

# Collective Bargaining Agreement



## Rockdale

Rockdale School Board of Education, District 84, and the  
Rockdale Council of the American Federation of Teachers,  
Local 604 (R.C.A.F.T.)

**2016 - 2017**

**2017 - 2018**

**2018 - 2019**

# TABLE OF CONTENTS

<b>ARTICLE I – Preamble</b> .....	1
<b>ARTICLE II – Recognition</b> .....	1
<b>ARTICLE III – TEACHER and Union Rights</b>	
3.1 Right of Representation.....	1
3.2 Personnel Folders.....	1
3.3 District Facilities and Equipment .....	1
3.4 Right to District Records.....	2
3.5 Board Meetings-- Notification.....	2
3.6 Right to Organize.....	2
3.7 Fair Share.....	2
<b>ARTICLE IV – Professional Grievance Procedure</b>	
4.1 Definitions.....	3
4.2 Procedures.....	4
<b>ARTICLE V – Employee Evaluations</b>	
5.1 Evaluation for non-tenured and tenured teacher.....	5
5.2 Non-tenured Teachers.....	6
5.3 Tenured Teachers (Continual Contractual Service) .....	6
<b>ARTICLE VI – Joint Board-Union Professional Concerns Committee</b> .....	7
<b>ARTICLE VII – Leaves</b>	
7.1 Sick Leave.....	7
7.2 Leave of Absence.....	7
7.3 Professional Leave.....	8
7.4 Personal Leave.....	8
7.5 Child-Rearing .....	9
7.6 Leave for Military Service and Annual Training .....	9
7.7 Family and Medical Leave .....	10
<b>ARTICLE VIII – Employment Conditions</b>	
8.1 Notification of Dangerous Environment or Health Hazards.....	11
8.2 Staff Vacancies.....	11
8.3 Employee Notification of Assignments.....	11
8.4 Employee Work Day.....	11
8.5 Leaving the Building.....	11

8.6	Teacher Assignments and Responsibilities.....	11
8.7	Discipline Procedure.....	12
8.8	School Calendar.....	12
8.9	Reduction in Staff.....	13
8.10	Extra-Curricular Posting.....	13
8.11	Class Size .....	13

**ARTICLE IX – Salary, Insurance, and Catastrophic Sick Day Donation Program**

9.1	Hospitalization and Life Insurance.....	13
9.2	Salary – Part-time Teachers.....	13
9.3	Attendance Bonus.....	13
9.4	Internal Subbing, Tutoring, and Detention.....	14
9.5	Extra-Duty, Meetings, and Functions.....	14
9.6	Tuition Reimbursement Provision.....	14
9.7	Catastrophic Sick Day Donation Program.....	14

**ARTICLE X – Retirement Plan**

10.1	Eligibility.....	16
10.2	Benefit.....	16
10.3	Conditions.....	16

**ARTICLE XI – Management Rights**

11.1	Rights and Authority.....	16
11.2	Change in Law or School Code .....	17

**ARTICLE XII – CONTRACT RE-OPENER..... 18**

**SALARY SCHEDULE..... 19**

**EXTRA-CURRICULAR STIPENDS..... 22**

**SIGNATURE PAGE ..... 23**

## **ARTICLE 1 PREAMBLE**

This agreement is entered into by and between the Rockdale Board of Education, District 84, Will County, Illinois (here after referred to as the “Board”) and the Rockdale Council of the American Federation of Teachers Local 604 (herein after referred to as the “Union”). This agreement incorporates a number of understandings which derive from the parties’ mutual belief that the education of our children is important. In fulfilling this objective, it is essential that board members, administrators, and teachers work cooperatively.

## **ARTICLE II RECOGNITION**

The Board of Education of School District 84, Will County, Rockdale, Illinois, recognizes the Rockdale Council of the American Federation of Teachers Local 604, as the sole and exclusive negotiating agent for all full-time regularly employed and part-time tenured and non-tenured licensed personnel, except for the Superintendent and Principal.

## **ARTICLE III TEACHER AND UNION RIGHTS**

### **3.1 Right of Representation**

When a teacher is required to appear before the Board or an Administrator for a formal discussion of his/her employment status or his/her salary as such, the teacher shall be given prior written notice, five working days, of the specific reasons for such a meeting and shall be entitled to have a representative present to advise and counsel him/her if necessary. This requirement shall not apply to any conference held between administrator and teacher pursuant to the normal evaluation procedure as provided for, in part, in this Agreement.

### **3.2 Personnel Folders**

Written comments shall not be placed in a teacher’s personnel folder without said teacher first seeing and reading them. With the exception of college credentials, the teacher shall have the right to examine his/her personnel folder upon request during regular business hours in the school office under the supervision of an administrator. The teacher shall receive a copy of all entries to his/her personnel folder upon request.

### **3.3 District Facilities and Equipment**

- A. The Union shall have the right to use faculty mailboxes for a reasonable volume of material relating to the conduct of the Union’s business. All materials so disseminated through school channels shall be distributed simultaneously to the Principal and the Superintendent and shall clearly indicate authorship. (Distribution to the administration need not be made in case of personal communication between individuals within the Union.)

- B. The Union shall have the right to hold a reasonable number of meetings on school district property after regular school hours provided such meetings in no way interfere with any aspect of the instructional program. Scheduling shall be through a school administrator.

### **3.4 Right to District Records**

The Union shall be furnished on request, as soon as practicable, regularly and routinely prepared information concerning the financial condition of the school district, including treasurer's reports, audits, a tentative budget approved by the Board, and pupil census data which may be relevant to negotiations and/or the processing of grievances. Nothing herein shall require the administrative staff to research and assemble information.

### **3.5 Board Meetings – Notification**

The President of the Union shall receive a copy of any written notice required by law of any regular or special meeting of the Board including summer vacation periods together with a statement of purpose of such meeting, insofar as practicable, twenty-four (24) hours prior to the scheduled time of each meeting. At all other times notification is posted in the office window.

#### **A. Board Meetings**

Board minutes will be available on the District's Homepage ([www.rockdale.will.k12.il.us](http://www.rockdale.will.k12.il.us)) following the approval of said minutes at the regularly scheduled Board meeting and can be found in the Board Items Tab.

#### **B. Policy Handbook**

The Board Policies Manual is available on the District's Homepage ([www.rockdale.will.k12.il.us](http://www.rockdale.will.k12.il.us)) and can be found in the Board Items Tab. Updates will follow once approved at the regularly scheduled Board Meeting.

### **3.6 Right to Organize**

Teachers shall have the right to organize, join and assist the Union, and to participate in professional negotiations with the Board. The Board shall not discriminate against any teacher with respect to hours, wages, terms and conditions of employment or reasons of his/her membership in the Union, participation in negotiations with the Board, or the institution of any grievance, complaint or proceeding under this Agreement. No teacher shall be discriminated against by the Union by reason of non-membership in the Association.

