required to participate in building meetings, grade level meetings, department meetings or meetings for specialized purposes such as special education or special teachers (music, art, physical education). No teacher shall be required to attend more than two 45-minute meetings per month outside of contractual hours. A tentative schedule for required meetings shall be distributed to all teachers within two weeks of the beginning of the school term. Teachers may be required to attend one after-school event, activity or extended field trip of their choice per school year. In addition, teachers will be required to attend one PFA event per year.

3.3 Building Conditions Committees

Annually, each building will convene a committee comprised of the building administrator, two teachers and the custodial staff. The committee will meet at least once per trimester to discuss the overall condition of the building, specific improvements and staff suggestions for maintaining an appropriate learning environment. Each building's teachers will select the representatives for this committee.

ARTICLE IV – TEACHER EVALUATION

4.1 Evaluations

- B. The parties agree that the primary objective of teacher evaluation is to improve the quality of instruction. The parties recognize the importance and value of a procedure that identifies, assists and evaluates the progress, areas of required growth, and the successes of all teachers. Evaluations shall be conducted in accordance with the procedures and timelines set forth in the Palos Heights School District 128 Teacher Evaluation Plan, as well as Section 24A-5 of the Illinois School Code and all applicable sections of the Illinois Administrative Code.
- C. The Board agrees not to change the evaluation instrument during the term of this agreement, without specific approval of a Teacher Evaluation Committee (referred to in Article 4.6).

4.2 Notification of Procedure

By the first day of student attendance each school term, the Superintendent and/or designee shall provide written notice of the evaluation procedures and provide copies of the evaluation plan and related rubric, as required by applicable law. ***If the evaluation plan is revised, a copy of the revised evaluation plan will be provided to all teachers.*** No formal evaluations shall take place until such orientation has been completed. For any teacher beginning employment after general notification, individual notification of evaluation procedures will take place on the first full day of employment.

4.3 Evaluation Response

The teacher shall have the right to attach an explanation or statement with respect to any material contained in his/her evaluation and to have such made part of his/her personnel file.

4.4 Personnel File Review

The Board shall maintain one personnel file for each teacher. Each teacher shall have the right, upon request, to review the contents of his/her own personnel file. A representative of the Association may, at the teacher's request, accompany the teacher in this review. Such review shall be by appointment during normal business hours (but not including the time when teachers have instructional responsibilities) and in the presence of a designated employee of the Board. No teacher shall remove any material from a personnel file; however, a teacher shall have the right to copy any material available to the teacher under this section, or to have such copies made by District Office personnel at the usual and customary cost. Confidential material, such as recommendations by colleges or universities, or evaluations or recommendations of a teacher by a previous employer shall not be deemed to be a part of the teacher personnel file described in this section.

4.5 Response to Material in Personnel File

A teacher shall be given copies of all materials relating to discipline or reemployment that have been placed in his/her personnel file. Within fifteen (15) days of the receipt thereof, the teacher may place a written response to said materials in his/her personnel file.

4.6 Teacher Evaluation Committee

Should either party desire a change or modification in the evaluation tool or procedures therein, a Teacher Evaluation Committee will convene. It shall be comprised of at least two (2) teachers appointed by the Association and two (2) administrators. Once agreed, this committee will make written recommendations with respect to proposed changes that will be submitted to the Board through the Superintendent.

4.7 Procedural Violations

Only procedural violations of this Article IV are subject to the grievance procedure.

ARTICLE V – STUDENT DISCIPLINE

5.1 Student Discipline

The teacher has the responsibility for the maintenance of the discipline within the classroom. The Board will provide support and assistance where feasible and appropriate to the teacher in such maintenance of discipline. If an administrator reverses the disciplinary action imposed by a teacher, the administrator shall confer with the teacher about the discipline at a mutually convenient time if requested by the teacher.

ARTICLE VI – ASSOCIATION AND TEACHER RIGHTS

6.1 Right to Organize and Teacher Rights

Teachers shall have the right to form, join, or assist the Association, and to participate in professional negotiations with the Board through representatives of the Association or to refrain from any of these rights.

6.2 Non-Discrimination

The Board shall not discriminate against any teacher with respect to hours-wages, terms, or conditions of employment by reason of his/her membership in the Association, or in negotiations with the Board, nor shall the Board discriminate against any teacher for his/her institution of any grievance, complaint, or proceeding under this Agreement.

6.3 Board Meetings - Notification

The President of the Association or his/her designee shall be given written or electronic notice of any regular meeting of the Board other than as normally scheduled and of any special meeting, and a copy of the agenda or statement of purpose of all such Board meetings at least 24 hours prior to the scheduled time of such meeting.

6.4 Board Minutes - Association Copies

A copy of the minutes of all Board meetings shall be available via electronic posting on the next business day following their approval.

6.5 Pertinent Information - Association

The Board shall provide the Association, in response to reasonable requests therefore, a copy of regularly prepared public information necessary for negotiations or the processing of a grievance, including but not limited to, the current annual audit, the current tentative and adopted budgets, current monthly financial statements, current annual financial report, register of certificated personnel, annual census of pupil membership, provided that an extraordinary cost of preparing any copy shall be born by Association, and providing that this section shall not require the Board to research, assemble, or especially prepare data.

6.6 Association Meetings - Notices and General Information

A. The Association shall have the right to hold general membership meetings before or after school on school district property provided such meetings in no way interfere with any aspect of the total instructional program, and, provided that if such meetings entail additional maintenance or custodial expense, the Association will pay such costs. Application for such use shall be submitted to the Principal of the building at least 24 hours in advance of time of the intended use. If the

meeting shall involve more than 12 persons where less than 90 percent of those attending are employees of the district, a request for permission to use the building shall be made through the business office at least forty-eight (48) hours in advance of the time of the intended use. The above provisions in this item may be waived by the Superintendent or his/her designee upon request of the Association.

B. The Association shall have the right to use the District's inter-school distribution facilities, including the District's email, regularly scheduled inter-school mail service, and teacher mailboxes for circulation of notice of meetings and other Association information. Any document distributed under this paragraph shall be properly identified as an official Association publication and a copy concurrently provided to the Superintendent.

C. Authorized Association members shall have the right to use onsite District equipment, when the approval for such use has been granted by the Administrator responsible for such equipment. The Association shall pay the cost of all materials and supplies, and the cost of any repairs incident in such use.

D. The Association shall have the right to use a bulletin board located in each faculty lounge for the posting of official Association notices.

6.7 Association Leave/President's Released Time

A. Association Leave

In the event that the Association desires to send representatives to local, state or national conferences, or on other business pertinent to Association affairs deemed to benefit the district, these representatives shall be excused without loss of salary. Such requests shall be forwarded to the Superintendent through the President(s) of the PHEA. There shall be available to the PHEA 4 days each year, with no more than 1/2 the days used by any single person, provided the frequency of such leave does not impair the quality of classroom instruction and that written request for such leave has been submitted to the Superintendent. If more than 4 days is required per year (extreme or unforeseen circumstances), the PHEA will reimburse the district, the cost of the substitute teacher required to fill the absence, provided the frequency of such leave does not impair the quality of classroom instruction and that written request for such leave has been submitted to the Superintendent. The Association shall provide the Board with the names of the individuals planning to attend such meeting at least five (5) days in advance of such meeting. No other members of the Association shall be excused for the purpose of attending the annual business meeting of the IEA under any other provisions of this Agreement.

B. President's Released Time

The Board/Administration shall continue its practice of releasing the President of the Association to meet with district personnel in situations, which, in the opinion of the Board/Administration, warrant immediate attention. PHEA President(s) shall also be granted release time if there is a mutually identified need to address local PHEA concerns or issues. Notification will be given to the administration with as much advance notice as possible.

6.8 Board Hearings - Teacher Rights

When any teacher is required to appear before the Board, an Administrator or before any Board committee concerning any matter which directly affects the continuation of that teacher's employment, or the teacher's salary and benefits due to suspension or other discipline, the teacher shall be given reasonable prior notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to represent him/her during such meeting or interview. The teacher shall not have salary and benefits suspended until afforded the opportunity for such meeting or interview.

6.9 Parental Complaint

If a Principal receives a complaint from a parent about a teacher which the Principal believes will likely result in disciplinary action, the Principal will investigate the complaint and communicate with the teacher regarding the complaint before taking any final disciplinary action.

