

COLLECTIVE BARGAINING AGREEMENT

BOARD OF EDUCATION
ODIN PUBLIC SCHOOL DISTRICT #722

AND

ODIN EDUCATION ASSOCIATION
(IEA-NEA)

2018-2023

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ARTICLE 1 RECOGNITION AND DEFINITIONS

1.1 RECOGNITION

- A. The Board of Education of Odin Public School District No 722, Marion County, Illinois, (hereinafter referred to as the "Board") recognized the Odin Education Association — IEA-NEA (hereinafter referred to as the "Association") as the sole, and exclusive bargaining representative for all full and part time positions requiring certification under Article 21 of the Illinois School Code (hereinafter referred to as the "Employee") exclusive of supervisors, as defined by the Illinois Educational Labor Relations Act.
- B. Temporary Employees and substitutes paid on a per diem basis are not covered by this Agreement.
- C. Teacher Aides are not covered by the Agreement.

1.2 EMPLOYEE BENEFITS

All Employees covered by this Agreement shall be provided all benefits and conditions in this Agreement, except as specified to the contrary.

1.3 DEFINITIONS

A. DAYS

The term "days" when used in this agreement, except where otherwise indicated, shall mean days when the School District's Office is officially open.

B. SUPERINTENDENT

The title Superintendent shall indicate the Superintendent of Schools or his/her designee.

C. DUTY DAYS

Duty Day(s) means day(s) during which Employees are required by contract to render service.

D. INSTRUCTIONAL DAYS

Instructional day(s) means any day(s) pupils are present for instruction.

E. PAID LEAVE OF ABSENCE

Paid Leave of Absence means that an Employee shall be entitled to receive wages and all fringe benefits, including, but not limited to, insurance and retirement benefits, return to the same or similar assignment which he/she enjoyed immediately preceding the commencement of the leave, and receive credit for annual salary increments provided during his/her leave.

F. NONPAID LEAVE OF ABSENCE

Nonpaid Leave of Absence (NLOA) means that an Employee shall not be entitled to pay or benefits associated with continuous active employment.

G. IMMEDIATE FAMILY

Immediate family means any spouse, civil union partner, mother (stepmother, mother-in-law), father (stepfather, father-in-law), daughter (stepdaughter, daughter-in-law), son (stepson, son-in-law), grandmother, grandfather, granddaughter, grandson, sister (stepsister, sister-in-law), brother (stepbrother, brother-in-law), legal ward

and other children being cared for as dependents.

H. DAILY RATE OF PAY

Daily Rate of Pay means the Employee's annual scheduled, salary divided by the number of duty days required by the school calendar.

I. SITE

Site means a building or location where an Employee(s) work(s).

**ARTICLE 2
FRAMEWORK FOR COLLECTIVE BARGAINING**

2.1 BARGAINING NOTIFICATION

The parties shall commence bargaining for a successor agreement no earlier than February 15th and no later than May 1st of the current contract year.

2.2 MEDIATION

The parties may agree to jointly request the services of a mediator at any time. If an impasse occurs, the parties will jointly request mediation. The Federal Mediation and Conciliation Service (FMCS) will be used if FMCS is not available, the parties will immediately commence discussion as to a replacement. If agreement is not reached, the Illinois Educational Labor Relations Board shall be notified. Any costs incurred for mediation services will be borne equally by the parties.

2.3 CONTRACTUAL AMENDMENTS

The parties may modify or amend this agreement only by mutual consent. Such changes shall be reduced to writing, ratified and signed by the parties and become an amendment to this contract and considered a part of this Agreement.

**ARTICLE 3
EMPLOYEE RIGHTS AND MANAGEMENT RIGHTS**

3.1 BOARD HEARINGS/EMPLOYEE RIGHTS

When any Employee is required to appear before an administrator or supervisor, a Board committee, or Board of Education, concerning any matter which is, disciplinary in nature, or which could adversely affect their terms and conditions of employment, the Employee shall:

- A. Be given at least twenty four (24) hours prior written notice of the reasons for such meeting or interview and,
- B. Be entitled to have a representative of the Association present.
- C. This provision shall not apply to conferences held with respect to routine evaluation of Employees.

3.2 RULES AND REGULATIONS

A copy of the official Board policy manual shall be available in the office for all Employees. A copy of all new written Board policies or changes in board policies shall be presented to the Association within fifteen (15) days after they are officially adapted.

3.3 EMPLOYEE NOTIFICATION OF ASSIGNMENTS

An Employee shall be given written notice of any change of his/her assignments for the forthcoming school year no later than twenty-one (21) calendar days preceding the first day of the new school term unless an emergency situation develops as determined by the Board.

3.4 JUST CAUSE DISCIPLINE

The Board retains its right to discipline Employees for just cause. Discipline includes but is not limited to verbal and written warnings and reprimands, suspensions without pay, reductions in rank, loss of professional advantage and discharge. With the exception of verbal warnings and reprimands, the Board will within 30 days, furnish the Employee with a written statement of the reasons for the action.

3.5 MANAGEMENT RIGHTS

The Board retains and reserves to itself all rights, power, privileges, duties, responsibilities, and authority conferred upon and vested in it by law, including but not limited to, the right to operate, manage, control, organize and maintain the School District and to adopt subsequent policies, rules, regulations, and practices in furtherance thereof. Such rights, powers and duties include but are not limited to oversight of and decisional authority over educational programs, budget, personnel (except as provided for by this Agreement), buildings, facilities, and services: institutional organization; development of policies, procedures, and schedules; and responsibility for responding to emergencies. The Board's exercise of its rights, powers, privileges, duties, responsibilities, and authority and the adoption by the Board of policies, rules, regulations, and practices shall be limited only by the specific and express terms of this Agreement.

**ARTICLE 4
ASSOCIATION RIGHTS**

4.1 ASSOCIATION MATTERS – BOARD AGENDA

The Board will consider requests for placement under "New Business", matters brought to its attention by the Association.

4.2 BOARD MINUTES-ASSOCIATION COPIES

- A. A copy of the Agenda of regular and special meetings of the Board of Education will be placed in the mailbox of the President of the Association at least forty-eight (48) hours prior to a regular scheduled meeting and twenty-four (24) hours prior to a special meeting. A copy of the Agenda will include the stated purpose for the meeting. The time parameter may be waived in emergency situations. In such cases, the President of the Association will be informed either orally or in writing of the meeting.
- B. A copy of the minutes of the open sessions of Board of Education will be placed in the mailbox of the President of the Association within five (5) days after the Board approved the minutes.
- C. A copy of the AFR (Annual Financial Report) and Annual Budget shall be placed in the mailbox of the President of the Association within five (5) days after the Board adopts the AFR and the Annual Budget.