### **3.7 Fair Share**

It is recognized that the negotiations and administration of this Agreement entail expenses which appropriately are shared by all employees who are beneficiaries of said Agreement. To this end, effective with the commencement of the forthcoming school year, if an employee does not join the Union, such employee shall:

- A. Execute an authorization for the deduction of a sum equivalent to the proportional share of the cost of the collective bargaining process and contract administration; or
- B. Pay directly to the Union a like sum. In the event such authorization is not signed or such direct payment is not made within thirty (30) days following the commencement of

employment of the employee or the effective date of this Section, whichever is later, the Board will deduct from the regular salary check of the employee the fair share fee in payments of equal installments, starting with the subsequent payroll period, provided:

1. The Union has posted the appropriate notices of imposition of such share fee in accordance with the rules and regulations of the Illinois Educational Labor Relations Board (IELRB); and
2. The Union has annually certified in writing to the Board that amount of fair share fee and has annually certified in writing to the Board that such notice has been posted.

The parties expressly recognize the right of employees to challenge the amount of fair share. The parties acknowledge that such challenge will be handled pursuant to rules adopted by the IELRB.

In the event an employee objects to the amount of such fee, the Board shall continue to deduct the fee and transmit the fee (or the portion of the fee in dispute) to the IELRB, which shall hold the fee in escrow in an account established for that purpose. The Board shall continue to transmit all such fees to the IELRB until further order of the IELRB. If the employee is entitled to a refund, the employee shall receive such refund plus interest earned on the refund during pendency of the action pursuant to applicable IELRB procedures.

The parties expressly recognize their obligations to and the rights of non-members based upon their bona fide religious tenets or teachings of a church or religious body as provided in Section 11 of the IELRB. If a non-member employee declares the right of non-association based upon bona fide religious tenets or teachings of a church or religious body of which such employee is a member, such employee shall be required to pay an equal amount to his or her proportionate share to a non-religious charitable organization mutually agreed upon by the employee and the Union. If the employee and the Union are unable to reach an agreement on the matter, a charitable organization shall be selected from a list established and approved by the IELRB in accordance with its rules.

The Union agrees to indemnify and save the Board harmless against any claims, charges, demands, suits or other forms of liability which may arise by reason of any action taken or omitted by the Union or the Board in complying with the provision of this Section, including reimbursement for any legal fees or expense incurred in connection therewith. If any incorrect deduction is made, the Union shall refund any such amount directly to the involved employee.

The Board agrees to notify the Union promptly in writing of any written claim, demand, or suit in regard to which it will seek to implement the provisions of the indemnity clause, demands, suits or other forms of liability.

## **ARTICLE IV PROFESSIONAL GRIEVANCE PROCEDURE**

### **4.1 Definitions**

- A. Any claim by a teacher or the Union that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement shall constitute a grievance.

- B. All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) working days before the close of the current school year, time limits shall consist of all work days.
- C. All grievances must be filed in writing within ten (10) workdays of the occurrence of the event giving rise to the grievance or within ten (10) workdays from the time the Union should have been aware of the occurrence of the event giving rise to the grievance.

## **4.2 Procedures**

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

**Step #1** – The teacher or the Union may present the grievance in writing to the principal who will arrange for a meeting to take place within seven (7) days after receipt of the grievance. A union representative, if desired by the teacher, and the principal shall be present for the meeting. Within seven (7) days of the meeting, the grievant shall be provided with the principal's written response, including the reasons for the decision.

**Step #2** – If the grievance is not resolved satisfactorily at Step #1, then the grievant may refer the grievance to the Superintendent or his/her official designee within six (6) days after the receipt of the Step #1 answer. The Superintendent shall arrange with the grievant or the Union 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 and counselors as it deems necessary. Within ten (10) days of the meeting, the employee or the Union shall be provided with the Superintendent's written response, including the reasons for the decision.

**Step #3** – Should the grievant not be satisfied with the disposition of the grievance at Step #2, the grievant may within ten (10) working days of receiving the decision appeal to the Board of Education. This appeal, directed to the secretary of the Board, will be in writing and will be accompanied by a copy of the complaint and the decision rendered at Step #2. The Board will meet on the matter at the regularly scheduled board meeting, providing the appeal is received by the Board Secretary at least forty-eight (48) hours before the regularly scheduled meeting of the Board. This meeting will consist of the Board, Superintendent, Complainant, and his/her Union representative, if desired. Within five (5) working days after the meeting, the Board will provide a written decision, with supporting reasons, to all parties involved.

**Step #4** – If the Union is not satisfied with the disposition of the grievance at Step #3, then attorneys from both sides will meet to arrive at a resolution. Each attorney's costs will be at each organization's own expenses.

**Step #5** – If the Union and/or Board are not satisfied with the disposition of the grievance at Step #4, the Union and/or board may submit the grievance to final and binding arbitration. If a request for arbitration is not filed within thirty (30) days of the date for the Step #4 answer, then the grievance shall be deemed withdrawn. Expenses for the Arbitrator's services shall be borne equally by the Board and Union. The arbitration proceeding shall be conducted by an Arbitrator to be selected by the two parties within seven (7) days. The American Arbitration Association of

225 N. Michigan Ave., Suite 2527, Chicago, IL, 60601, ph. 312-616-6500, will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be binding on the parties.

His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the District and the Union, and his decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

- A. No teacher shall be required to discuss any grievance in the absence of a representative unless said teacher so desires.
- B. No reprisals of any kind shall be taken by the Board or the Union against a teacher because of his/her participation in this grievance procedure.
- C. All records dealing with the process of a grievance shall be filed separately from the personnel files of the participants.
- D. The time limits at the step of this grievance procedure may be extended by written mutual agreement.
- E. A grievant may withdraw a grievance at any time without prejudice.

## **ARTICLE V EMPLOYEE EVALUATION**

### **5.1 Evaluations for non-tenured and tenured teachers**

- A. The evaluation form shall provide for comments to be made by the evaluator in each of the areas of the form. Such comments shall be required for a rating of excellent, proficient, needs improvement, or unsatisfactory.
- B. Each formal evaluation document shall be completed in duplicate, and a copy signed by the evaluator and the teacher shall become part of the teacher's personnel file. As a result of the observation(s), each formal evaluation will be constructed and presented to the teacher within twenty (20) school days of the observation. The Administration will furnish a written copy of the evaluation to the teacher at least twenty-four (24) hours prior to the post-observation conference. If a negative evaluation is issued, the evaluator shall make recommendations which may include suggestions to the teacher on obtaining assistance to improve the quality of teaching and to eliminate difficulties noted in the evaluation.
- C. The teacher shall have the right to comment on the evaluation, and such comments shall be attached to the formal evaluation and become part of the permanent record.
- D. Evaluations will be based upon an evaluation plan which will follow the components for evaluation as outlined by the Illinois School Code, Performance Evaluation Reform Act (Senate Bill 7) and/or the Rules and Regulations of the Illinois State Board of Education.



## **5.2 Non-tenured Teachers**

- A.** The classroom teaching performance of non-tenured teachers shall be formally evaluated a minimum of twice each school year.
- B.** Within six (6) weeks after the beginning of his/her employment, the building principal shall acquaint each beginning teacher with the evaluation instruments to be utilized and the procedure to be followed. No formal evaluation of classroom teaching performance may take place until such orientation has been completed.
- C.** The minimum number of formal classroom evaluations provided for in 5.2A above shall be in writing, preceded by an in-class observation of the teacher's performance. Nothing prohibits qualified administrators from conducting evaluations of a teacher's performance and/or assigned duties more frequently in any year than set forth in Article V.
- D.** Evaluation time lines shall be as follows:
  - 1. The first formal observation will be completed by October 31<sup>st</sup>.
  - 2. The second formal observation will be completed on or before March 1<sup>st</sup>.
- E.** No later than April 1<sup>st</sup>, the evaluator shall complete a final evaluation report and make recommendations as to reemployment for each probationary teacher. A copy of the recommendations shall be furnished to the teacher no later than April 1<sup>st</sup>. This document shall not make reference to information which has not previously been made known to the teacher.