6.10 Contract – Distribution

Within thirty (30) days of the ratification by the Board of the Agreement, the Board shall have sufficient copies of the Agreement prepared and delivered to the Association for its distribution to each teacher. The cost of such materials and their preparation shall be shared equally by the Board and the Association.

6.11 Association Rights - Exclusive

The rights granted herein to the Association shall not be granted or extended to any competing teacher organization.

ARTICLE VII – VACANCIES, TRANSFERS , PROMOTIONS AND RESIGNATIONS

7.1 Vacancies, Transfers and Promotions

A. The Superintendent or his/her designee shall have posted on the District's website, and shall have sent to all District teachers by email, a notice of all vacancies as they occur or as they are anticipated. Where appropriate, such notices shall be accompanied by a job description and a statement of minimum qualifications and salary range.

B. Except in case of emergency, no vacancies shall be filled on a permanent basis until the vacancy has been posted for at least five (5) consecutive teacher employment days from August 1st through the school term and for ten (10) days after notice is provided by telephone or e-mail from the end of the school term until August 1st.

C. During the posting period, teachers must submit in writing their bid for each vacancy and/or new position for which they wish to be considered. All vacancies as well as new positions shall be posted for a five (5) day period. Internal applicants shall be given an opportunity to apply for a District vacancy for which they shall qualify during the five (5) day internal posting period and shall be considered before the District considers applications from external applicants. Each applicant shall be notified in writing of acceptance or rejection.

7.2 Voluntary Transfer

A. Any tenured teacher or any teacher eligible for continued contractual status in the forthcoming school term may apply for a transfer to another building where a vacancy exists. Such applications shall be in writing to the Superintendent or his/her designee and shall remain on file for one year.

B. Each applicant shall be notified in writing of acceptance or rejection. If requested by the teacher, the Superintendent or his/her designee shall meet with the teacher to discuss the reasons for denying the transfer.

7.3 Involuntary Transfers

Any teacher affected by an involuntary transfer shall be notified as promptly as possible and shall be notified of and afforded an opportunity to have a conference with an appropriate administrator to discuss the reasons for the transfer before the transfer occurs.

7.4 Resignations

All Teachers shall provide the Board of Education with written notice of resignation at least thirty (30) days prior to the effective date of resignation or obtain concurrence from the Board if resignation in less than thirty (30) days. No Teacher may resign during the school term, or within 30 days of the start of the school term, without the concurrence of the Board, in order to accept another teaching assignment. (Reference 105 ILCS 5/24-14)

ARTICLE VIII – PROFESSIONAL GRIEVANCE PROCEDURE

8.1 General Principles

A primary purpose of the following grievance procedure shall be to attempt to resolve at the lowest possible administrative level issues which may arise from time to time with respect to matters specifically provided for in this Agreement. Grievance proceedings should be kept as informal and confidential as may be appropriate at any level of the procedure.

8.2 Grievance Definition

A grievance shall mean only a complaint of an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.

8.3 Time Limits

A. All time limits shall consist of teacher employment days except during the summer recess when they shall mean Monday through Friday, exclusive of legal holidays.

B. Failure of a teacher or the Association to submit or to act on any grievance within the prescribed time limits will act as a bar to any further appeal. An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limit, however, may be extended by mutual agreement.

C. The initiation of this grievance procedure other than the informal procedure described in Section 8.4 below shall be conditioned upon the filing of the formal grievance in writing within twenty (20) days of the occurrence of the event giving rise to the grievance or within twenty (20) days of when the occurrence may reasonably have been ascertained.

8.4 Grievance Procedures

The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications. When requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:

A. The teacher or the Association may present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The Association's representative, the grievant, and the immediately involved supervisor may be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reasons for the decision.

B. If the grievance is not resolved in Step A, then the grievant may refer the grievance to the Superintendent or the Superintendent's official designee within six (6) days after receipt of the Step A answer or within eleven (11) days after the Step A meeting, whichever is the later. The Superintendent shall arrange for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses or counselors as it deems necessary. Within ten (10) days of the meeting, the Association and the grievant, if other than the Association, shall be provided with the Superintendent's written response, including the reasons for the decision.

C. If the Association is not satisfied with the disposition of the grievance at Step B or the time limits expire without the issuance of the Superintendent's written reply, the Association may submit the grievance to the Board of Education. The grievance will be presented at the next regular board meeting. Within ten (10) days of submission to the Board, the Association shall be provided a written response including the reasons for the decision.

D. If the Association is not satisfied with the disposition of the grievance at Step C or the time limits expire without the issuance of the Superintendent's written reply, the Association may submit the grievance to binding arbitration. The American Arbitration Association shall act as the administrator of the proceedings. If a demand for arbitration is not filed within twenty (20) days of the receipt of the Step B answer, then the grievance shall be deemed withdrawn.

E. Hearings 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 are held at the option of the Administration during school hours, any employee whose presence is required shall be excused, without loss of pay, for that purpose.

Any investigation or other handling or processing of any grievance by the grieving teacher or the Association other than the formal arbitration hearing, shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving teacher or of the teaching staff.

F. The arbitrator shall have no power to alter the terms of this Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him by the Board and the Association, and his/her decision shall be based only upon interpretation of the meaning or the application of the express relevant language of this Agreement.

G. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator and the American Arbitration Association shall be divided equally between the parties.

H. If either party requests a transcript of the proceedings, that party shall bear the full cost of the transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the parties. If a copy of the transcript shall be furnished to the arbitrator, the cost of such shall be divided equally between the parties.

8.5 By-Pass

- A. By mutual agreement, any step of the grievance procedure may be bypassed, including submittal of grievance directly to arbitration.
- B. A grievance involving an administrator above the building level may be initially filed at Step B under Section 8.4 above.

8.6 Alternate Forum

If the Association or any teacher files any claim or complaint in any court of law or appropriate government agency other than the grievance procedure of this Agreement, then the Board shall not be required to process the same claim or set facts through the grievance procedure.

8.7 No Reprisals Clause - Grievance

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

8.8 Filing of Materials

All records related to a grievance shall be filed separately from the personnel file of the employee.

8.9 Grievance Withdrawal

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

8.10 Expedited Arbitration

If mutually agreed, the expedited arbitration rules of the American Arbitration Association shall be followed instead of the regular rules of the AAA.

8.11 Settlement

By mutual agreement of the parties, a grievance may be settled at any step with or without establishing prejudice or precedent.

ARTICLE IX – PROFESSIONAL DUES DEDUCTION

9.1 Dues Deduction

A. The Board shall deduct from the pay of each teacher current membership dues of the Association and its affiliates, provided that at the time of such deduction there is in the possession of the Board a current written authorization for dues deduction, voluntarily executed by the teacher. Such authorization shall specify the amount of dues to be deducted from each teacher's salary for the current school year. Such authorization forms shall be furnished by the Association.

B. A teacher employed on or before the start of the school term may authorize dues deduction by presenting an authorization form (card) with the annual amount of deduction specified to the employer on or before the first Friday of October. The amount specified will be prorated and deducted from the monthly paychecks, starting in October and ending in May. A termination of employment for any reason shall constitute revocation of authorization for dues deduction (if not otherwise provided) the last day of employment.

Teachers employed after the school term shall have ten (10) teacher employment days in which to submit their dues reduction authorization form. Dues deduction shall commence with the second paycheck, after submission of authorization and shall be prorated through May.

C. Such authorization shall be revocable between September 15 and October 20, of the school term in which dues are to be deducted; otherwise, the authorization shall not be revocable for the remainder of the school term. On receipt of dues revocation, the Board will notify the Association in writing of such dues revocation. The revocation shall be implemented in the payroll period following the payroll period in which the notice is received, subject to the provisions of this section.

The authorization form described in paragraph A shall fully set forth the obligations of this paragraph.

D. All dues deducted by the Board shall be remitted to the treasurer of the Association within ten (10) days after such deductions are made.

E. The Association shall indemnify and hold harmless the Board and all of its agents and employees from any and all claims, demands, suits, and costs incurred in connection with any such claim, demand, or suit resulting from any reasonable action taken or omitted by the Board or of its agents or employees for the purpose of complying with the provisions of this article.