4.3 PERTINENT INFORMATION - ASSOCIATION

The Association shall be furnished upon request a copy of readily available public information concerning the financial conditions of the district. The Board will grant reasonable requests for other pertinent information which may be relevant to negotiations. Nothing herein shall require the Administrative staff to research and assemble information. The Association will furnish copies of any pertinent information as reasonably requested by the Board or its designee.

4.4 PAYROLL DEDUCTIONS

- A. The Board shall deduct from each Employee's pay the current dues of the Association, beginning with the first paycheck of the new school year, if the Board has an Employee-executed authorization form provided by the Association on file. The Association shall notify the District of dues prior to August 31st.
- B. The Association's monthly dues payment will be direct directly deposited into the Association's checking account no later than the 15th of the month.

4.5 ASSOCIATION USE OF DISTRICT FACILITIES AND EQUIPMENT

The Association will be allowed the reasonable use of the following for its official business.

- A. designated areas in the school building for meetings, if scheduled through, the administration,
- B. employees' mailboxes, interschool mail, and teachers' lounge bulletin boards for the purpose of internal communications,
- C. designated school equipment, e.g. computers and copier equipment, except when preempted by educational purposes The Association will pay for all material used.
- D. Association activities will not be conducted during the work day excluding the teacher's duty free lunch.

4.6 RIGHT TO ORGANIZE AND PARTICIPATE

Employees shall have the right to organize, join and assist the Association and to participate in negotiations with the Board or do so through representatives of their own choosing.

**ARTICLE 5
CALENDAR - WORK LOAD**

5.1 LENGTH OF WORK DAY

The length of the work day for all Employees shall be seven (7) hours and thirty (30) minutes except in case of early dismissal. Employees shall be on duty at 8:00 a.m. and may leave the campus at 3:30 p.m. In case of early dismissal, teachers shall be able to leave ten (10) minutes after the buses leave providing there are no meetings or conferences scheduled which require the attendance of the Employee.

A. LUNCH PERIODS

All Employees shall have a duty free lunch period equal to that of his/her students' lunch period but no less than thirty (30) minutes.

B. LIMIT ON EMPLOYEE'S RESPONSIBILITY

An Employee shall not be required to assume the responsibility of another Employee's students simultaneously with his/her own students, except in emergency situations.

C.

D. PARENT CONFERENCES

Employees shall be available outside the normal work day for parent conferences and for students needing special assistance. The Superintendent may arrange a mutually agreed upon time for the conferences in consultation with the parent(s) and the Employee.

E. ATTENDANCE AT GRADUATION

Teachers shall attend either the High School or Junior High School graduation ceremony. The Superintendent shall approve any absences from these ceremonies.

5.2 CALENDAR

The school year calendar shall consist of 185 days which shall include 176 student attendance days, four (4) workshop/in-service days and five (5) emergency days. Unused emergency days shall not become workdays. The work year for Employees shall not exceed 180 days which shall include the four (4) workshop/in-service days.

The Board will consider recommendations from the Association when planning and establishing the school calendar. Recommendations shall be in writing and delivered to the Board no later than March 31 to be considered for the calendar for the upcoming school year.

5.3 PROFESSIONAL SERVICE

Teachers shall comply with the policies and regulation of the Board and the administration and will receive in writing applicable policies, rules, and any rule amendments and/or additions and faculty handbooks prior to any enforcement of such policies and rules. Additional copies of Board policies, administrative rules and faculty handbooks will be made available in teachers' lounge, to each department head, in the office and to the Association President.

ARTICLE 6 WORKING CONDITIONS

6.1 SAFE WORKING CONDITIONS

- A. Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which pose an unreasonable risk to their health, safety or well-being.
- B. Employees shall have the right to refuse to attend or chaperone any student class funded excursion they feel may be detrimental to their safety, or could jeopardize their position and/or occupation.
- C. If the Employee becomes aware of a potentially unsafe or hazardous condition, the Employee should report this situation to his/her immediately involved supervisor who shall initiate an investigation into the problem and take steps to correct said problem if found to be a valid concern.
- D. An Employee may refuse any direction(s) that a reasonable person would feel would pose an unreasonable risk to life, safety and/or welfare.
- E. In the event of an emergency school or District closure, including but not limited to natural disaster, quarantine, or government order, Employees shall receive their daily rate of pay and benefits. If make-up days are required by law, the Association shall negotiate said days with the Board.
- F. Employees leaving the campus during regular school hours must notify the office.

6.2 ASSISTANCE FOR CONTROL AND DISCIPLINE OF STUDENTS

The Association acknowledges that it is the responsibility of each teacher to maintain discipline of students under his/her control as outlined in the student handbook. The Board acknowledges that it is the responsibility of Administration to support Employees with respect to the maintenance of control and discipline of students.

6.3 ADMINISTERING MEDICATION

Employees shall not be required to administer medication to pupils. Pupils shall be referred to proper, designated medical personnel for this function.

6.4 PREPARATION TIME

- A. Each Pre-K-4 teacher shall receive a preparation period of no less than fifty (50) minutes per day of which thirty (30) must be continuous.
- B. Each grade 5-12 teacher shall receive no less than forty-five (45) consecutive minutes per day as preparation time.

6.5 SUBSTITUTION FOR ANOTHER TEACHER

- A. When a teacher is asked or required to substitute for another teacher's class or to assume that teacher's students into his/her own class, the affected teacher shall be paid an amount equal to one eighth (1/8) of the substitute teacher daily rate of pay per period or hour as applicable.
- B. If a teacher with a Type 75 certificate is asked to temporarily perform administrative duties due to the absence of an administrator, a substitute teacher will be provided to cover the teacher's teaching duties.

6.6 COMBINED CLASSES

When a teacher is assigned a combined class, the teacher shall receive an additional 1/5 teacher's salary per year for the extra preparation involved.

6.7 LUNCH DUTY

Each teacher shall receive no less than a thirty (30) minute duty free lunch or the equivalent of the student lunch period whichever is greater. If a teacher not assigned regular lunch duty agrees to supervise during his/her lunch period, the teacher shall be compensated at \$20 per day plus a free lunch.