## **5.3 Tenured Teachers (Continual Contractual Service)**

- A.** All teachers in continued contractual service will be evaluated every other year. Evaluations will include one independent observation inclusive of pre- and post-conferences. Nothing prohibits qualified administrators from conducting evaluations of a teacher's performance and/or assigned duties more frequently in any year than set forth in Article V.
- B.** The observation(s) will be completed on or before March 1<sup>st</sup>.
- C.** The Rockdale Board of Education shall retain the right to additional observations and subsequent evaluations in situations that they deem necessary and proper during the two-year evaluation cycle. In such cases when additional observations are requested, the teacher and Union president will receive formal notice of the additional observations to be made. The evaluation process will then proceed in the prescribed manner as stated above.
- D.** Teachers retain the right to request and receive additional evaluations. Evaluations will be completed within twenty (20) working days of the request, excluding the months of September and May. Each observation may be conducted by a different administrator.
- E.** A professional development plan shall be completed as required by 105 ILCS 5/24 A-5(2)(h) for a teacher who receives a rating of "needs improvement" in a formal summative evaluation.

- F. A tenured teacher who receives a rating of “unsatisfactory” in a formal summative evaluation shall follow the remediation procedure set forth in 105 ILCS 5/24 A-5(2)(i), provided the basis for the unsatisfactory rating is the result of possible remedial teaching performance. The remediation procedure in 5/24 A-5(2)(i) shall not apply if the basis for teacher dismissal is irremediable teacher misconduct.

## **ARTICLE VI JOINT BOARD-UNION PROFESSIONAL CONCERNS COMMITTEE**

The Board of Education will authorize a committee of administrators and Board members to meet with the representatives of the Union. These meetings shall be at mutually agreeable times and dates to discuss issues of concern. Agenda items shall be exchanged by the Principal and Union president at least three (3) school days before each meeting. These meetings shall be “meet & confer” sessions, but this does not prohibit the parties from arriving at mutually agreed resolutions of issues. This committee shall consider, evaluate, and may make recommendations to the Board regarding non-contractual professional matters of mutual concern. This committee shall meet bi-monthly—September through May—unless both sides agree to cancel a meeting. A June meeting will be scheduled if necessary. This committee shall periodically report to the Board and may make a final recommendation to the Board upon completion of deliberations relative to professional matters under consideration which require Board action. Meetings and specific topics for consideration may be initiated by the Board, the Administration or the Union.

## **ARTICLE VII LEAVES**

### **7.1 Sick Leave**

Each full-time teacher shall be entitled to fifteen (15) days of paid sick leave per school year, which may accumulate to three hundred and forty (340) days.

Sick leave shall be interpreted to mean personal illness, quarantine at home, illness, or death in the immediate family or household. The immediate family for purposes of this section, shall include, parents, spouse, brothers, sisters, children, grandparents, grandchildren, parent-in-law, brother-in-law, sister-in-law, legal guardians, and civil union partners.

A teacher who is sick and/or disabled and thus physically unable to teach as a consequence of his/her illness and/or disability, shall be entitled to utilize accumulated sick leave during such periods of illness or disability provided a doctor’s certification is filed with the office. If any teacher shall have exhausted all accumulated sick leave, the teacher may request of the school board a leave of absence without pay for illness or disability.

### **7.2 Leave of Absence**

A leave of absence without pay may be granted to an Employee who has been in the employment of the district for at least four years for any absence the Board of Education deems valid. The request for such leave shall be in writing at least sixty (60) days prior to the date of the leave requested and shall include such information as the reason for the request and the length of the leave desired. The Superintendent may waive the 60-day notice requirement in instances of an emergency nature.

An employee granted leave may be eligible to remain on the group health insurance plan provided the Employee pays the entire premium for the length of the leave. It will be the employee's responsibility to make payment on the monthly premium due date in a timely fashion. Premium costs are payable directly to the school district. Failure to pay on time will result in a loss of coverage. \*Employees granted leave are subject to the agreement of the master contract with the district's insurance carrier and should familiarize themselves with all requirements for eligibility on the group's plan. Some contracts require 30 hrs. per week for eligibility.

An employee granted such leave and upon returning:

- A. Shall maintain tenure status but shall not receive credit on the salary schedule for the period of absence.
- B. Shall be placed in the salary schedule at the same line they were at upon taking the leave.
- C. Shall be reinstated in a position for which he/she is qualified.

### **7.3 Professional Leave**

The Superintendent may grant as many days of professional leave to each employee as he deems fit and proper. Professional leave days may be used for any professional purpose including but not limited to the viewing of other instructional techniques or programs, conferences, workshops, or seminars conducted by colleges, universities, the AFT and/or affiliate departments thereof. The employee shall request the use of a professional leave day at least one (1) week in advance of his/her use of a professional day.

### **7.4 Personal Leave**

All requests for personal leave must be submitted in writing to the Superintendent (principal) on the approved form "Application for Personal Leave," except in emergency situations. All requests for personal leave must be submitted at least three (3) working days prior to the requested day. Each full-time teacher may request up to three (3) personal days per year. Part-time teachers with a fifty percent (50%) full-time equivalency (FTE) or greater will receive a pro-rated number of personal days. No requests will be approved if the operation of the school will be adversely affected because of the lack of available substitute personnel. No reason need be given for personal day use. A limit of two (2) teachers per day may use personal days. No personal leave, including first requests, may be taken at the following times:

- A. During the first five (5) days of the school year.
- B. At any time which would extend a school vacation period as scheduled in the school calendar.
- C. At any time which would extend a holiday, as scheduled in the school calendar.
- D. During the last five (5) days of the school year unless a child or spouse of the teacher may be graduating from a grade school, college, or other advanced school. If this situation occurs, all efforts should be made by both teacher and principal to insure that the teacher be absent no more than one (1) day.

The above constraints may be waived by the superintendent. Unused personal days may be rolled over to the following year as sick leave days. In the event a request for personal leave is denied, the teacher will be notified, with a specific reason for denial, as far in advance as possible, but no later than the second to last working day prior to the requested personal day. Every effort should be made by the superintendent (principal) to notify the teacher in writing prior to the requested day; however, the teacher must be given a written reason no later than the end of the second working day following the requested personal leave day. The reason for denial shall be final.

## **7.5 Child-Rearing**

- A. Maternity/Female:** A teacher who is pregnant and wishes to take a child-rearing leave for maternity reasons shall notify the superintendent in writing at least sixty (60) days prior to the anticipated date of birth and indicate the date the child-rearing leave is to begin. A decision to revoke a child-rearing leave request or terminate a maternity leave prematurely must be made to the teacher no later than three (3) weeks following delivery of the child. This privilege of revoking the child-rearing leave request or prematurely terminating a child-rearing leave may be exercised only in the event of miscarriage or death of the infant which would obviate the need for the child-rearing leave. A teacher on child-rearing leave will not receive credit for vertical movement on the salary schedule or any other benefits for the time spent on leave that exceeds ninety (90) days. The teacher may return to teaching upon written notice to the Superintendent. If the leave extends through the end of the school year, the teacher must notify the Superintendent of intent to return prior to February 1 preceding the school year the teacher wishes to return. The right of the pregnant teacher, embodied in the above, to specify the beginning date of her child-rearing leave (if any is to be taken) is subject to her ability and fitness to perform her professional duties and responsibilities during the period of pregnancy until the date the leave begins.
- B. Adoption/Male or Female:** Any teacher desiring child-rearing leave as a result of becoming an adoptive parent of a child less than ten (10) years of age shall be granted an unpaid leave of absence upon written notice 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 informed of the status of the proceedings and, as soon as known, the expected date of the delivery of the child.
- C. Parental/Male:** A male teacher shall be entitled to child-rearing leave of absence. Eligibility for such leave shall arise upon the anticipated birth of a child whom the teacher has fathered.