ARTICLE X - LEAVES

10.1 Sick Leave

A. Each teacher shall be entitled to a total of thirteen (13) days sick leave per school year without loss of pay. Teachers will be allowed to accumulate an unlimited number of sick leave days. Sick leave shall be interpreted to mean personal illness, quarantine at home, mental health (up to a maximum of five (5) days) without a doctor's note or illness or death in the immediate family or household. The immediate family for purposes of this section shall include the spouse, children, parents, sisters, brothers, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

B. Upon leaving the District, teachers shall receive a "bonus" equal to fifty five dollars (\$55.00) per day for each unused accumulated sick day that is not otherwise reported to the Teacher's Retirement System. A maximum of 220 days of unused accumulated sick leave shall be paid within 60 days after the receipt of the teacher's final paycheck.

These exceptions limit the number of days of unused sick leave for which the Board will pay a teacher upon leaving the District, not the number of days (unlimited), which a teacher may accumulate. Sick leave days for which a teacher is reimbursed will not be reported to the Teachers' Retirement System for service credit.

C. Upon return to the District, teachers shall have the option to "buy back" any prior sick day accumulation from the Board at the original District reimbursement.

10.2 Personal Business Leave

Each teacher shall be entitled to three (3) days of personal business leave without loss of pay for matters which cannot be handled during the non-school days or hours. If a teacher uses five (5) days of sick leave or less in a school year, he or she will receive a fourth personal day in the following school year. Personal leave shall also be available for use as sick leave. Such leave, if unused, shall be cumulative as sick leave. Written application, without the requirement of stating reasons for such leave, shall be made to the Superintendent or his/her designee at least two (2) teacher employment days prior to the desired onset of such leave provided that in an emergency such application may be made at a later time with an explanation of such emergency. Such leave shall not be granted unless under exceptional circumstances as approved by the Superintendent during:

- The first five (5) teacher employment days
- The last ten (10) teacher employment days
- On the day immediately preceding or following a school vacation
- On a day preceding or following a designated holiday
- On an Institute Day

No more than two personal days may be taken consecutively. Personal business leave for a proper purpose shall not be available during a work stoppage of any kind.

10.3 Parental Leave

Paid and unpaid leave are available for teachers expecting children. Employees may use up to thirty (30) days of paid sick leave for the birth of a child and may use any accrued sick leave as paid leave for any medical reason associated with pregnancy or the birth of a child. To the extent employees are eligible, they may also use 12 weeks of leave pursuant to the Family Medical Leave Act (FMLA). Teachers also may request an unpaid Parental Leave to extend their FMLA leave until the end of the school year in which a child is born and through the following school year. Any paid or unpaid parental leave taken by a teacher shall run concurrently with FMLA leave. In the event of an extended leave, teachers may be paid up to the maximum number of accrued sick days within the same school year of the initial leave request.

Parental leave without pay is subject to the following conditions:

- A. The teacher shall apply for parental leave in writing to the Superintendent or his/her designee at least ninety (90) calendar days before the child's due date along with a written statement from her obstetrician or physician indicating the expected date of delivery. The leave shall be revocable on the part of the teacher up to the hiring of a replacement.
- B. The teacher and the Superintendent or his/her designee shall agree upon a plan for the commencement and termination of such leave, taking into consideration the continuity of instruction and medical factors to the maximum possible degree. The leave shall commence no later than when the teacher would otherwise be physically unable to return to work. The leave shall not exceed the balance of the school year in which it commences and one additional school year.
- C. Any teacher who works one hundred days (100) or more days within the same school year shall be entitled to such advancement on the salary schedule, as he/she would have had if the leave had not been granted. If the leave exceeds the year such leave commences, the second year shall not be considered for step advancement on the salary schedule.
- D. As a condition of a parental leave that exceeds 6 months, the teacher on leave shall inform the Superintendent no later than February 1 prior to the expiration of leave whether or not the teacher plans to return to work the following school year.
- E. To the extent a teacher is non-tenured, the use of a parental leave beyond FMLA leave shall constitute a break in service for the teacher. When the teacher returns to work, the teacher shall return as a first year teacher, but will maintain the current step on the salary schedule.
- F. A teacher whose FMLA leave for childbirth or child rearing purposes ends between Thanksgiving and winter break or between spring break and the close of the school term may request the Board to extend the leave to the end of winter break or the close of the school term,

respectively. If the teacher is eligible for sick leave due to childbirth during the extended leave, the Board will continue to provide health insurance on the same basis as during the FMLA leave.

G. If the teacher is not eligible for sick leave due to childbirth during the extended leave, the teacher must pay the premium cost for continued health insurance; however, at the end of the leave, insurance premiums will be paid by the District on the same basis as before the leave began.

10.4 Adoption Leave

Any teacher desiring adoption leave as a result of becoming an adoptive parent shall notify the Superintendent or his/her designee in writing upon the initiation of such adoption proceedings. Adoption leave shall be granted upon satisfactory written notification to the Superintendent or his/her designee of the date the child is expected to be received. It shall be the responsibility of the applying teacher to keep the Superintendent or his/her designee fully informed of the status of the proceedings, and as soon as known, the expected date of the delivery of the child. The procedures and requirements for parental leave in Section 10.3 apply to adoption leave.

10.5 Leaves of Absence

In the sole discretion of the Board, a teacher may be granted a leave of absence without pay subject to such conditions as the Board may prescribe. The granting of leave in one instance shall not constitute a precedent for any other application. All leave applications will be in writing, in sufficient detail to describe the nature of the desired leave, and submitted in advance to the Superintendent or his/her designee.

10.6 FMLA

The leaves provided for in Sections 10.1 through 10.5 of this Article must be coordinated with leave under the Federal Family and Medical Leave Act, which is covered by Board policy for a serious health condition, including pregnancy and the birth of a child. Copies of the Board policy shall be distributed to new teachers upon employment and to all teachers during the first month after the effective date of this agreement. Eligible employees are entitled to 12 weeks of unpaid leave. Any FMLA leave shall run concurrently with other paid or unpaid leave available to the employee.

10.7 Worker's Compensation

Teachers receiving Worker's Compensation temporary total disability checks from the Board's Worker's Compensation insurer may retain such checks and receive payment from the Board for one-third of a day of available sick leave, less applicable deductions. Upon payment of the teacher for any such leave, one-third of a day of the leave will be subtracted from the teacher's corresponding accumulated leave. If no sick leave is available, the teacher will not receive any supplemental payment from the Board beyond the Worker's Compensation check.

10.8 Advanced Study, Exchange, and Foreign Teaching Leave

Leaves of absence without salary for advanced study, exchange, or foreign professional service are granted to tenured teachers. Leaves may be granted after written application, upon recommendation of the administrative staff and the approval of the Board. Such leave is for one year but may, with the approval of the Board, be renewed for not more than one additional year. The year of absence for advanced study, unless it is a sabbatical year, is not credited on the salary schedule, since there will be a salary advancement as a result of earned additional credit or higher degree. Also, supplemental benefits are not accrued during such leave. However, District insurance coverage may be continued, if the teacher pays the full premiums. A year of teaching on exchange or foreign assignment, however, is recognized on the salary schedule and all other benefits are retained. After the leave has expired, the staff member may return to District 128 as per Board policy. To be reinstated, the teacher must indicate in writing, on or before February 1 of the year in which the leave terminates, his/her desire to return the following September.

Credit, not in excess of one year, is granted in the Teachers' Retirement System of Illinois for certain periods of time during which the member is on leave of absence specifically granted by the Board of Education, provided the member returns to teaching following the leave. Regular full-time teachings, for which retirement Fund contributions are required, must be resumed. Also, the member must make the required payments for the period of the leave. If credit is desired, the teacher is to initiate the application through the Retirement Fund office. Upon request, the District office will provide the information required, and a copy of the Board resolution granting the leave, to the Retirement Fund office. Application for this credit is optional.

10.9 Jury Duty

The Board shall pay the regular salary to a teacher called to serve on Jury Duty on a teacher workday. The teacher shall retain any monies received for such service.

10.10 Notice of Intent to Return from Leave

In all instances where a leave has been granted under this Article, and as a condition thereof, a teacher is required to advise the Superintendent no later than thirty (30) days prior to the return date, unless otherwise specified, that he/she intends to return to employment upon termination of the leave, failure by the teacher to provide such notice by the specified date shall constitute the teacher's resignation as an employee of the School District.