6.8 PARENTAL COMPLAINT PROCEDURE

All complaints directed toward any Employee from a student, parent, other staff member or member of the general public shall be directed to the principal who shall consult with the Employee and allow the Employee an opportunity to respond before taking any action which negatively impacts the teacher. The Board shall not take any action regarding a complaint unless the principal and superintendent have indicated that they have not resolved the matter.

ARTICLE 7 LEAVES

I. PAID LEAVE OF ABSENCE

7.1 SICK LEAVE

- A. At the beginning of each work year, each Employee shall be credited with twelve (12) sick leave days, the unused portion of which shall accumulate to a maximum of three hundred eighty (380) days. The Board shall furnish each Employee with a written statement at the beginning of each school year setting forth the total accumulated sick leave credit for said Employee.
- B. Sick leave shall be interpreted to mean personal illness or disability, and illness or death in the immediate family.
- C. After an absence of three (3) consecutive days the Employee may be required to verify the need for additional sick leave with documentation from a health care provider or other source acceptable to the Superintendent. Such documentation may also be required whenever an Employee has excessive or a reoccurring pattern of absenteeism.
- D. Sick leave may be taken in hourly/period increments.
- E. Upon retirement, teachers will be paid Seventy Five Dollars (\$75.00) for each unused accumulated sick leave day earned in the Odin School District, not eligible for TRS retirement purposes. The maximum the District will pay for unused sick leave is \$3,500 per teacher. Any eligible payment shall be made post-retirement on September 15 following retirement.

7.2 PERSONAL LEAVE

- A. Each Employee shall be entitled to three days (3) days personal leave per school year without loss of pay. A request to use personal leave days shall be made in writing at least four (4) days in advance, except in cases of emergency which must be approved by the superintendent. Requests for personal leave shall be responded to within 48 hours. Reason for personal leave shall not be requested from employees. Unused personal days shall be converted to sick leave days.
- B. Personal leave will not be granted during the first two weeks or the last two weeks of pupil attendance. Personal leave may not be used by a Pre-K through 4th grade teacher on days when three (3) or more other Pre-K through 4th grade teachers have scheduled absences. Likewise, personal leave may not be used by a 5th through 12th grade teacher on days when, more than three (3) other 5th through 12th grade teachers have scheduled absences. Certified staff with multiple grade assignments shall be counted in the group where they spend the majority of their time.
- C. Personal leave must be taken in no less than half (1/2) day increments.
- D. The Superintendent may waive the above conditions.

7.3 JURY DUTY

Any Employee called for jury duty, shall suffer no loss of pay. The Employee shall return to the district any dollars earned for jury service which occurred on a school day.

7.4 ASSOCIATION LEAVE

In the event that the Association desires to send a representative to local, state, or national conferences or on other business pertinent to Association affairs, such representative(s) shall be excused a maximum of four (4) days per year without loss of pay. The Association shall reimburse the district for the cost of a substitute teacher and give at least five (5) days notice. No more than two (2) teachers may use this leave at a time without the approval of the Superintendent.

7.5 BEREAVEMENT AND FUNERAL LEAVE

Employees may use three (3) bereavement leave days per occurrence, of the death of the following family members:

Spouse
Mother and Father (Step included),
Son, Daughter, Sister and Brother (Step included),
Mother-in-law, Father-in-law, Son-in-law and
Daughter-in-law

Employees may use two (2) bereavement leave days per occurrence, of the death of the following family members:

Grandmother and Grandfather
Granddaughter and Grandson
Sister-in-law and Brother-in-law

Employees shall use one (1) bereavement leave day for legal wards and dependents living in the household. Employees may use sick leave for bereavement upon the death of an immediate family member. Employees may take up to five (5) days sick leave to attend the funeral of a person who is not an immediate family member *as* defined in Article 1.3 (G).

II. NON-PAID LEAVES OF ABSENCE

7.6 Leaves of absence without pay or benefits may be granted for a period of up to one year to tenured Employees upon written request and approval of the Board. Leaves of absence may be granted for:

- A. Advanced study leading to a degree in an approved university or college.
- B. Educationally related travel. The Employee shall provide an itinerary and an explanation of how such travel will improve the educational program.
- C. Military induction in any branch of the Armed Forces of the United States or being called for active duty in the National Guard or Reserve.
- D. Other reasons petitioned to and approved by the Board.

- 7.7 Employees on non-paid leave of absence may continue benefits if they reimburse the District on a prorated basis for the cost of said benefits.
- 7.8 Employees on non-paid leave of absence shall not lose accrued sick leave, tenure, or seniority.
- 7.9 Employees shall not advance on the salary schedule or receive seniority credit while on any approved unpaid leave of absence.
- 7.10 The granting of such leaves will be wholly and unilaterally at the sole discretion of the Board. Refusal shall not be for arbitrary or capricious reasons.
- 7.11 An Employee on a non-paid leave of absence shall notify the superintendent, in writing no later than ninety (90) days prior to the date of their intended return to employment.

ARTICLE 8 PERSONNEL FILE

8.1 **CONDITIONS AND PROCEDURES FOR PLACEMENT OF MATERIALS IN FILE**

Only one official file shall be maintained. No material shall be placed in the file unless the employee has had an opportunity to read such material. The Employee shall acknowledge that he/she has read any material by affixing his/her signature on the copy to be filed. However, any information which has not been reduced to writing within thirty (30) calendar days following the discovery by the Principal or the Superintendent of the event or occurrence may not be added to the file.

8.2 **RIGHT TO RESPOND TO MATERIALS IN FILE**

The Employee shall have the right to respond to any material which is entered into their file and his/her response shall be attached to the file.

8.3 **RIGHT TO EXAMINE FILE**

The Employee shall have the right to examine his/her personnel file. The Board will make the file available at a designated time and place within 2 days of the request. A representative of the Association may accompany the Employee in such review.

8.4 **RIGHT TO REPRODUCE MATERIALS IN FILE**

Upon request of an employee, the district will reproduce any materials in his/her personnel file provided doing so would not invade the privacy of another individual. Cost of reproduction will be reimbursed to the district.