## **7.6 Leave for Military Service and Annual Training**

- A.** A teacher who is called to active service or deployment by the Illinois National Guard or any branch of the United States Armed Forces (active or reserve units) shall not suffer loss of pay or benefits as may be required by federal or Illinois law for mandatory active service in the military. However, the employee will reimburse the District (or consent to reduction in pay or benefits by the District if the law allows) for any monies received by him/her while on active military duty. The employee shall be granted leave for military service from the date he/she is ordered to report for active military service until the 30<sup>th</sup>

day following the date of the employee's discharge or termination of active military service. The District's obligation to pay the employee's salary or benefits shall terminate on that 30<sup>th</sup> day following the employee's discharge or termination from active military service or shall terminate on the day the employee returns to work in the District, which ever comes first.

- B.** The Board shall grant an employee leave for paid military family leave consistent with the provisions of the Family Military Leave Act (820 ILCS 151/5). "Family military leave" means leave requested by a teacher who is the spouse/partner in a civil union, parent, child, or grandparent of a person called to military service lasting longer than thirty (30) days with the State or United States pursuant to the orders of the Governor or President of the United States.

## **7.7 Family and Medical Leave**

Full-time teachers who have been employed by the Board for at least twelve (12) months and have worked at least 1,250 hours during the preceding twelve (12) months shall be eligible for medical and/or family leave in accordance with the provisions of the federal *Family and Medical Leave Act of 1993* ("FMLA"). Such leave shall be unpaid unless accumulated sick and personal leave is available to a teacher; any such available paid leave must be used concurrently with FMLA leave. An eligible teacher is entitled to FMLA leave for up to twelve (12) work weeks during a twelve (12) month period, as calculated under the "rolling" 12-month period measured backward from the date the teacher uses any FMLA leave.

Each time a teacher takes FMLA leave, the remaining leave to which the teacher is entitled would be any balance of the twelve (12) weeks which has not been used during the immediately preceding twelve (12) months.

FMLA leave may be used for the following purposes:

- A.** The birth of a child and to care for the newborn child, provided the leave is taken no later than twelve (12) months after the birth of the child;
- B.** The placement of a child for adoption or foster care, provided the leave is taken no later than twelve (12) months after the placement of the child;
- C.** The care of the teacher's spouse/partner, child, or parent with a serious health condition;
- D.** The treatment of a serious health condition that makes the teacher unable to perform the functions of the job; or
- E.** Certain military-related reasons

A teacher shall provide thirty (30) days' notice to the Superintendent before a foreseeable FMLA leave is to begin based upon an expected birth, placement for adoption, foster care, or planned medical treatment. If thirty (30) days' notice is not practicable due to a lack of knowledge, a change in circumstances, or medical emergency, notice shall be given as soon as practicable. If the request is for an intermittent leave or leave on a reduced-schedule basis, the teacher shall also advise the Superintendent of the reasons why the leave schedule is necessary and of the schedule for treatment.

## **ARTICLE VIII EMPLOYMENT CONDITIONS**

### **8.1 Notification of Dangerous Environment or Health Hazards**

The Superintendent shall notify any teacher, counselor, teacher aide or other affected parties immediately of any environmental or health risk which exists on district property in accordance with existing state and federal laws and regulations. These risks would include, but are not limited to, health conditions covered by the Will County Health Department's list of communicable and infectious diseases.

### **8.2 Staff Vacancies**

If there are any vacancies that occur in teaching positions, the position will be posted and communicated via phone, like Alert-Now, and email to all staff so that current staff members may apply. It will be the administration's responsibility to notify the membership of this vacancy within five (5) days of the official date of the vacancy. When a vacancy occurs, current staff members shall be given consideration in filling the position provided the current staff member is qualified for the position and desires to fill the position. Interested, qualified staff will be granted an interview for the position.

### **8.3 Employee Notification of Assignments**

An employee shall be given written notice of his/her tentative assignments for the forthcoming year no later than sixty (60) days preceding the first day of the school term. In the event a change in such assignment is proposed less than forty-five (45) days prior to the start of the school term, the employee affected shall be notified within two working days of the decision to make change.

### **8.4 Employee Work Day**

Each teacher shall be entitled to and be allowed a duty free, uninterrupted lunch period of not less than thirty (30) minutes in each school day in accordance with Section 24.9 of the Illinois School Code. Each teacher shall also be entitled to an average of forty (40) minutes of planning/prep time on full-attendance days. On partial-attendance days, classes will proceed using a shortened schedule, and all planning/prep times will be shortened accordingly. The teachers' work day is seven (7) hours and fifteen (15) minutes; the student day is six (6) hours and fifty (50) minutes.

### **8.5 Leaving the Building**

The building principal or Superintendent may permit teachers to leave the building during their preparation and lunch periods. Proper notice must be given to the principal or Superintendent, and the teacher must sign out on the office log book.

### **8.6 Teacher Assignments and Responsibilities**

- A. Elementary classroom teachers may, under normal circumstances, use for preparation time and other professional responsibilities the periods during which

their classes are administratively scheduled to receive instruction from music or physical education teachers.

- B.** Planning periods shall be used by teachers for enhancement of their professional performance and/or for instructional preparation.
- C.** Teachers will be required to attend one (1) thirty-minute faculty meeting, one (1) thirty-minute grade-level cluster meeting, and one (1) other thirty-minute meeting as needed per month. At a minimum, teachers will also attend Open House, Parent Conference Meetings, and one (1) additional after-school event per year.
- D.** When teachers attend meetings or functions specified by the Administration, not mentioned in C above, that extend their contractual work day, they shall be compensated at the rate specified in the extra-curricular clubs' schedule of this contract. This provision includes meetings just prior to and following the contractual work day along with any evening functions that require teacher attendance and participation. It shall be the teacher's responsibility to document his/her attendance and participation at meetings and events that take him/her beyond the contractual work day by filling out an appropriate form and submitting it to the principal.
- E.** As a result of Senate Bill 7, teacher individual evaluations will be affected by participation in school-sponsored committees.

## **8.7 Discipline Procedure**

Disciplinary action other than warnings may be imposed upon a teacher only for just cause and through due process. In the event of any disciplinary action by an administrator toward a teacher, the following procedures will occur:

- A.** A conference with the administrator, the teacher, and a union representative, if requested, will be held.
- B.** A written reprimand or an official letter of Notice to Remedy may be placed in the teacher's personnel file.
  1. The letter will not be placed in the teacher's file until he/she has the opportunity to read the material.
  2. The teacher shall acknowledge that he/she has read such material by affixing his/her signature on the actual copy to be filed with the understanding that such signature does not indicate agreement with the content.
  3. A teacher shall have the right to answer the material within seven (7) days, in writing, and this answer shall be attached to the corresponding material.