10.11 Bereavement Leave

Teachers are allowed 2 paid bereavement days for the death of a relative specified in 10.1 Section The Family Bereavement Leave Act (FBLA) allows for up to ten (10) unpaid bereavement days. Teachers may utilize accumulated sick leave for extended bereavement leave. A teacher may request paid bereavement leave for relatives not listed in 10.1 Section A pending approval of the administration. Granting a leave in one instance shall not constitute a precedent for any other application.

ARTICLE XI – TEACHER RETIREMENT

11.1 Pre-Retirement Information and Consultations

A. By September 1 of the year a teacher reaches age 50, or upon employment if the teacher is age 50 or more when hired, the teacher shall provide the Board with a report from TRS of the teacher's creditable service and accumulated sick leave and advise the Board of any service which may be claimed by the teacher but not yet recognized by TRS as creditable service. Annually, not later than October 1, the Board will provide to the Association a current list of all District employees who are within five (5) years of first becoming eligible for retirement, or who are currently eligible for retirement under any TRS retirement program. Between October 31st and December 15th of every school year, the District, in cooperation with the Association, shall provide individual pre-retirement consultations upon the request of any employee whose name appears on the preretirement list to determine whether the employee (through horizontal or vertical lane movement, promotion, extracurricular stipends, summer school or mentoring responsibilities or in any other manner) would earn more than 6% over the previous school year's creditable earnings in any year of this contract.

B. Any teacher who is within 4 years of their full TRS eligible retirement will receive any yearly earnings above 6% in a lump sum payment upon retirement 60 days following the Teacher's receipt of her final paycheck.

11.2 Optional Retirement Incentive and Severance Benefit Program in Lieu of Salary Schedule Adjustment

For a teacher age 55 or older that has completed fifteen (15) consecutive school terms as a teacher in the School District, the Board shall provide one of the following incentives, except as set forth in Section 11.2 below:

A. For teachers giving 1 year notice:

A salary increase for the teacher's last year of Board employment in an amount three percent (3%) greater than his/her previous year's TRS creditable earnings.

B. For teachers giving 2 years notice:

A salary increase in the year prior to the teacher's last year of Board employment in an amount three percent (3%) greater than his/her previous year's TRS creditable earnings and, for the last year of Board employment, in an amount three percent (3%) greater than the previous year.

C. For teachers giving 3 years notice:

A salary increase in the 3rd to last year of the teacher's employment in an amount three percent (3%) greater than his/her previous year's TRS creditable earnings and, for the last two years of Board employment, in an amount three percent (3%) greater than the previous year.

D. For teachers giving 4 years notice:

A salary increase in the 4th to last year of the teacher's employment in an amount three percent (3%) greater than his/her previous year's TRS creditable earnings and, for the last three years of Board employment, in an amount three percent (3%) greater than the previous year.

In order for a teacher to otherwise participate in the retirement incentive options described above (11.2.A. through 11.2.D.), the teacher shall submit his/her written request to the Board not later than December 1 of the first school term that the teacher is eligible for the retirement incentive. If the teacher does not submit his/her written request to the Board by that date, he/she shall no longer be eligible to receive the retirement incentive, and shall not thereafter be eligible to receive the retirement incentive.

The teacher's written request shall identify the retirement incentive (A., B., C., or D. above) requested by the teacher. The request shall also include the teacher's resignation from employment by the Board, effective at the end of the school term consistent with the selected option. Such resignation shall be contingent upon the Board's approval of the request.

11.3 Applicable Collective Bargaining Agreement

A teacher whose request for a retirement incentive is approved by the Board shall retire under the terms and conditions of the collective bargaining agreement in effect when the Board approved the request, irrespective of any change in the retirement provisions of the collective bargaining agreement in effect on the date of retirement.

11.4 Conditions of Withdrawal of Retirement

The Teacher's request for the approval of a retirement incentive shall be deemed to constitute an irrevocable resignation from employment once the request is approved by the Board. However, the teacher may request to withdraw his/her retirement request for the following reasons that arise after the Board approved the request:

- A. Diagnosis of terminal illness of the retiree or his/her spouse, or death of the spouse;
- B. Total disability of the retiree's spouse;
- C. Serious illness of a medically and financially dependent child or parent; or
- D. Divorce.

In any of the above events, the teacher will tender a written proposal for the withdrawal of his/her retirement request. As a condition of the Board's consideration of the request, the teacher will not be entitled to further retirement incentives and will authorize a wage deduction, or enter into an alternative agreement that will repay the Board any retirement incentives paid to the teacher to date. Repayment by wage deduction shall be completed within 180 calendar days of the Board's

approval of the withdrawal. The Board may accept the request to withdraw the resignation in its discretion.

11.5 Unilateral Resignation

If a teacher participating in the retirement program resigns and retires before the agreed upon date, with the result that the Board is subject to penalties by TRS, the teacher shall repay to the Board all amounts of creditable earnings necessary to avoid the Board being subject to such penalties. Repayment shall be made by salary withholding to the extent possible, but in any event, the teacher shall make full repayment within thirty (30) days after the date of the teacher's resignation. If the teacher fails to make repayment when due and the Board incurs attorney's fees to collect such repayment, through litigation or other collection efforts, the teacher shall reimburse the Board for its reasonable attorney's fees and other costs and expenses of collection. Upon repayment, an amended creditable earnings report shall be made by the Board to TRS.

11.6 Changes in the Law

In the event of any changes in the current TRS statutes or regulations, which allow for a greater or lesser retirement incentive, the amount of the retirement incentive shall be the lesser of the incentive amount specified in Section 11.2 and the maximum amount that may be offered as an incentive without penalty or additional contribution under TRS rules.

ARTICLE XII – EFFECT OF AGREEMENT

12.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written amendment executed according to the provisions of this Agreement.

12.2 Savings Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violated the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section or clause.

12.3 Management Rights

The Board retains and reserves the ultimate responsibility for proper management of the School district conferred upon and vested in it by the statutes and Constitution of the State of Illinois and the United States, except as limited by the specific terms of this Agreement.

12.4 No Strike and No Lockout

A. During the term of this Agreement neither the Association nor any member of the bargaining unit will withhold services in the form of a strike, or by means of picketing which interferes with the operation of the schools, nor will they impose a duty or obligation on any member of the bargaining unit to engage in any of the above-mentioned actions.

B. During the term of this Agreement, the Board shall not authorize any lock out of members of the bargaining unit.

12.5 Waiver of Mid-Term Bargaining

A. The Board and the Association, for the life of this Agreement, each waive the right which might otherwise exist to negotiate any further items or agreements effective for, or during the term of this Agreement.

ARTICLE XIII – FRINGE BENEFITS

13.1 Tuition Reimbursement

The District will reimburse tenured teachers who have enrolled in an advanced degree program, or course of study that will benefit the district, and for applicable in person and online courses, from an approved university (not to exceed fifteen (15) semester hours in any one fiscal year) as pre-approved by the Superintendent. Tenured teachers with a Master's Degree or higher may receive reimbursement for approved graduate courses or undergraduate courses that support an additional licensure endorsement or instructional area of expertise. The maximum reimbursement rate will be equal to the current per semester hourly tuition rate for Governor State University for tuition only. Fees will not be reimbursed.

Hours earned in one fiscal year in excess of fifteen (15) cannot be submitted for reimbursement in a subsequent fiscal year. Tuition and/or registration receipts must be furnished and official transcripts shall show grades of B or above for all courses taken. Payments will be made in October and January for courses taken during the previous semesters provided the teacher is still employed by the District. No reimbursement will be provided for courses completed more than one calendar year prior to submission.

Teachers shall request tuition reimbursement by submitting a Course Permission Form to the Superintendent for approval prior to taking any course(s). Requests will be kept on file in the District Office until the time of reimbursement.

Teachers shall keep current their tuition reimbursement requests on file in the District Office, i.e. notification if a course is cancelled or if the teacher has withdrawn from a course.

Official transcripts and receipts showing payment for the course(s) shall be furnished to the District Office upon completion of the course(s). These records shall be included in the teacher's tuition reimbursement request file.

Salary advancement as a result of accumulated pre-approved graduate hours will take place as a result of a written request to the Superintendent. Such request shall be submitted to the Superintendent with university documentation verifying completion date and grades of accumulated hours. All requests for salary advancement for courses completed by June 30 of a given year must be submitted to the Superintendent by August 1. For courses completed between July 1 and August 15, requests must be submitted by September 15, and advancement will be processed beginning the payroll cycle following approval.