8.5 **RELEASE OF INFORMATION**

The Administrative staff shall not divulge a disciplinary report, letter of reprimand or other disciplinary action to any person or party other than the Employee except as follows:

- A. School District official is in need-to-know capacity.
- B. The Employee has given written consent to release specific information or has specifically waived written notice as a part of a written, signed employment application with a potential employer:

- C. The disclosure is ordered to a party in a legal action or arbitration proceeding.
- D. The information is requested by a government agency as a result of a claim or complaint, or as a result of a criminal investigation.

ARTICLE 9 EMPLOYEE EVALUATION

9.1 PURPOSE

The purpose of an evaluation is to accurately and objectively rate a teacher as excellent, proficient, needs improvement, or unsatisfactory.

9.2 EVALUATOR'S QUALIFICATION

Teachers shall be evaluated only by qualified Odin Public School District #722 Administration (i.e. acting superintendent or principal, full or part time). Qualified administrators shall have successfully passed the State-Approved assessments specific to the evaluation of teachers in all its components.

- 9.3 The Administration shall maintain, in cooperation with the Association, a state-approved performance evaluation plan for teachers in contractual, continued service. Procedural aspects shall be cooperatively developed and agreed upon. Standards of Performance will be shared with the Association's representatives in order to ensure understanding. A joint committee of representatives from both parties shall be convened on an as needed basis to review and to reach agreement on procedural changes and to receive information regarding changes in the Standards of Performance.

Teachers shall be evaluated on the negotiated evaluation instrument according to the district evaluation plan and negotiated procedures. The use of maternity leave, approved personal days, jury duty, and/or military leave shall not be counted against attendance on the teacher's evaluation. Sick leave may be used as part of a teacher's evaluation after the point in which the district requests a doctor's excuse for verification and none is presented.

A. The first evaluation shall take place prior to December 15 and the second shall take place prior to March 15.

B. Evaluations shall not take place during the first ten (10) days or during the last ten (10) days of the school semester unless agreed to by the teacher, or unless required pursuant to a professional development or remediation plan.

C. All evaluations shall include a pre-evaluation conference, if requested by the Employee, an in-class observation (or other observation as applicable), and a post-evaluation conference between the teacher and the evaluator. The post evaluation conference shall be held within ten (10) days following the classroom observation(s). A written evaluation shall be provided to the Employee within fifteen (15) days following the evaluation.

9.4 EMPLOYEE RESPONSE

The Employee shall have the right to submit a written response regarding any evaluation to be attached to the evaluation in question. The Employee may also submit additional written

comments following the post-evaluation meeting. All written evaluations and Employee comments shall be placed in the Employee's personnel file.

9.5 INFORMAL EVALUATION

The Administration may utilize informal observations to evaluate Employees during the workday or at assigned school functions. Any result from such observation that becomes a part of the Employee's personnel file shall be discussed in a meeting with the Employee. This meeting shall be held within ten (10) days after the informal observation to discuss remediating any deficiencies that may have been noticed. Serious deficiencies noticed and suggestions for correction will be reduced to writing with a copy going to the Employee.

**ARTICLE 10
SENIORITY, RECALL AND TRANSFERS**

10.1 SENIORITY OF EMPLOYEES

A. Definition of Seniority

Only teachers may earn seniority. Seniority shall be defined as the continuous length of service within the district in a position requiring certification. Accumulation of seniority shall begin from the Employee's legal hiring date and time. Leaves without pay approved by the Board will not be considered a break in continuous service, but the time spent on non-paid leave will not count toward seniority.

B. Part-Time Employees shall accrue seniority in proportion to the percentage of time for which they have been employed.

10.2 LOSS OF SENIORITY

The following events will cause an Employee to lose seniority.

- A. Resignation
- B. Dismissal for Cause
- C. Retirement
- D. Being on layoff for one calendar year.
- E. Refusing employment when notified of re-call.

10.3 REDUCTION IN PERSONNEL, LAYOFF, AND RECALL

When the Board determines it is necessary to reduce the number of teaching staff members, it shall follow the Illinois School Code.

10.4 NOTIFICATION OF LAYOFFS

Prior to public announcement of the Board, the Association shall be informed of the Board's possible decision to reduce the number of certified staff.

10.5 RE-EMPLOYEMENT PROCEDURE AFTER LAYOFF

Any tenured Employee who has been dismissed under these procedures shall have recall rights as follows:

A. RECALL RIGHTS

Recall rights shall be in effect for one (1) calendar year from the date that the Employee's employment is terminated. If an Employee is laid off and becomes certified and qualified to fill vacancies in teaching area(s) other than that he/she last held, he/she shall notify the Board prior to the Board filling any vacant position for which he/she is qualified.

B. RETAINED RIGHTS AFTER RECALL

Recalled Employees shall retain all rights that they had at the time of their termination due to Reduction in Force.

C. RECALL BY REVERSE SENIORITY

The Board shall offer by certified mail available positions to the most senior Employee laid off that *is* legally qualified to fill the available position. It shall be the RIFT Employees responsibility to provide the district with a current address. The Employee must give a written response to the Superintendent within fourteen (14) calendar days of receipt of notice or within fourteen (14) calendar days of receipt of a notice from the post office of inability to deliver. If said Employee elects to pass on the position offered, their name will be removed from the recall list.

If the notified Employee is not immediately available due to reasons beyond the Employee's control, the Employee must inform the Superintendent in his/her written response referred to above. The Employee then has fourteen (14) calendar days to become available for the position or lose the right to said position.

D. TEMPORARY OR PART-TIME POSITIONS

Temporary or part-time positions will first be offered to Employees with recall rights in the same order as for permanent positions. Acceptance or refusal of a temporary or part-time position will not affect the recall rights of an Employee unless the Employee held a part-time position when laid off which was the fractionalized equivalent to the position being offered.

10.6 DEFINITION OF VACANCIES

A vacancy shall be defined *as* a position within the district presently unfilled including newly created positions, as well as such positions currently filled but anticipated to be open in the future. Open positions created because of a Leave of Absence shall not be considered a vacancy unless the Leave of Absence exceeds one year.

10.7 DEFINITION OF TRANSFER

Transfers shall be defined as either a voluntary or involuntary move from one position to another covered by this Agreement, The Board retains complete discretion relating to transfers.

10.8 POSTING OF VACANCIES

Vacancies for certified teaching and extra-curricular positions occurring within the district, including newly created positions, shall be emailed to all employees. In addition during summer months teachers shall be notified using the School Reach System. Both forms of notification shall be completed at least ten (10) days prior to being filled.