## **8.8 School Calendar**

In accordance with school law, the Board shall establish a school calendar that shall contain no more than 185 days which shall include five (5) emergency days and a combination of full

institute days, half-day inservice workshop days, and the equivalent of two (2) parent-teacher conference days, providing a total of at least four (4) days. If the five (5) emergency days are not used for emergency purposes by May 1, they will be deducted from the end of the school year. The first parent conference day will be required for all parents, but the second parent conference day may be an option for the parents depending on the child's progress in school. All teachers will be present for the second conference but will meet only with parents of students in academic or behavioral difficulty and those parents who choose to have a parent conference.

### **8.9 Reduction in Staff**

Any reduction in staff will be in accordance with School Code relating to the new Senate Bill 7, Public Act 97-0008.

### **8.10 Extra-Curricular Posting**

All extra-curricular openings for the upcoming school year will be made available to all teaching staff already under employment of Rockdale Public School by way of communicating via phone, like Alert-Now, and email to all staff members and posting in the staff lounge for two (2) weeks prior to public posting of any kind.

### **8.11 Class Size**

Every effort will be made by the administration to maintain class size and balance and establish the objectives listed below. Music and physical education classes are not affected by the recommended class size.

If any class roster exceeds twenty-eight students (28), then the teacher of that class will be provided with an aide for the classroom.

## **ARTICLE IX SALARY, INSURANCE, AND CATASTROPHIC SICK DAY DONATION PROGRAM**

### **9.1 Hospitalization and Life Insurance Benefits**

The school district will pay for teacher hospitalization and life insurance benefits at an 80/20 percent ratio. That is, the district will pay 80% of all costs and the teacher will pay 20% of all costs. The district will pay family coverage at the ratio of 77/23. These ratios will be in effect for the term of this agreement.

### **9.2 Salary - Part-time Teachers**

Part-time employees covered by this agreement shall be entitled to salary and fringe benefits on a pro rata basis; according to their percentage time as compared to a regular full-time teacher, i.e. half-time would be 40% board 60% teacher for insurance benefits cost split.

### **9.3 Attendance Bonus**

Teachers with no used sick time (whole or partial days) will be given an incentive bonus specified in the extra-curricular/clubs schedule of this contract payable at the end of the school term (before June 30). Sick days used due to death in the immediate family, School Code 122-24-6, will not be recorded against the incentive bonus provision.



#### **9.4 Internal Subbing, Tutoring, and Detention**

Teachers shall be reimbursed at the rate specified in the extra-curricular/clubs schedule of this contract for internal substituting occurring during planning periods and/or for tutoring services occurring during the non-contractual work day. All tutoring and/or substituting must be directed and/or authorized by the administration.

#### **9.5 Extra-duty, Meetings, and Functions**

Extra-duty pay, commonly called chaperoning, will be paid at the rate specified in the extra-curricular/clubs schedule of this contract.

#### **9.6 Tuition Reimbursement Provision**

The board shall reimburse each teacher up to \$1,000 per fiscal year (July 1 through June 30) for graduate courses as well as prior district-approved undergraduate courses. Teachers planning to take advantage of this reimbursement must seek prior approval from the Superintendent. The request for approval must be on the appropriate District form and shall constitute an intention and not an obligation. The last column of the salary schedule will now read PHD, Double Masters, Masters +60; to move into this column, all new graduate-level course work must be approved by the Superintendent before the class begins. Reimbursement for such classes will be made following the next School Board meeting after a teacher shows evidence of tuition cost and satisfactory (C Average) completion of the course.

#### **9.7 Catastrophic Sick Day Donation Program**

The purpose of this program is to permit licensed staff who have a “catastrophic” condition as defined below to request donations of sick days from licensed staff. Licensed staff may donate no more than nine (9) total sick days in a year to others with a catastrophic condition, and may donate no more than three (3) days to a particular person in a year. This donation program serves as a way to bridge the gap from the point the person exhausted all of his or her sick days and personal days to the point the person returns to work or is on disability leave or other leave approved by the Board or collective bargaining agreement.

##### **A. Eligibility to Receive Sick Days**

This program is available to the full-time licensed staffs of the School District who have exhausted all of their accumulated sick leave, used their personal days, and suffer from a personal illness, disability, or hospitalization of a “catastrophic” nature. Catastrophic refers to life-threatening, extraordinary, or chronically debilitating medical conditions and is not intended to include commonplace or ordinary medical conditions. Examples of catastrophic medical conditions include certain cancers and pregnancy/child-birth complications that are hazardous to the life of the mother and/or unborn child. In contrast, the flu, broken leg, and routine pregnancies are not considered catastrophic medical conditions. Generally, catastrophic medical conditions must be considered both long-term in nature and require long-term recuperation periods. A physician’s statement certifying that the medical condition is life-threatening, extraordinary, or chronically debilitating must be submitted with the staff person’s request to access this program. The Catastrophic Leave Committee shall determine whether a staff person qualifies for this program.

Any staff person who is receiving disability benefits or who is absent for illness or injury due to a work-related accident may not avail himself/herself of any benefits of this program. Any staff person who is on a Board-approved leave of absence shall be ineligible under this program.

**B. Eligibility to Donate Sick Days**

All full-time licensed staff members are eligible to donate sick days under this program. Individuals can decide, within each of their own discretion, whether they would like to participate in this program since it is purely voluntary. No person may donate more than three (3) sick days in a year to a person with a catastrophic condition and no more than nine (9) sick days in the aggregate in that same year to others with a catastrophic condition. Staff who elects to donate sick days will remain anonymous and will inform the superintendent of their intentions to participate in the program. The recipient of the donated days shall not know the identity of those donating sick days. Only the district superintendent and bookkeeper will have knowledge of those staff members donating days for record-keeping purposes.

**C. Procedure**

A person wanting to receive sick days under this program must first make a written request, that includes the physician's statement referenced in B, to the Superintendent asking to solicit sick days from others who are licensed staff. Within three (3) days of receiving the written request, the Superintendent shall convene the Catastrophic Leave Committee to determine whether the requesting person is eligible for this program. Within one (1) day of when the committee determines that the person is eligible, the Superintendent shall deliver a copy via email and via mailbox to the staff eligible to donate sick days. A staff person should respond to the request within ten (10) school days by contacting the Superintendent and executing any forms necessary to effectuate the transfer of the sick days.

The recipient of the sick days received in connection with this program must use said days during the school year in which the sick days were donated. Any unused sick days provided to a specific employee will go into a "sick bank" which will be reserved for the next employee approved to receive future catastrophic need. The "sick bank" must be exhausted before participating staff will be asked to donate days to any specific employee for that particular fiscal year.

**D. Catastrophic Leave Committee**

The Catastrophic Leave Committee shall be made up of four (4) members, consisting of the Superintendent, the Union President, and one designee by each. The decisions of the Committee shall be final and are not subject to a grievance, arbitration or other review.

**ARTICLE X  
RETIREMENT PLAN**

The Board shall recognize the services of those teachers who have rendered creditable service to the District immediately preceding retirement and are eligible to receive pension benefits through the Teacher's Retirement System of the State of Illinois (TRS).