Tuition reimbursement shall be available only to teachers taking courses following the completion of their tenure year of full-time service in the School District. A teacher who leaves the district after receiving tuition reimbursement will owe all tuition reimbursement costs back to the district for the last three school years in which reimbursement was received.

13.2 Insurance

A. The BCBS insurance plan options are intended to remain static for the life of this contract, unless the insurance committee puts forth recommended changes as outlined by the process put forth in 13.2E. The insurance deductibles and costs out of pocket will remain constant. For the life of this contract, the district will be responsible for the following portion of health insurance premium costs:

HMO Premium	Year 1	Year 2	Year 3	Year 4	Year 5
Single	100%	95%	95%	95%	95%
Single +1	90%	87.5%	85%	85%	85%
Family	90%	87.5%	85%	85%	85%
PPO Premium	Year 1	Year 2	Year 3	Year 4	Year 5
Single	95%	92.5%	90%	90%	90%
Single +1	85%	82.5%	80%	80%	80%
Family	85%	82.5%	80%	80%	80%

A. Dental Insurance

For teachers electing health insurance coverage, the district will pay the cost of the premium for single dental for all teachers. Teachers who opt for family dental coverage will pay the remaining balance of the premium after deducting the board paid single premium coverage.

C. Waiver Benefit

Teachers who do not take Board offered insurance will receive the sum of \$2,500 or the maximum amount that would not require the Board to pay any additional tax, or penalty under the Affordable Care Act or its regulations, whichever is less, payable throughout the regular payroll schedule.

D. Life Insurance

In addition, the Board will provide each teacher, at its expense, group term life insurance in the face amount of \$50,000. The cost of this insurance will not be paid from the insurance expenditures pool.

E. Insurance Committee

A committee composed of three (3) Association representatives and three (3) Board/Administration representatives shall be established. This committee will monitor the operation of the insurance plans and will offer suggested changes to benefit components and/or operating procedures.

The committee shall be specifically responsible for the following:

1. educating employees regarding insurance issues;
2. suggesting adjustments in existing components of the insurance plans if any are necessary;
and
3. utilizing current or new data to monitor the Plan's operation.

The committee shall meet as necessary, as called by the PHEA, but no less than annually during the regular school year to fulfill its responsibilities.

The committee shall make all suggestions to the Superintendent and the Board of Education and the PHEA in writing and by majority vote of the committee's participants. The PHEA and the Superintendent will respond in writing to such suggestions within 60 days of receiving the suggestions.

F. Premium Only Plan (POP)

The Board shall continue to make available for the duration of this contract a POP plan for the purpose of sheltering teacher costs. The plan allows for pre-tax contributions to insurance premium costs.

G. Insurance Information

The Board will provide the Association President the following information: the current year's rates for all insurance including health, dental, and life, as well as a breakdown of the number of employees who take fringe, family, single plus 1, and single indicating if it is PPO or HMO and the total number of teachers taking single and family dental. This information will be provided to the Association President no later than thirty (30) days after the first teacher workday and at the time of the first payroll following changes during the school term.

ARTICLE XIV – PROFESSIONAL COMPENSATION AND RELATED PROVISIONS

14.1 Pay Days - School Not in Session

If a regular pay date during the school term falls on a day when school is not in session, teachers shall receive pay on or before the last day of the school session. During the summer period, checks shall be mailed on the regular pay date to the designated address of the employee. Teachers on a twelve (12) month pay plan may receive all forthcoming checks on or before June 30.

14.2 Payroll Installments

Each teacher will be paid on the basis of twenty-six (26) equal payments.

14.3 Pay Days - Specified

Pay days shall be on alternating Fridays in accordance with the payroll schedule.

14.4 Salary

The salary schedules for the 2023-2024 through the 2027-2028 school years are attached in Appendix A. For teachers beyond Step L11, percentage increases will be equivalent to those on the salary schedule.

14.5 Extracurricular Stipend Payment

Extracurricular stipends will be compensated according to Appendix B and will increase at a rate of 3% annually for the life of the contract.

For full-year stipend activities, one-half (1/2) of the stipend for the activity will be paid in December and the remaining one-half (1/2) of the stipend will be paid in June; written approval of both payments must be submitted electronically to the business manager upon the staff member providing the principal with completed meeting/activity dates. Full-year stipend activities are defined as those that begin in August, September or October and run for the duration of the school year (i.e., through May or June). For partial-year stipend activities, the staff member will submit notice electronically upon completion and approved stipends will be paid at the next available pay period following submission to the business manager. Partial-year stipend activities are defined as those that do not run for the duration of the school year as defined in this section.

14.6 Years of Service Stipend:

Starting when a teacher reaches Year 15 on the salary schedule, that teacher will receive a stipend in addition to their salary. The stipend will be paid in a lump sum at the end of each school year and will not compound. The stipend will be \$150 in year 15 and increase by \$150 for each additional year of service. This stipend will be capped at \$1,800 each year.

14.7 Emergency Shut Down

In the event of a government shutdown, the Board of Education and PHEA leadership will meet and discuss a response to the shutdown.

ARTICLE XV – SUPPLEMENTAL PAY

15.1 The Supplemental Pay Schedule shall be as set forth in Appendix B, which is attached to and incorporated into this Agreement.

15.2 Any teacher who involuntarily loses a planning period will be paid their individual hourly per diem.

15.3 Teachers will be compensated at \$37 per hour in year 1, \$38 per hour in year 2, \$39 in year 3, \$40 in year 4 and \$40 in year 5 for all instructionally related committee work, required workshops, and required course work not qualifying for tuition reimbursement. These committees include (but are not limited to): RTI, Curriculum Committee, Teacher Evaluation Committee, Textbook Adoption Committees, but do not include bargaining unit-related committees such as the Insurance Committee. Compensation will be provided only for committee work performed outside the regular teacher workday. Any extra duty work performed during school hours, such as lunch duty, subbing, etc. will be paid at the individual hourly per diem rate.

15.4 The Board recognizes that teachers should not be required to internally substitute on a regular basis and that consideration should be given to equitable distribution of internal substitution assignments. Teachers required by their building administrator to internally substitute will be paid at the hourly per diem rate per occurrence/period.

15.5 Teachers taking on additional instructional responsibilities on a regular basis (not a daily substitute assignment) in place of a designated planning period shall be paid their individual hourly per diem rate on a prorated basis.

ARTICLE XVI – NEGOTIATIONS PROCEDURES

16.1 Negotiations Procedures

A. Commencement

The parties shall commence bargaining for a successor Agreement as per Illinois Education Labor Relations Act and its Rules and Regulations, but in no case later than May 30 of the year of the Agreement, unless a recognition petition is pending.

B. Mediation

It is agreed that after 45 days prior to the opening of schools, the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to this Agreement declares impasse and an impasse exists. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board will be asked to assign a mediator.

C. Any alleged violation of paragraph A or B may be remedied by either an unfair labor practice charge, or a grievance, but not both.

16.2 Term of Agreement

This Agreement shall become effective beginning August 22, 2023 through August 31, 2028.

This Agreement is signed this 30th day of June 30, 2023.

For the Board of Education
School District No. 128



President: William Grady

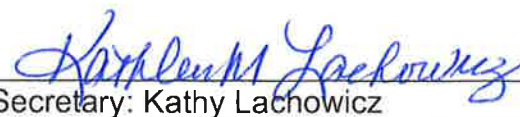
For the Palos Heights
Education Association



Co-President: Andrew Janotta



Co President: Ryan Mahoney



Secretary: Kathy Lachowicz

TEACHERS' RETIREMENT

By virtue of the authority granted by the Pension Reform Act of 1974 and subject to the limitations imposed thereby, the Board of Education and the Association agree as follows:

- A. The Board shall remit for each teacher a sum equal to nine (9) percent of the amount due such teacher as set forth on the Compensation Schedule for the State of Illinois Teachers' Retirement System, to be applied for the retirement account of such teacher.
- B. The Association will indemnify the Board of Education for any liability for income tax withholding or other indebtedness which results in implementation of the above paragraphs.
- C. In the event that an opinion is received which disapproves the program established by this section, the Board will be relieved of all obligations to comply with the above sections and all salary amounts actually paid to teachers will be reported as taxable income to the Internal Revenue Service on Form W-2 for the appropriate year.
- D. The procedure specified above will be applied to all members of the bargaining unit currently contributing to the State of Illinois Teachers' Retirement System.
- E. Should any of the above be declared illegal by a court of competent jurisdiction, the affected paragraph shall be unenforceable.