10.9. VOLUNTARY TRANSFER APPLICATION

A. Employees, interested in vacancies, may apply in writing to the Superintendent, within the ten (10) day posting period. Receipt of a request for transfer shall be acknowledged by the

- Superintendent within ten (10) working days.
- B. An Employee may make a request, at any time, for a transfer to a position for which they are qualified.

10.10 MUTUAL REQUESTS FOR TRANSFER

Mutual requests for transfer are subject to board approval.

**ARTICLE 11
GRIEVANCE PROCEDURE**

11.1 DEFINITIONS

A grievance shall be any claim by the Association or an Employee that there is an alleged violation, misinterpretation, or misapplication of the terms of this agreement.

11.2 TIME LIMITS

All time limits consist of days which the Administrative office is officially open for business.

11.3 PROCEDURES

The parties acknowledge that an Employee and the Board may resolve problems through free and informal communications. However, a grievance shall be processed as follows:

A. STEP I

The Association or the grievant must present the grievance in writing to the immediately involved Supervisor within thirty (30) days of learning or having the reasonable opportunity to learn of the occurrence of the event giving rise to the grievance. The supervisor will arrange for a meeting to take place within ten (10) days after receipt of the grievance.

The Association's representative and the immediately involved supervisor shall be present for the meeting. Within ten (10) days of the meeting, the Association shall be provided with the supervisor's written response, including the reasons for the decision. If the supervisor fails to make a timely response, the grievant may proceed to Step II.

B. STEP II

If the grievance is not resolved at Step I, then the Association may refer the grievance to the Superintendent or the Superintendent's official designee within ten (10) days after receipt of the Step I answer. The Superintendent shall arrange, with the Association Representative, for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

C. STEP III

If the-grievance is not resolved at Step II, then the Association or Employee may refer the grievance to the Board within ten (10) days after receipt of the Step II answer or lack thereof. The Board shall arrange, with the Association representative, for a meeting to take place at the Board's next regularly scheduled meeting or at a special meeting which may be called at the discretion of the Board for this purpose. Within ten (10) days of the meeting, the Association shall be provided with the Board's written response.

D. STEP IV - ARBITRATION

If the Association is not satisfied with the disposition of the grievance at Step III or if the Board fails to make a timely response, the Association may submit the grievance to final and binding arbitration following the American Arbitration Association guidelines. If no demand to arbitrate is filed within twenty (20) days of the Step III decision or lack thereof, then the decision of the Board or administration shall be final.

11.4 BYPASS AND WAIVER

By mutual-written agreement, any step of the grievance procedure may be bypassed and time lines may be waived.

11.5 CLASS GRIEVANCE

Grievance, involving more than one Employee, may be initially filed by the Association at Step II.

11.6 NO REPRISALS CLAUSE

No reprisals shall be taken by the Board against any Employee because of the Employee's participation or refusal to participate in a grievance.

11.7 FILING OF MATERIALS

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

11.8 GRIEVANCE WITHDRAWAL

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

11.9 EXPEDITED ARBITRATION

By mutual agreement of the Association and the Board, the Expedited Rules of the American Arbitration Association (AAA) shall be used instead of the Voluntary Labor Arbitration Rules.

11.10 COSTS

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

11.11 COURT REPORTER

If only one party requests the presence of a court reporter, that party shall bear the cost of the reporter. If the other party wants a copy, the other party must share the cost.

11.12 SETTLEMENT

By mutual written agreement of the Association and the Board, a grievance may be settled at any step.

**ARTICLE 12
COMPENSATION AND RELATED PROVISIONS**

12.1. LIFE INSURANCE

The Board shall provide ten thousand dollars (\$10,000) term life insurance for each full-time Employee. Employees may purchase additional insurance up to the maximum allowed by the insurance carrier. Part-time Employees will have insurance provided on a pro-rata basis provided the insurance carrier will cover part-time Employees in the plan.

12.2 HEALTH INSURANCE

The Board shall pay five hundred dollars (\$500.00) per month toward each full-time Employee's chosen hospitalization, major medical, dental, vision, supplemental plans, and/or prescription drug program provided through the district's plan. Part-time Employee shall have insurance provided on a pro-rata basis if the insurance carrier will cover part-time Employees in the plan. Questions regarding coverage and claims must be directed to the insurance company.

12.3 TWELVE-MONTH COVERAGE

The Board-provided insurance shall be for twelve (12) consecutive months.

12.4 NEW EMPLOYEE COVERAGE

Employees new to the district will be covered by all Board-provided insurance as of the first day of employment.

12.5 MILEAGE

Employees shall be reimbursed at the Illinois rate for all trips that the Superintendent has approved. All mileage reports must be submitted within five (5) days after the completion of the trip.

12.6 PAY PERIODS

Each Employee shall be paid on the 15th and the last day of each month. If the 15th or last day of the month falls on a weekend or holiday, the teacher shall be paid on the preceding workday. Payments shall be made by automatic deposit into the financial institution and account designated by the Employee in writing. Employees must designate the account or any changes from August 1st through August 15th of each year. Changes in account designation will be allowed at other times at the discretion of the Superintendent.

12.7 SALARY SCHEDULE

The Board of Education agrees the salary schedule shall be as set for the Appendix A which is attached to and incorporated in this agreement.

Upon completing step 25, teachers will receive a longevity payment of \$700.00 for each year beyond step 25 in addition to the salary noted by step 25.

12.8 ADVANCEMENT ON THE SALARY SCHEDULE

Horizontal advancement on the salary schedule for education beyond a bachelor's degree will be awarded only for graduate credit measured in semester hours or the equivalent thereof from an institution of higher education in the Employee's assigned teaching area or other professional programs related to education.

12.9 TEACHER RETIREMENT SYSTEM

For the duration of the contract the Board shall pay to TRS for and on behalf of each teacher a portion of the teacher's retirement contribution equal to five and three-quarters percent (5.75%) of the teachers gross total creditable earnings (gross salary, extra duty pay/coaching stipend, and/or any other creditable earnings recognized by TRS)

12.10 COMMITTEE WORK

Committee work mandated by the Board or by the State of Illinois requiring time outside the normal school day or school year shall be compensated at \$15.00 per hour.

12.11 EXTRA DUTY

Tutoring, homebound instruction, and detention shall be paid at the rate of \$25 per hour. Each

quarter employees shall be given the opportunity to sign up for these duties. Any new assignments shall be offered to those on the list on a rotating basis. Any employee may opt out of their turn.