### **10.1 To Be Eligible, the Teacher:**

- A.** Must have rendered at least fifteen (15) years of creditable service to Rockdale School District 84 immediately preceding his/her retirement.
- B.** Must be eligible to receive pension benefits through the Teachers' Retirement System of the State of Illinois.
- C.** No teacher may participate in this program unless he/she has sufficient service credit and/or age credit, under the Illinois Teachers' Retirement System to exempt the employer from the payment of any penalty or other additional amount, to the Teachers' Retirement System.
- D.** Must submit an irrevocable letter of resignation to the Board no later than May 1 of the school year preceding the last four full years of teaching.
- E.** The Board and individual members of the collective bargaining agreement who have signed a four (4) year letter of retirement can at any time during those four (4) years negotiate an earlier retirement that would be beneficial for both the employee as well as the school district.
- F.** Retirement shall in all instances occur only at the end of the school term.

### **10.2 Benefit**

The Board shall increase the teacher's salary to a maximum of 6% in each of the teacher's final two (2), three (3), or four (4) years of employment with submission of an irrevocable letter of resignation by May 1 of the year preceding the initial 6% increase.

The Board shall pay 80% of the teacher's health insurance premium into the \*Teachers' Choice Health Plan (TCHP) for five (5) years or up to age sixty-five (65), whichever occurs sooner. Board will permit teachers to pay family coverage under the plan at cost. \*In the event TRS health insurance is not available to retirees in the first five years of retirement, the Board will compensate the retiree at the rate of the TRS premium immediately prior to that program's demise.

### **10.3 Conditions**

The Board may, in its sole discretion, limit the number of teachers who retire under this plan in accordance with TRS guidelines. In the event of any limitation in the program, the teachers with the greatest District seniority shall have the participation option.

## **ARTICLE XI MANAGEMENT RIGHTS**

### **11.1 Rights and Authority**

The board shall retain whatever rights and authority are necessary for it to effectively carry out its responsibilities delegated to it by the laws of the State of Illinois and School Code:

- A. To determine its mission, functions, policies and all standards of service.
- B. To plan, direct, control, and determine the operations or services to be conducted by the district, including but not limited to the methods of instruction, the selection of textbooks and teaching materials, and the utilization of teaching aids of all kinds with teacher input.
- C. To determine the organized structure, number of personnel, and type of personnel to be employed at any time in carrying out the district's mission.
- D. To hire all employees and, subject to the provisions of the law, to determine their qualifications, and the conditions for their continued employment.
- E. To assign, transfer or promote employees to various positions within the district.
- F. To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the board.
- G. To determine class schedules, the hours of instruction, and the duties, responsibilities and assignments of all employees, including non-classroom assignments according to the Illinois Educational Labor Relations Act of 1984. The Board, however, shall be required to bargain collectively with regard to policy matters directly affecting wages, hours, and terms and conditions of employment as well as the impact thereon upon request by employee representatives. To preserve the rights of employers and exclusive representatives which have established collective bargaining relationships or negotiated collective bargaining agreement prior to the effective date of the Illinois Educational Labor Relations Act of 1984, employers shall be required to bargain collectively with regard to any matter concerning wages, hours or conditions of employment about which they have bargained for and agreed to in a collective bargaining agreement prior to the effective date of the Illinois Educational Labor Relations Act of 1984.
- H. To direct the working forces and maintain executive management and administrative control of the school district, its properties and facilities, and the conduct of its employees as related to school functions.
- I. To change or eliminate equipment or facilities.

## **11.2 Changes in Law or School Code**

If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with the minimum standard of the School Code, all other provisions of this Agreement shall remain in full force and effect for the duration of the Agreement.

**ARTICLE XII**  
**CONTRACT RE-OPENER**

During the term of this Agreement, the Board of Education and Union agree to meet to review and negotiate any financially catastrophic impact to the District that might result from any federal or state legislation or regulation.

## Salary Schedule

During the term of this agreement, teachers will receive the following raises: **2016-2017** three percent (3%) will be added to the base and teachers will advance one step;

<u>Step</u>	<u>BA</u>	<u>BA+9</u>	<u>BA+18</u>	<u>BA+27</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>*PHD</u>
0	\$42,759	\$43,321	\$43,883	\$44,444	\$46,550	\$47,251	\$47,954	\$48,655	\$51,463
1	\$43,254	\$43,815	\$44,377	\$44,939	\$47,044	\$47,746	\$48,448	\$49,148	\$51,956
2	\$43,774	\$44,335	\$44,898	\$45,459	\$47,564	\$48,266	\$48,968	\$49,669	\$52,476
3	\$44,848	\$45,425	\$46,001	\$46,578	\$48,735	\$49,454	\$50,175	\$50,894	\$53,774
4	\$45,425	\$46,001	\$46,578	\$47,151	\$49,312	\$50,031	\$50,751	\$51,471	\$54,349
5	\$46,001	\$46,578	\$47,151	\$47,728	\$49,952	\$50,607	\$51,326	\$52,046	\$54,926
6	\$46,578	\$47,151	\$47,728	\$48,304	\$50,463	\$51,183	\$51,903	\$52,623	\$55,501
7	\$47,151	\$47,728	\$48,304	\$48,880	\$51,040	\$51,758	\$52,477	\$53,197	\$56,077
8	\$47,872	\$48,447	\$49,023	\$49,600	\$51,758	\$52,477	\$53,197	\$53,917	\$56,797
9	\$48,591	\$49,168	\$49,744	\$50,319	\$52,477	\$53,197	\$53,917	\$54,637	\$57,516
10	\$49,312	\$49,887	\$50,463	\$51,040	\$53,197	\$53,917	\$54,637	\$55,357	\$58,237
11	\$50,031	\$50,607	\$51,183	\$51,758	\$53,917	\$54,637	\$55,357	\$56,077	\$58,956
12	\$50,751	\$51,326	\$51,903	\$52,477	\$54,637	\$55,357	\$56,077	\$56,797	\$59,676
13	\$51,614	\$52,190	\$52,766	\$53,343	\$55,501	\$56,220	\$56,940	\$57,660	\$60,540
14	\$52,477	\$53,179	\$53,630	\$54,206	\$56,366	\$57,085	\$57,805	\$58,525	\$61,403
15	\$53,343	\$54,494	\$54,494	\$55,069	\$57,229	\$57,948	\$58,669	\$59,388	\$62,268
16	\$54,206	\$55,357	\$55,357	\$55,933	\$58,092	\$58,811	\$59,532	\$60,251	\$63,131
17	\$55,069	\$56,220	\$56,220	\$56,797	\$58,956	\$59,676	\$60,396	\$61,114	\$63,994
18	\$56,220	\$56,797	\$57,373	\$57,948	\$60,109	\$60,828	\$61,547	\$62,268	\$65,145
19	\$57,373	\$57,948	\$58,525	\$59,100	\$61,259	\$61,978	\$62,699	\$63,418	\$66,297
20	\$58,525	\$59,100	\$59,676	\$60,251	\$62,410	\$63,131	\$63,850	\$64,571	\$67,448
21	\$59,676	\$60,251	\$60,828	\$61,403	\$63,562	\$64,281	\$65,002	\$65,721	\$68,600
22	\$60,828	\$61,403	\$61,978	\$62,554	\$64,714	\$65,434	\$66,153	\$66,874	\$69,753
23	\$62,268	\$62,843	\$63,418	\$63,994	\$66,153	\$66,874	\$67,593	\$68,313	\$71,191
24	\$63,706	\$64,281	\$64,857	\$65,434	\$67,593	\$68,313	\$69,033	\$69,753	\$72,631
25	\$65,145	\$65,721	\$66,297	\$66,874	\$69,033	\$69,753	\$70,472	\$71,191	\$74,071
26	\$66,585	\$67,161	\$67,737	\$68,313	\$70,472	\$71,191	\$71,910	\$72,631	\$75,509
27	\$68,024	\$68,600	\$69,177	\$69,753	\$71,910	\$72,631	\$73,350	\$74,071	\$76,949
28	\$69,753	\$70,328	\$71,778	\$71,479	\$73,639	\$74,359	\$75,078	\$75,799	\$78,676
29	\$71,479	\$72,056	\$72,631	\$73,207	\$75,366	\$76,085	\$76,806	\$77,525	\$80,405
30	\$73,207	\$73,781	\$74,359	\$74,935	\$77,093	\$77,812	\$78,533	\$79,277	\$82,132
31	\$74,935	\$75,509	\$76,085	\$76,662	\$78,821	\$79,542	\$80,261	\$80,980	\$83,858
32	\$76,662	\$77,238	\$77,812	\$78,389	\$80,548	\$81,268	\$81,987	\$82,708	\$85,587
33	\$78,676	\$79,263	\$79,828	\$80,405	\$82,564	\$83,284	\$84,003	\$84,723	\$87,601
34	\$80,692	\$81,268	\$81,844	\$82,420	\$84,578	\$85,298	\$86,018	\$86,738	\$89,616
35	\$82,708	\$83,284	\$83,858	\$84,435	\$86,594	\$87,313	\$88,034	\$88,753	\$91,633