APPENDIX A

PALOS HEIGHTS ELEMENTARY SCHOOL DISTRICT 128

180 Work Days

2023-2024 SALARIES

	<u>BA</u>	<u>BA + 8</u>	<u>BA + 15</u>	<u>BA + 24</u>	<u>MA</u>	<u>MA + 8</u>	<u>MA + 15</u>	<u>MA + 24</u>	<u>MA + 30</u>
1	48,836	49,632	50,429	51,224	52,021	52,626	53,614	54,409	55,409
2	50,057	50,873	51,690	52,505	53,321	53,942	54,954	55,769	56,769
3	50,697	51,524	52,350	53,177	54,003	54,631	55,656	56,483	57,483
4	51,083	51,934	52,785	53,637	54,488	55,135	56,191	57,042	58,042
5	51,446	52,323	53,199	54,077	54,953	55,620	56,707	57,584	58,584
6	52,089	53,027	53,967	54,905	55,844	56,784	57,722	58,662	59,662
7	53,391	54,353	55,316	56,278	57,241	58,204	59,166	60,128	61,128
8	54,725	55,712	56,698	57,685	58,672	59,658	60,644	61,631	62,631
9	56,094	57,081	58,068	59,053	60,040	61,026	62,013	62,999	63,999
10	57,496	58,483	59,470	60,456	61,442	62,428	63,415	64,401	65,401
11	58,935	59,921	60,908	61,893	62,880	63,866	64,853	65,839	66,839
12	60,408	61,393	62,380	63,366	64,353	65,338	66,325	67,312	68,312
13	61,918	62,904	63,890	64,876	65,863	66,849	67,836	68,821	69,821
14	63,465	64,451	65,438	66,425	67,410	68,397	69,383	70,370	71,370
15	65,053	66,038	67,025	68,011	68,998	69,984	70,970	71,956	72,956
16	66,678	67,665	68,652	69,637	70,623	71,610	72,596	73,583	74,583
17	68,345	69,332	70,317	71,304	72,290	73,277	74,263	75,250	76,250
18	69,712	70,698	71,685	72,671	73,657	74,643	75,631	76,617	77,617
19	71,107	72,092	73,079	74,065	75,052	76,038	77,024	78,010	79,010
20	72,529	73,515	74,501	75,487	76,474	77,461	78,447	79,433	80,433
21	73,980	74,966	75,953	76,938	77,925	78,911	79,898	80,885	81,885
22	75,089	76,075	77,061	78,048	79,034	80,021	81,006	81,993	82,993
23	76,215	77,202	78,188	79,174	80,160	81,147	82,133	83,119	84,119
24	77,359	78,345	79,332	80,318	81,304	82,290	83,277	84,264	85,264
L	78,519	79,505	80,492	81,477	82,464	83,450	84,437	85,423	86,423
L1	79,697	80,683	81,669	82,655	83,642	84,628	85,615	86,600	87,600
L2	80,892	81,879	82,865	83,852	84,838	85,824	86,810	87,797	88,797
L3	81,903	82,890	83,875	84,862	85,848	86,835	87,820	88,807	89,807
L4	82,926	83,913	84,899	85,886	86,873	87,859	88,845	89,832	90,832
L5	83,963	84,949	85,936	86,923	87,909	88,895	89,881	90,868	91,868
L6	85,014	86,000	86,987	87,972	88,959	89,945	90,932	91,917	92,917
L7	86,076	87,062	88,048	89,035	90,021	91,008	91,993	92,980	93,980
L8	87,152	88,139	89,125	90,111	91,098	92,084	93,071	94,056	95,056
L9	88,241	89,227	90,214	91,200	92,186	93,172	94,159	95,145	96,145
L10	89,344	90,330	91,317	92,304	93,289	94,276	95,262	96,249	97,249
L11	90,461	91,446	92,433	93,420	94,406	95,393	96,378	97,365	98,365

APPENDIX A

PALOS HEIGHTS ELEMENTARY SCHOOL DISTRICT 128

180 Work Days

2024-2025 SALARIES

	<u>BA</u>	<u>BA + 8</u>	<u>BA + 15</u>	<u>BA + 24</u>	<u>MA</u>	<u>MA + 8</u>	<u>MA + 15</u>	<u>MA + 24</u>	<u>MA + 30</u>
1	50,265	51,085	51,905	52,724	53,543	54,167	55,183	56,002	57,031
2	51,522	52,362	53,202	54,042	54,882	55,521	56,563	57,402	58,457
3	52,810	53,671	54,532	55,393	56,254	56,909	57,977	58,837	59,892
4	53,485	54,358	55,229	56,102	56,973	57,636	58,717	59,590	60,645
5	53,892	54,790	55,688	56,587	57,484	58,167	59,282	60,179	61,234
6	54,275	55,201	56,125	57,051	57,975	58,679	59,826	60,751	61,806
7	54,954	55,944	56,935	57,925	58,916	59,907	60,897	61,888	62,943
8	56,327	57,342	58,358	59,373	60,389	61,405	62,420	63,435	64,490
9	57,735	58,776	59,817	60,857	61,899	62,939	63,980	65,021	66,076
10	59,179	60,221	61,262	62,301	63,342	64,383	65,424	66,464	67,519
11	60,659	61,700	62,740	63,781	64,821	65,862	66,902	67,943	68,998
12	62,176	63,217	64,258	65,297	66,338	67,379	68,420	69,460	70,515
13	63,730	64,770	65,811	66,852	67,892	68,932	69,973	71,014	72,069
14	65,323	66,364	67,404	68,444	69,485	70,526	71,567	72,607	73,662
15	66,955	67,996	69,037	70,078	71,118	72,158	73,199	74,240	75,295
16	68,631	69,670	70,711	71,752	72,793	73,834	74,873	75,914	76,969
17	70,345	71,386	72,428	73,467	74,507	75,548	76,589	77,630	78,685
18	72,104	73,145	74,185	75,225	76,266	77,307	78,348	79,389	80,444
19	73,546	74,587	75,627	76,668	77,708	78,749	79,791	80,831	81,886
20	75,018	76,057	77,098	78,139	79,180	80,221	81,260	82,301	83,356
21	76,518	77,559	78,598	79,639	80,680	81,721	82,762	83,801	84,856
22	78,049	79,089	80,130	81,170	82,211	83,252	84,292	85,333	86,388
23	79,219	80,259	81,300	82,341	83,381	84,422	85,462	86,503	87,558
24	80,407	81,448	82,488	83,528	84,569	85,610	86,651	87,690	88,745
L	81,614	82,654	83,695	84,736	85,776	86,816	87,857	88,898	89,953
L1	82,837	83,878	84,919	85,959	86,999	88,040	89,081	90,122	91,177
L2	84,080	85,121	86,161	87,201	88,242	89,283	90,324	91,363	92,418
L3	85,341	86,382	87,423	88,463	89,504	90,544	91,585	92,626	93,681
L4	86,408	87,449	88,488	89,529	90,570	91,611	92,650	93,691	94,746
L5	87,487	88,528	89,569	90,609	91,651	92,691	93,732	94,773	95,828
L6	88,581	89,622	90,662	91,703	92,744	93,784	94,825	95,865	96,920
L7	89,689	90,730	91,771	92,811	93,851	94,892	95,933	96,973	98,028
L8	90,810	91,850	92,891	93,932	94,972	96,013	97,053	98,094	99,149
L9	91,945	92,987	94,026	95,067	96,108	97,149	98,190	99,229	100,284
L10	93,094	94,135	95,176	96,216	97,256	98,297	99,338	100,378	101,433
L11	94,258	95,299	96,339	97,380	98,420	99,461	100,502	101,542	102,597