12.12 SIX PERCENT SALARY CAP

In no event will an Employee's salary for any school year used by the Teachers Retirement System to determine that Employee's final average salary for retirement purposes exceed that Employee's annual full-time salary rate paid by the Board for the previous school year by more than six percent (6%). The Employee may accept extra-curricular assignment at a reduced payment to avoid exceeding the six percent (6%). This provision supersedes section 12.7 and Appendix A of this Agreement.

12.13 RETIREMENT INCENTIVE

To be eligible for the Retirement Incentive, a teacher must first meet one of the following requirements:

- A. Minimum ten (10) consecutive years in the District and fifty-five (55) years old.
- B. Minimum thirty-five (35) years of service (in and out of District) and fifty-five (55) years old.

Incentive Options

1. Four Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 four (4) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final four (4) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

2. Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2016, stating he/she will retire on June 30, 2019. The employee's TRS creditable earnings for the 2015-2016 school year were \$40,000.00. The employee's TRS creditable earnings for the 2016-2017 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2017-2018 school year will be \$44,944.00 (i.e., $\$42,400 \times 1.06 = \$44,944.00$). The employee's TRS creditable earnings for the 2018-2019 school year will be \$47,640.64 (i.e., $\$44,944.00 \times 1.06 = \$47,640.64$).

3. Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 two (2) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2016, stating he/she will retire on June 30, 2018. The employee's TRS creditable earnings for the 2015-2016 school year were \$40,000.00. The employee's TRS creditable earnings for the 2006-2007 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2017-2018 school year will be \$44,944.00 (i.e., $\$42,400 \times 1.06 = \$44,944.00$).

4. One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 one (1) year prior to the year of retirement, the employee will be removed from the salary schedule and for the final one (1) year of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

After submitting an irrevocable letter of retirement, if the employee resigns from or is removed from duties for which the employee was compensated the previous year (i.e. Appendix B, extended contract, and/or stipends), the employee's TRS creditable earnings will be adjusted accordingly.

ARTICLE 13

CONTINUITY OF OPERATIONS AND EFFECT OF AGREEMENT

13.1 SAVINGS CLAUSE

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

13.2 NO STRIKE PROVISION

The Association and its members, agree that they will not strike during the terms of the Agreement.

13.3 NO LOCKOUT PROVISION

The Board agrees that it will not lockout any employee during the term of this Agreement.

13.4 COMPLETE UNDERSTANDING

This Agreement upon ratification, unless expressly stated to the contrary, constitutes the complete and entire agreement between the parties with respect to wages, hours, and working conditions. The contract may be opened by mutual agreement of the parties.

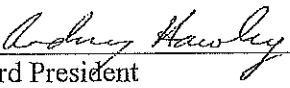
ARTICLE 14
DURATION

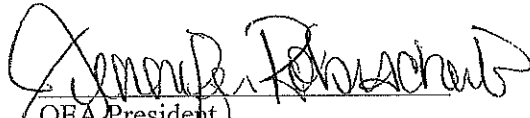
14.1 DURATION - 5 YEAR CONTRACT

This agreement shall be effective beginning July 1, 2018 in its entirety and shall continue in effect to June 30, 2023 subject to other provisions of this agreement.

For the Board:

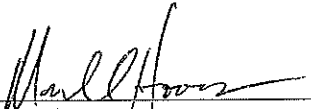
For Odin Education Association

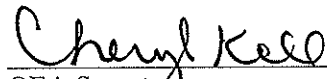

Board President


OEA President

Date: May 14, 2018

Date: 5-14-18


Board Secretary


OEA Secretary

Date: 5-14-18

Date: 5-14-18

Appendix A

Salary Schedules

<i>18-19</i>	<i>BS</i>	<i>BS +8</i>	<i>BS +16</i>	<i>BS +24</i>	<i>Masters</i>
<i>0</i>	\$36,114	\$36,828	\$37,542	\$38,256	\$38,970
<i>1</i>	\$36,828	\$37,542	\$38,256	\$38,970	\$39,684
<i>2</i>	\$37,542	\$38,256	\$38,970	\$39,684	\$40,398
<i>3</i>	\$38,256	\$38,970	\$39,684	\$40,398	\$41,112
<i>4</i>	\$38,970	\$39,684	\$40,398	\$41,112	\$41,826
<i>5</i>	\$39,684	\$40,398	\$41,112	\$41,826	\$42,540
<i>6</i>	\$40,398	\$41,112	\$41,826	\$42,540	\$43,254
<i>7</i>	\$41,112	\$41,826	\$42,540	\$43,254	\$43,968
<i>8</i>	\$41,826	\$42,540	\$43,254	\$43,968	\$44,682
<i>9</i>	\$42,540	\$43,254	\$43,968	\$44,682	\$45,396
<i>10</i>	\$43,254	\$43,968	\$44,682	\$45,396	\$46,110
<i>11</i>	\$43,968	\$44,682	\$45,396	\$46,110	\$46,824
<i>12</i>	\$44,682	\$45,396	\$46,110	\$46,824	\$47,538
<i>13</i>	\$45,396	\$46,110	\$46,824	\$47,538	\$48,252
<i>14</i>	\$46,110	\$46,824	\$47,538	\$48,252	\$48,966
<i>15</i>	\$46,824	\$47,538	\$48,252	\$48,966	\$49,680
<i>16</i>	\$47,537	\$48,252	\$48,966	\$49,680	\$50,394
<i>17</i>	\$48,252	\$48,966	\$49,680	\$50,394	\$51,108
<i>18</i>	\$48,966	\$49,680	\$50,394	\$51,108	\$51,822
<i>19</i>	\$49,680	\$50,394	\$51,108	\$51,822	\$52,536
<i>20</i>	\$50,394	\$51,108	\$51,822	\$52,536	\$53,250
<i>21</i>	\$51,108	\$51,822	\$52,536	\$53,250	\$53,964
<i>22</i>	\$51,822	\$52,536	\$53,250	\$53,964	\$54,678
<i>23</i>	\$52,536	\$53,250	\$53,964	\$54,678	\$55,392
<i>24</i>	\$53,250	\$53,964	\$54,678	\$55,392	\$56,106
<i>25</i>	\$53,964	\$54,678	\$55,392	\$56,106	\$56,820