\*PHD, Double Masters, Masters +60

During the term of this agreement, teachers will receive the following raises: **2017-2018** one point five percent (1.5%) will be added to the base and teachers will advance one step;

<b>Step</b>	<b>BA</b>	<b>BA+9</b>	<b>BA+18</b>	<b>BA+27</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>*PHD</b>
0	\$43,401	\$43,971	\$44,541	\$45,111	\$47,248	\$47,960	\$48,673	\$49,385	\$52,235
1	\$43,903	\$44,472	\$45,043	\$45,613	\$47,750	\$48,462	\$49,175	\$49,886	\$52,736
2	\$44,431	\$45,000	\$45,571	\$46,141	\$48,278	\$48,990	\$49,703	\$50,414	\$53,264
3	\$45,521	\$46,106	\$46,691	\$47,276	\$49,466	\$50,196	\$50,928	\$51,658	\$54,581
4	\$46,106	\$46,691	\$47,276	\$47,859	\$50,052	\$50,782	\$51,512	\$52,243	\$55,164
5	\$46,691	\$47,276	\$47,859	\$48,444	\$50,701	\$51,366	\$52,096	\$52,827	\$55,750
6	\$47,276	\$47,859	\$48,444	\$49,028	\$51,220	\$51,950	\$52,681	\$53,412	\$56,334
7	\$47,859	\$48,444	\$49,028	\$49,613	\$51,805	\$52,535	\$53,265	\$53,995	\$56,918
8	\$48,590	\$49,174	\$49,758	\$50,344	\$52,535	\$53,265	\$53,995	\$54,726	\$57,649
9	\$49,320	\$49,906	\$50,490	\$51,073	\$53,265	\$53,995	\$54,726	\$55,457	\$58,379
10	\$50,052	\$50,635	\$51,220	\$51,805	\$53,995	\$54,726	\$55,457	\$56,188	\$59,111
11	\$50,782	\$51,366	\$51,950	\$52,535	\$54,726	\$55,457	\$56,188	\$56,918	\$59,840
12	\$51,512	\$52,096	\$52,681	\$53,265	\$55,457	\$56,188	\$56,918	\$57,649	\$60,571
13	\$52,388	\$52,973	\$53,557	\$54,143	\$56,334	\$57,064	\$57,795	\$58,525	\$61,448
14	\$53,265	\$53,977	\$54,434	\$55,019	\$57,211	\$57,941	\$58,672	\$59,402	\$62,324
15	\$54,143	\$55,312	\$55,312	\$55,895	\$58,087	\$58,817	\$59,549	\$60,279	\$63,202
16	\$55,019	\$56,188	\$56,188	\$56,772	\$58,963	\$59,693	\$60,425	\$61,155	\$64,078
17	\$55,895	\$57,064	\$57,064	\$57,649	\$59,840	\$60,571	\$61,302	\$62,031	\$64,954
18	\$57,064	\$57,649	\$58,234	\$58,817	\$61,010	\$61,740	\$62,470	\$63,202	\$66,123
19	\$58,234	\$58,817	\$59,402	\$59,987	\$62,178	\$62,908	\$63,640	\$64,369	\$67,291
20	\$59,402	\$59,987	\$60,571	\$61,155	\$63,346	\$64,078	\$64,807	\$65,539	\$68,460
21	\$60,571	\$61,155	\$61,740	\$62,324	\$64,516	\$65,245	\$65,977	\$66,707	\$69,629
22	\$61,740	\$62,324	\$62,908	\$63,492	\$65,685	\$66,415	\$67,145	\$67,877	\$70,799
23	\$63,202	\$63,786	\$64,369	\$64,954	\$67,145	\$67,877	\$68,607	\$69,337	\$72,259
24	\$64,662	\$65,245	\$65,830	\$66,415	\$68,607	\$69,337	\$70,068	\$70,799	\$73,721
25	\$66,123	\$66,707	\$67,291	\$67,877	\$70,068	\$70,799	\$71,529	\$72,259	\$75,182
26	\$67,584	\$68,169	\$68,753	\$69,337	\$71,529	\$72,259	\$72,989	\$73,721	\$76,642
27	\$69,045	\$69,629	\$70,214	\$70,799	\$72,989	\$73,721	\$74,451	\$75,182	\$78,103
28	\$70,799	\$71,383	\$72,854	\$72,551	\$74,743	\$75,474	\$76,204	\$76,936	\$79,857
29	\$72,551	\$73,136	\$73,721	\$74,305	\$76,497	\$77,226	\$77,958	\$78,688	\$81,611
30	\$74,305	\$74,888	\$75,474	\$76,059	\$78,250	\$78,980	\$79,711	\$80,466	\$83,364
31	\$76,059	\$76,642	\$77,226	\$77,812	\$80,003	\$80,735	\$81,465	\$82,194	\$85,116
32	\$77,812	\$78,396	\$78,980	\$79,565	\$81,756	\$82,487	\$83,217	\$83,949	\$86,871
33	\$79,857	\$80,452	\$81,025	\$81,611	\$83,802	\$84,533	\$85,263	\$85,993	\$88,915
34	\$81,903	\$82,487	\$83,071	\$83,656	\$85,847	\$86,578	\$87,309	\$88,039	\$90,960
35	\$83,949	\$84,533	\$85,116	\$85,702	\$87,893	\$88,623	\$89,355	\$90,084	\$93,007

\*PHD, Double Masters, Masters +60

During the term of this agreement, teachers will receive the following raises: **2018-2019** one point five percent (1.5%) will be added to the base and teachers will advance one step.