APPENDIX A

PALOS HEIGHTS ELEMENTARY SCHOOL DISTRICT 128

180 Work Days

2025-2026 SALARIES

	<u>BA</u>	<u>BA + 8</u>	<u>BA + 15</u>	<u>BA + 24</u>	<u>MA</u>	<u>MA + 8</u>	<u>MA + 15</u>	<u>MA + 24</u>	<u>MA + 30</u>
1	51,736	52,580	53,424	54,267	55,110	55,752	56,798	57,641	58,700
2	53,030	53,895	54,760	55,623	56,488	57,146	58,218	59,082	60,168
3	54,356	55,242	56,129	57,014	57,900	58,574	59,673	60,559	61,672
4	55,714	56,623	57,532	58,439	59,348	60,039	61,165	62,073	63,186
5	56,427	57,347	58,267	59,187	60,107	60,806	61,947	62,867	63,980
6	56,857	57,803	58,751	59,699	60,646	61,367	62,542	63,489	64,602
7	57,260	58,237	59,212	60,189	61,164	61,906	63,116	64,093	65,206
8	57,976	59,020	60,066	61,111	62,156	63,202	64,246	65,292	66,405
9	59,425	60,496	61,568	62,639	63,710	64,782	65,853	66,923	68,037
10	60,910	62,009	63,107	64,205	65,304	66,401	67,499	68,597	69,710
11	62,434	63,533	64,631	65,728	66,826	67,924	69,022	70,120	71,233
12	63,995	65,093	66,191	67,289	68,386	69,484	70,582	71,680	72,793
13	65,596	66,694	67,792	68,889	69,987	71,085	72,183	73,281	74,394
14	67,236	68,332	69,430	70,528	71,627	72,723	73,821	74,919	76,032
15	68,916	70,014	71,111	72,209	73,307	74,405	75,503	76,600	77,713
16	70,638	71,736	72,834	73,932	75,029	76,127	77,225	78,323	79,436
17	72,405	73,502	74,600	75,698	76,796	77,894	78,991	80,089	81,202
18	74,214	75,312	76,412	77,507	78,605	79,703	80,801	81,900	83,013
19	76,070	77,168	78,265	79,363	80,461	81,559	82,657	83,755	84,868
20	77,591	78,689	79,787	80,885	81,982	83,080	84,179	85,277	86,390
21	79,144	80,241	81,339	82,437	83,535	84,633	85,730	86,828	87,941
22	80,726	81,825	82,921	84,019	85,117	86,215	87,314	88,410	89,523
23	82,341	83,439	84,537	85,634	86,732	87,830	88,928	90,026	91,140
24	83,576	84,673	85,771	86,869	87,967	89,065	90,162	91,260	92,373
L	84,829	85,927	87,025	88,122	89,220	90,318	91,416	92,513	93,626
L1	86,102	87,200	88,298	89,396	90,493	91,591	92,689	93,787	94,900
L2	87,393	88,491	89,589	90,686	91,784	92,882	93,980	95,078	96,191
L3	88,705	89,803	90,899	91,997	93,096	94,194	95,292	96,388	97,501
L4	90,035	91,133	92,231	93,329	94,427	95,524	96,622	97,720	98,833
L5	91,160	92,258	93,355	94,453	95,551	96,649	97,746	98,844	99,957
L6	92,299	93,397	94,495	95,593	96,692	97,789	98,887	99,985	101,098
L7	93,453	94,551	95,649	96,747	97,845	98,942	100,040	101,138	102,251
L8	94,622	95,720	96,818	97,915	99,013	100,111	101,209	102,306	103,419
L9	95,805	96,902	98,000	99,098	100,196	101,294	102,391	103,489	104,602
L10	97,002	98,101	99,198	100,296	101,394	102,492	103,590	104,687	105,800
L11	98,214	99,312	100,410	101,508	102,605	103,703	104,801	105,899	107,012

APPENDIX A

PALOS HEIGHTS ELEMENTARY SCHOOL DISTRICT 128									
180 Work Days					2026-2027 SALARIES				
	<u>BA</u>	<u>BA + 8</u>	<u>BA + 15</u>	<u>BA + 24</u>	<u>MA</u>	<u>MA + 8</u>	<u>MA + 15</u>	<u>MA + 24</u>	<u>MA + 30</u>
1	52,493	53,350	54,206	55,061	55,917	56,568	57,629	58,484	59,559
2	53,806	54,683	55,561	56,437	57,315	57,982	59,070	59,946	61,048
3	55,151	56,050	56,950	57,848	58,748	59,432	60,547	61,445	62,574
4	56,530	57,452	58,374	59,294	60,216	60,917	62,060	62,981	64,139
5	57,943	58,888	59,833	60,777	61,722	62,440	63,612	64,556	65,713
6	58,684	59,641	60,597	61,555	62,511	63,238	64,424	65,382	66,539
7	59,131	60,115	61,101	62,087	63,072	63,821	65,044	66,028	67,186
8	59,551	60,566	61,581	62,596	63,611	64,382	65,641	66,656	67,814
9	60,295	61,381	62,469	63,555	64,642	65,730	66,816	67,904	69,061
10	61,802	62,916	64,031	65,144	66,259	67,373	68,487	69,600	70,758
11	63,347	64,489	65,631	66,773	67,916	69,057	70,199	71,341	72,498
12	64,931	66,074	67,216	68,357	69,499	70,641	71,783	72,925	74,082
13	66,555	67,697	68,839	69,981	71,121	72,263	73,405	74,547	75,705
14	68,219	69,361	70,503	71,644	72,786	73,928	75,070	76,212	77,369
15	69,925	71,066	72,208	73,350	74,492	75,632	76,774	77,916	79,074
16	71,673	72,815	73,955	75,097	76,239	77,381	78,523	79,664	80,821
17	73,464	74,606	75,747	76,889	78,030	79,172	80,314	81,456	82,614
18	75,302	76,442	77,584	78,726	79,868	81,010	82,151	83,293	84,450
19	77,183	78,325	79,468	80,608	81,750	82,892	84,034	85,176	86,333
20	79,113	80,255	81,395	82,537	83,679	84,821	85,963	87,105	88,263
21	80,694	81,836	82,978	84,120	85,261	86,403	87,546	88,688	89,846
22	82,309	83,450	84,592	85,734	86,876	88,018	89,159	90,301	91,458
23	83,956	85,097	86,238	87,380	88,522	89,664	90,806	91,947	93,104
24	85,635	86,777	87,919	89,060	90,202	91,344	92,486	93,628	94,785
L	86,919	88,060	89,202	90,344	91,486	92,628	93,769	94,911	96,068
L1	88,222	89,364	90,506	91,647	92,789	93,931	95,073	96,214	97,371
L2	89,546	90,688	91,830	92,972	94,113	95,255	96,397	97,539	98,697
L3	90,889	92,031	93,173	94,314	95,456	96,598	97,740	98,882	100,039
L4	92,253	93,395	94,535	95,677	96,819	97,961	99,103	100,244	101,402
L5	93,636	94,778	95,920	97,062	98,204	99,345	100,487	101,629	102,786
L6	94,807	95,949	97,089	98,231	99,373	100,515	101,656	102,798	103,955
L7	95,991	97,133	98,275	99,417	100,560	101,701	102,843	103,984	105,142
L8	97,191	98,333	99,475	100,617	101,759	102,900	104,041	105,183	106,341
L9	98,407	99,549	100,691	101,832	102,974	104,116	105,258	106,398	107,556
L10	99,637	100,778	101,920	103,062	104,204	105,346	106,486	107,628	108,786
L11	100,882	102,025	103,166	104,308	105,450	106,592	107,734	108,874	110,032