<i>19-20</i>	<i>BS</i>	<i>BS +8</i>	<i>BS +16</i>	<i>BS +24</i>	<i>Masters</i>
<i>0</i>	\$36,836	\$37,565	\$38,293	\$39,021	\$39,749
<i>1</i>	\$37,565	\$38,293	\$39,021	\$39,749	\$40,478
<i>2</i>	\$38,293	\$39,021	\$39,749	\$40,478	\$41,206
<i>3</i>	\$39,021	\$39,749	\$40,478	\$41,206	\$41,934
<i>4</i>	\$39,749	\$40,478	\$41,206	\$41,934	\$42,663
<i>5</i>	\$40,478	\$41,206	\$41,934	\$42,663	\$43,391
<i>6</i>	\$41,206	\$41,934	\$42,663	\$43,391	\$44,119
<i>7</i>	\$41,934	\$42,663	\$43,391	\$44,119	\$44,847
<i>8</i>	\$42,663	\$43,391	\$44,119	\$44,847	\$45,576
<i>9</i>	\$43,391	\$44,119	\$44,847	\$45,576	\$46,304
<i>10</i>	\$44,119	\$44,847	\$45,576	\$46,304	\$47,032
<i>11</i>	\$44,847	\$45,576	\$46,304	\$47,032	\$47,760
<i>12</i>	\$45,576	\$46,304	\$47,032	\$47,760	\$48,489
<i>13</i>	\$46,304	\$47,032	\$47,760	\$48,489	\$49,217
<i>14</i>	\$47,032	\$47,760	\$48,489	\$49,217	\$49,945
<i>15</i>	\$47,760	\$48,489	\$49,217	\$49,945	\$50,674
<i>16</i>	\$48,488	\$49,217	\$49,945	\$50,674	\$51,402
<i>17</i>	\$49,217	\$49,945	\$50,674	\$51,402	\$52,130
<i>18</i>	\$49,945	\$50,674	\$51,402	\$52,130	\$52,858
<i>19</i>	\$50,674	\$51,402	\$52,130	\$52,858	\$53,587
<i>20</i>	\$51,402	\$52,130	\$52,858	\$53,587	\$54,315
<i>21</i>	\$52,130	\$52,858	\$53,587	\$54,315	\$55,043
<i>22</i>	\$52,858	\$53,587	\$54,315	\$55,043	\$55,772
<i>23</i>	\$53,587	\$54,315	\$55,043	\$55,772	\$56,500
<i>24</i>	\$54,315	\$55,043	\$55,772	\$56,500	\$57,228
<i>25</i>	\$55,043	\$55,772	\$56,500	\$57,228	\$57,956

<i>20-21</i>	<i>BS</i>	<i>BS +8</i>	<i>BS +16</i>	<i>BS +24</i>	<i>Masters</i>
0	\$37,573	\$38,316	\$39,059	\$39,801	\$40,544
1	\$38,316	\$39,059	\$39,801	\$40,544	\$41,288
2	\$39,059	\$39,801	\$40,544	\$41,288	\$42,030
3	\$39,801	\$40,544	\$41,288	\$42,030	\$42,773
4	\$40,544	\$41,288	\$42,030	\$42,773	\$43,516
5	\$41,288	\$42,030	\$42,773	\$43,516	\$44,259
6	\$42,030	\$42,773	\$43,516	\$44,259	\$45,001
7	\$42,773	\$43,516	\$44,259	\$45,001	\$45,744
8	\$43,516	\$44,259	\$45,001	\$45,744	\$46,488
9	\$44,259	\$45,001	\$45,744	\$46,488	\$47,230
10	\$45,001	\$45,744	\$46,488	\$47,230	\$47,973
11	\$45,744	\$46,488	\$47,230	\$47,973	\$48,715
12	\$46,488	\$47,230	\$47,973	\$48,715	\$49,459
13	\$47,230	\$47,973	\$48,715	\$49,459	\$50,201
14	\$47,973	\$48,715	\$49,459	\$50,201	\$50,944
15	\$48,715	\$49,459	\$50,201	\$50,944	\$51,687
16	\$49,458	\$50,201	\$50,944	\$51,687	\$52,430
17	\$50,201	\$50,944	\$51,687	\$52,430	\$53,173
18	\$50,944	\$51,687	\$52,430	\$53,173	\$53,915
19	\$51,687	\$52,430	\$53,173	\$53,915	\$54,659
20	\$52,430	\$53,173	\$53,915	\$54,659	\$55,401
21	\$53,173	\$53,915	\$54,659	\$55,401	\$56,144
22	\$53,915	\$54,659	\$55,401	\$56,144	\$56,887
23	\$54,659	\$55,401	\$56,144	\$56,887	\$57,630
24	\$55,401	\$56,144	\$56,887	\$57,630	\$58,373
25	\$56,144	\$56,887	\$57,630	\$58,373	\$59,115

21-22	BS	BS +8	BS +16	BS +24	Masters
0	\$38,512	\$39,274	\$40,035	\$40,796	\$41,558
1	\$39,274	\$40,035	\$40,796	\$41,558	\$42,320
2	\$40,035	\$40,796	\$41,558	\$42,320	\$43,081
3	\$40,796	\$41,558	\$42,320	\$43,081	\$43,842
4	\$41,558	\$42,320	\$43,081	\$43,842	\$44,604
5	\$42,320	\$43,081	\$43,842	\$44,604	\$45,365
6	\$43,081	\$43,842	\$44,604	\$45,365	\$46,126
7	\$43,842	\$44,604	\$45,365	\$46,126	\$46,888
8	\$44,604	\$45,365	\$46,126	\$46,888	\$47,650
9	\$45,365	\$46,126	\$46,888	\$47,650	\$48,411
10	\$46,126	\$46,888	\$47,650	\$48,411	\$49,172
11	\$46,888	\$47,650	\$48,411	\$49,172	\$49,933
12	\$47,650	\$48,411	\$49,172	\$49,933	\$50,695
13	\$48,411	\$49,172	\$49,933	\$50,695	\$51,456
14	\$49,172	\$49,933	\$50,695	\$51,456	\$52,218
15	\$49,933	\$50,695	\$51,456	\$52,218	\$52,979
16	\$50,694	\$51,456	\$52,218	\$52,979	\$53,741
17	\$51,456	\$52,218	\$52,979	\$53,741	\$54,502
18	\$52,218	\$52,979	\$53,741	\$54,502	\$55,263
19	\$52,979	\$53,741	\$54,502	\$55,263	\$56,025
20	\$53,741	\$54,502	\$55,263	\$56,025	\$56,786
21	\$54,502	\$55,263	\$56,025	\$56,786	\$57,548
22	\$55,263	\$56,025	\$56,786	\$57,548	\$58,309
23	\$56,025	\$56,786	\$57,548	\$58,309	\$59,071
24	\$56,786	\$57,548	\$58,309	\$59,071	\$59,832
25	\$57,548	\$58,309	\$59,071	\$59,832	\$60,593