<b>Step</b>	<b>BA</b>	<b>BA+9</b>	<b>BA+18</b>	<b>BA+27</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>*PHD</b>
0	\$44,052	\$44,630	\$45,209	\$45,788	\$47,957	\$48,679	\$49,403	\$50,126	\$53,018
1	\$44,561	\$45,139	\$45,719	\$46,297	\$48,466	\$49,189	\$49,912	\$50,634	\$53,527
2	\$45,097	\$45,675	\$46,255	\$46,833	\$49,002	\$49,725	\$50,448	\$51,170	\$54,062
3	\$46,204	\$46,798	\$47,391	\$47,985	\$50,208	\$50,949	\$51,692	\$52,433	\$55,400
4	\$46,798	\$47,391	\$47,985	\$48,576	\$50,803	\$51,543	\$52,285	\$53,027	\$55,992
5	\$47,391	\$47,985	\$48,576	\$49,171	\$51,462	\$52,137	\$52,877	\$53,619	\$56,586
6	\$47,985	\$48,576	\$49,171	\$49,764	\$51,988	\$52,730	\$53,471	\$54,213	\$57,179
7	\$48,576	\$49,171	\$49,764	\$50,357	\$52,582	\$53,323	\$54,064	\$54,805	\$57,772
8	\$49,319	\$49,911	\$50,505	\$51,099	\$53,323	\$54,064	\$54,805	\$55,547	\$58,514
9	\$50,060	\$50,654	\$51,247	\$51,839	\$54,064	\$54,805	\$55,547	\$56,289	\$59,255
10	\$50,803	\$51,395	\$51,988	\$52,582	\$54,805	\$55,547	\$56,289	\$57,030	\$59,997
11	\$51,543	\$52,137	\$52,730	\$53,323	\$55,547	\$56,289	\$57,030	\$57,772	\$60,738
12	\$52,285	\$52,877	\$53,471	\$54,064	\$56,289	\$57,030	\$57,772	\$58,514	\$61,480
13	\$53,174	\$53,767	\$54,361	\$54,955	\$57,179	\$57,920	\$58,661	\$59,403	\$62,370
14	\$54,064	\$54,786	\$55,251	\$55,844	\$58,069	\$58,810	\$59,552	\$60,293	\$63,259
15	\$54,955	\$56,141	\$56,141	\$56,733	\$58,959	\$59,699	\$60,442	\$61,183	\$64,150
16	\$55,844	\$57,030	\$57,030	\$57,624	\$59,848	\$60,588	\$61,331	\$62,072	\$65,039
17	\$56,733	\$57,920	\$57,920	\$58,514	\$60,738	\$61,480	\$62,222	\$62,961	\$65,928
18	\$57,920	\$58,514	\$59,107	\$59,699	\$61,925	\$62,666	\$63,407	\$64,150	\$67,114
19	\$59,107	\$59,699	\$60,293	\$60,887	\$63,111	\$63,851	\$64,594	\$65,335	\$68,301
20	\$60,293	\$60,887	\$61,480	\$62,072	\$64,296	\$65,039	\$65,780	\$66,522	\$69,487
21	\$61,480	\$62,072	\$62,666	\$63,259	\$65,483	\$66,224	\$66,967	\$67,708	\$70,673
22	\$62,666	\$63,259	\$63,851	\$64,445	\$66,670	\$67,412	\$68,152	\$68,895	\$71,861
23	\$64,150	\$64,743	\$65,335	\$65,928	\$68,152	\$68,895	\$69,636	\$70,377	\$73,343
24	\$65,632	\$66,224	\$66,817	\$67,412	\$69,636	\$70,377	\$71,119	\$71,861	\$74,827
25	\$67,114	\$67,708	\$68,301	\$68,895	\$71,119	\$71,861	\$72,602	\$73,343	\$76,310
26	\$68,598	\$69,191	\$69,784	\$70,377	\$72,602	\$73,343	\$74,084	\$74,827	\$77,792
27	\$70,080	\$70,673	\$71,268	\$71,861	\$74,084	\$74,827	\$75,567	\$76,310	\$79,275
28	\$71,861	\$72,454	\$73,047	\$73,639	\$75,864	\$76,606	\$77,347	\$78,090	\$81,054
29	\$73,639	\$74,234	\$74,827	\$75,420	\$77,644	\$78,385	\$79,127	\$79,868	\$82,835
30	\$75,420	\$76,011	\$76,606	\$77,199	\$79,424	\$80,164	\$80,907	\$81,673	\$84,615
31	\$77,199	\$77,792	\$78,385	\$78,979	\$81,203	\$81,946	\$82,687	\$83,427	\$86,393
32	\$78,979	\$79,572	\$80,164	\$80,758	\$82,983	\$83,724	\$84,465	\$85,208	\$88,174
33	\$81,054	\$81,658	\$82,241	\$82,835	\$85,059	\$85,801	\$86,542	\$87,283	\$90,249
34	\$83,131	\$83,724	\$84,317	\$84,911	\$87,135	\$87,877	\$88,618	\$89,360	\$92,325
35	\$85,208	\$85,801	\$86,393	\$86,987	\$89,211	\$89,952	\$90,695	\$91,436	\$94,402

\*PHD, Double Masters, Masters +60



## Extra-Curricular Stipends

### Sports

<u>Group</u>	<u>Stipend</u>
Athletic Director	\$4,283
Track 1	\$1,250
Track 2	\$1,250
Track 3	\$1,250
Track 4	\$1,250
Softball 1	\$1,000
Softball 2	\$1,000
Baseball 1	\$1,000
Baseball 2	\$1,000
Boys Volleyball 1	\$1,000
Boys Volleyball 2	\$750
Girls Volleyball 1	\$2,000
Girls Volleyball 2	\$2,000
Girls Basketball 4/5	\$750
Boys Basketball 4/5	\$750
Girls Basketball 1	\$1,500
Girls Basketball 2	\$1,500
Boys Basketball 1	\$2,000
Boys Basketball 2	\$2,000

### Clubs

<u>Group</u>	<u>Stipend</u>
Book Club	\$500
NJHS	\$750
Swing Dance	\$750
Swing Dance 2	\$500
Yearbook	\$500
Student Government	\$1,000
Entrepreneurship	\$750
Music (Band/Choir)	\$2,000
Science Club	\$500
Robotics Club	\$750

<u>Hours Expected</u>	<u>Stipend</u>
21-25	\$500
26-50	\$750
51-75	\$1,000
75-100	\$1,250
101-125	\$1,500
126-150+	\$2,000

- Track activities every year to ensure data is accurate.
- The schedule will be revised if necessary after reviewing new data.
- Clubs will be split into semesters and canceled the second semester if enrollment does not justify continuation.
- Continuous experience is recognized with a 2% increase each year of the contract.
- If an individual leaves a sport/club and elects to return, he/she begins at the starting amount.

Extra-Duty, Meetings and Functions	\$21.50 per hour
Tutoring	\$25 per 45-minute session
Internal Subbing and Detention	\$25 per 45-minute session
Perfect attendance per academic year	\$200

**Signature Page**

This Agreement is approved on 4-20-16 as written for the school years 2016-2017, 2017-2018, and 2018-2019.

Rockdale School District 84, Board of Education

By Angela Studda  
Board President

Attest [Signature]  
Board Secretary

Rockdale Council of the American Federation of Teachers Local 604

By Janet Graham  
President

Attest Nicole Holt  
Secretary