APPENDIX A

PALOS HEIGHTS ELEMENTARY SCHOOL DISTRICT 128									
180 Work Days					2027-2028 SALARIES				
	<u>BA</u>	<u>BA + 8</u>	<u>BA + 15</u>	<u>BA + 24</u>	<u>MA</u>	<u>MA + 8</u>	<u>MA + 15</u>	<u>MA + 24</u>	<u>MA + 30</u>
1	52,750	53,610	54,470	55,329	56,190	56,844	57,910	58,770	59,850
2	54,068	54,950	55,832	56,713	57,594	58,265	59,358	60,239	61,346
3	55,420	56,324	57,228	58,130	59,034	59,721	60,842	61,745	62,880
4	56,805	57,732	58,658	59,584	60,510	61,214	62,363	63,288	64,452
5	58,226	59,175	60,125	61,073	62,023	62,745	63,922	64,871	66,063
6	59,681	60,655	61,628	62,600	63,574	64,313	65,520	66,492	67,685
7	60,444	61,430	62,415	63,401	64,386	65,135	66,357	67,343	68,536
8	60,905	61,919	62,934	63,950	64,964	65,736	66,995	68,009	69,202
9	61,337	62,383	63,428	64,474	65,519	66,314	67,610	68,656	69,848
10	62,104	63,223	64,343	65,462	66,582	67,702	68,821	69,941	71,133
11	63,656	64,803	65,951	67,098	68,247	69,395	70,542	71,688	72,881
12	65,247	66,424	67,600	68,776	69,953	71,128	72,305	73,481	74,673
13	66,879	68,056	69,233	70,408	71,584	72,760	73,936	75,113	76,305
14	68,551	69,728	70,904	72,080	73,255	74,431	75,607	76,784	77,976
15	70,266	71,442	72,618	73,793	74,970	76,146	77,322	78,498	79,691
16	72,023	73,198	74,374	75,550	76,726	77,901	79,077	80,254	81,446
17	73,823	74,999	76,174	77,350	78,526	79,703	80,879	82,054	83,246
18	75,667	76,844	78,020	79,196	80,371	81,547	82,724	83,900	85,092
19	77,561	78,736	79,912	81,088	82,264	83,440	84,615	85,792	86,984
20	79,498	80,675	81,852	83,026	84,202	85,378	86,555	87,731	88,923
21	81,486	82,662	83,837	85,013	86,190	87,366	88,542	89,718	90,911
22	83,115	84,291	85,468	86,644	87,819	88,995	90,173	91,349	92,541
23	84,779	85,954	87,130	88,306	89,482	90,659	91,834	93,010	94,202
24	86,474	87,650	88,825	90,002	91,178	92,354	93,530	94,705	95,897
L	88,204	89,380	90,557	91,731	92,908	94,084	95,260	96,436	97,629
L1	89,527	90,702	91,878	93,054	94,231	95,407	96,582	97,758	98,950
L2	90,869	92,045	93,222	94,396	95,573	96,749	97,925	99,100	100,292
L3	92,233	93,409	94,585	95,762	96,936	98,113	99,289	100,465	101,657
L4	93,616	94,792	95,968	97,143	98,319	99,496	100,672	101,848	103,040
L5	95,020	96,197	97,371	98,548	99,724	100,900	102,076	103,251	104,444
L6	96,445	97,622	98,798	99,974	101,150	102,325	103,501	104,678	105,870
L7	97,651	98,827	100,002	101,178	102,354	103,531	104,706	105,882	107,074
L8	98,870	100,047	101,223	102,399	103,577	104,752	105,928	107,104	108,296
L9	100,107	101,283	102,459	103,635	104,812	105,986	107,163	108,339	109,531
L10	101,359	102,536	103,712	104,887	106,063	107,239	108,415	109,590	110,783
L11	102,626	103,801	104,977	106,154	107,330	108,506	109,681	110,857	112,050

APPENDIX B

EXTRACURRICULAR ACTIVITIES Clubs & Activities will only run if Staff Sponsored Stipend Payments will increase 3% for each Fiscal Year for the Life of the Contract							
ACTIVITY	Hours of Service	Base Year 2023 - 2024	School	ACTIVITY	Hours of Service	Base Year 2023 - 2024	School
Interscholastic Sports Coach Responsibilities: Coordinate tryout process, permission and medical forms, conference roster, transportation arrangements, parent communication, weekly practice schedule and attend Conference Coaching meetings				Other Clubs & Programs			
				Chess Club	32	\$1,216	IJHS
				Mathletes	32	\$1216	IJHS
				Art Club	32	\$1216	IJHS
Basketball				Fishing Club (2 sponsors)	30 per person	\$1140 per person	IJHS
Boys' Head Coach (7th)	95	\$3,610	IJHS	Environmental Club	32	\$1,216	IJHS
Girls' Head Coach (7th)	95	\$3,610	IJHS	Speech Team	32	\$1,216	IJHS
Boys' Head Coach (8th)	95	\$3,610	IJHS	Newspaper	40	\$1,520	IJHS
Girls' Head Coach (8th)	95	\$3,610	IJHS	National Junior Honor Society – Establish Charter with NASSP, coordinate application and induction process, parent communication and student leadership activities.	60	\$2,280	IJHS
Basketball Scorer and Timer	30	\$1140	IJHS	Musical			
Track and Field				Director	111	\$4,218	IJHS
Boys' Head Coach	56	\$2,128	IJHS	Assistant Director	35	\$1,330	IJHS
Girls' Head Coach	56	\$2,128	IJHS	2nd Assistant Director	19	\$722	IJHS

APPENDIX B

EXTRACURRICULAR ACTIVITIES Clubs & Activities will only run if Staff Sponsored Stipend Payments will increase 3% for each Fiscal Year for the Life of the Contract Payment will be based on total stipend and no timesheets are required for compensation.							
Boys' Assistant Coach (if more than 25 students on team)	40	\$1,520	39	IJHS Girls on the Run			
Girls' Assistant Coach (if more than 25 students on team)	40	\$1,520	IJHS	IJHS Coach	32	\$1,216	IJHS
Volleyball				IJHS Assistant Coach	15	\$570	IJHS
Boys' Head Coach	60	\$2,280	IJHS	Scholastic Bowl – Attend Conference Coach Meeting, coordinate Brain Bowl, collect permission slips, parent communication, participate in conference competitions	30	\$1,368	IJHS
Girls' Head Coach	60	\$2,280	IJHS	Fine Arts Night	13	\$494	IJHS
Cheerleading				Student Council – Coordinate Elections of officers, weekly meetings with representatives, quarterly activities and two parent-student evening events	75	\$2,850	IJHS
Head Coach	120	\$4,560	IJHS	Band Concert (Navajo) – Provide weekly practice and concert participation in a minimum of 3 events	42	\$1,596	NAVAJO
Assistant Coach	60	\$2,280	IJHS	Intramurals Navajo (2 sponsors)	15 per person	\$570 per person	NAVAJO
Friends of Rachel	41	\$1517	IJHS	School Store	17	\$646	NAVAJO
State Competition Qualifying Event - Head Coach & Assistant Coach each receive an individual stipend	25 per person	950 per person	IJHS	Community Service	17	\$646	NAVAJO

APPENDIX B

EXTRACURRICULAR ACTIVITIES Clubs & Activities will only run if Staff Sponsored Stipend Payments will increase 3% for each Fiscal Year for the Life of the Contract							
Pom Poms				Navajo Talent Show (2 sponsors)	9 per person	342 per person	NAVAJO
Head Coach Stipend	100	\$3700	IJHS	Navajo High Flyers (2 sponsors)	15 per person	\$570 per person	NAVAJO
Music				Media Club 5th grade (2 sponsors)	15 per person	\$570 per person	NAVAJO
Band Concert				Stock Market Club 5th grade	30	\$1,180	NAVAJO
Winter-Marching – 5 events	42	\$1,596	IJHS	Running Club (2 sponsors per school)	15 per person	\$570 per person	NAVAJO, CHIP
Spring – 5 events	42	\$1,596	IJHS	Yearbook Work with yearbook representative and student committee to prepare school yearbook (1 per school)	43 per person	1634 per person	IJHS, CHIP, NAV
Chorus (6, 7 & 8) Minimum 30 practice sessions and 3 concerts	65	\$2,470	IJHS	Chippewa Choir - 1/2 year	18	\$684	CHIP
Jazz Band 3-5 Concerts + Weekly Practice	42	\$1,596	IJHS	District Activities			
Additional Stipend Proposals may be proposed to the Superintendent for approval up to a maximum of 120 hours total in a given Fiscal Year. No single stipend proposal will exceed 30 hours in a single Fiscal Year.				Math Bowl - 4 Stipends (10 75-min practices + Competition)	15 per person	\$570 per person	4 teams Grades 1-8
				Rainbows Coordinator	25	\$950	K-5
				Rainbows Facilitators - 6 sponsors	9 per person	342 per person	K-5
				Teacher Leaders - Bi-weekly meetings with Principal; Co-facilitation of Staff Meetings; SIP Planning (IH - 2; CHIP - 3; NAV - 4(includes sped & specials) ; IJHS - 4)	60	\$2,280	All Schools