<i>22-23</i>	<i>BS</i>	<i>BS +8</i>	<i>BS +16</i>	<i>BS +24</i>	<i>Masters</i>
0	\$39,475	\$40,256	\$41,036	\$41,816	\$42,597
1	\$40,256	\$41,036	\$41,816	\$42,597	\$43,378
2	\$41,036	\$41,816	\$42,597	\$43,378	\$44,158
3	\$41,816	\$42,597	\$43,378	\$44,158	\$44,938
4	\$42,597	\$43,378	\$44,158	\$44,938	\$45,719
5	\$43,378	\$44,158	\$44,938	\$45,719	\$46,499
6	\$44,158	\$44,938	\$45,719	\$46,499	\$47,279
7	\$44,938	\$45,719	\$46,499	\$47,279	\$48,060
8	\$45,719	\$46,499	\$47,279	\$48,060	\$48,841
9	\$46,499	\$47,279	\$48,060	\$48,841	\$49,621
10	\$47,279	\$48,060	\$48,841	\$49,621	\$50,401
11	\$48,060	\$48,841	\$49,621	\$50,401	\$51,181
12	\$48,841	\$49,621	\$50,401	\$51,181	\$51,962
13	\$49,621	\$50,401	\$51,181	\$51,962	\$52,742
14	\$50,401	\$51,181	\$51,962	\$52,742	\$53,523
15	\$51,181	\$51,962	\$52,742	\$53,523	\$54,303
16	\$51,961	\$52,742	\$53,523	\$54,303	\$55,085
17	\$52,742	\$53,523	\$54,303	\$55,085	\$55,865
18	\$53,523	\$54,303	\$55,085	\$55,865	\$56,645
19	\$54,303	\$55,085	\$55,865	\$56,645	\$57,426
20	\$55,085	\$55,865	\$56,645	\$57,426	\$58,206
21	\$55,865	\$56,645	\$57,426	\$58,206	\$58,987
22	\$56,645	\$57,426	\$58,206	\$58,987	\$59,767
23	\$57,426	\$58,206	\$58,987	\$59,767	\$60,548
24	\$58,206	\$58,987	\$59,767	\$60,548	\$61,328
25	\$58,987	\$59,767	\$60,548	\$61,328	\$62,108

APPENDIX B
2018-2023 Extra-Curricular Activity Schedule

Athletic Director	\$4,500
Junior High	
Head Coach Junior High Baseball (Fall Only)	\$1,500
Head Coach Junior High Boys' Basketball	\$2,700
Head Coach Junior High Girls' Basketball	\$2,700
Head Coach Junior High Softball	\$1,500
Head Coach Junior High Volleyball	\$1,500
Head Coach Junior High Cross Country	\$1,200
Head Coach Junior High Track	\$1,400
High School	
Head Coach High School Fall Baseball	\$1,700
Head Coach High School Spring Baseball	\$1,700
Head Coach High School Boys' Basketball	\$3,200
Head Coach High School Softball	\$1,700
Head Coach High School Volleyball (Currently at Patoka) If Odin Hosted	\$2,200
Head Coach High School Cross Country	\$1,200
Head Coach High School Track	\$1,400
<i>** Only 1 Assistant is to be paid — Any Assistant beyond that is Volunteer **</i>	
Assistant Coach Junior High Boys' Basketball	\$1,300
Assistant Coach Junior High Girls' Basketball	\$1,300
Assistant Coach Jr High Track (Only if participation exceeds 20)	\$500
Assistant Coach High School Fall Baseball	\$600
Assistant Coach High School Spring Baseball	\$600
Assistant Coach High School Boys' Basketball	\$1,900
Assistant Coach High School Track (Only if participation exceeds 20)	\$500
Cheerleader Coach Junior High	\$1,200
Cheerleader Coach High School	\$1,400
Scholar Bowl Coach Junior High	\$1,500
Scholar Bowl Coach High School	\$1,500
Scholar Bowl Moderator	\$25 per Meet
Assistant JH Baseball (Fall Only)	\$600
Assistant JH Softball (Fall Only)	\$600
Assistant JH Volleyball	\$600
Assistant HS Volleyball (Coop with Patoka Currently) If Odin Hosted	\$600

APPENDIX B
2018-2023 EXTRA-CURRICULAR ACTIVITY SCHEDULE
(CONTINUED)

Student Council Sponsor	\$600
Beta Club Sponsor	\$600
FFA Sponsor	\$2,000
FBLA Sponsor	\$600
FCCLA Sponsor	\$600
Yearbook Sponsor	\$1,600
8th Grade Sponsor/8th Grade Trip * Must go on trip	\$500
*Freshman Class Sponsor (1) Meetings & Fundraisers	\$150
*Sophomore Class Sponsor (1) Meetings & Fundraisers	\$150
*Junior Class Sponsor (1) Meetings & Fundraisers	\$150
*Senior Class Sponsor (1) Meetings & Fundraisers	\$150
Prom Coordinator/Chaperone (2)	\$750
Senior Trip Coordinator (2) * Must go on trip	\$500
Special Education Coordinators:	
Grades K-5	\$400
Grades 6-8	\$400
High School	\$400
Scorekeeper and clock keeper (per scholar bowl meet, volleyball or basketball night)	\$25
Ticket Sales (per night for volleyball or basketball)	\$25
After School Detention/Saturday Detention/Homebound	\$25/hr.

*These positions will posted for employment purposes. Any unfilled positions shall be assigned to staff on a rotational basis.

Appendix C

The Odin Education Association ("OEA") and the Board of Education of Odin School District #722 ("the Board") agree that the newly created position of "pre-k for all" coordinator/teacher shall be a 10 month contract. Therefore, the employee shall work an additional twenty (20) school days. The additional pay for this position will be equal to 1/9 of the employee's salary for each applicable school year. Nothing in this agreement shall be read to restrict the Board's ability to increase or decrease the size of the staff or positions.