

AGREEMENT

BETWEEN

**JOPPA-MAPLE GROVE UNIT SCHOOL
DISTRICT #38**

AND

**JOPPA-MAPLE GROVE
FEDERATION OF TEACHERS**

July 1, 2019 – June 30, 2022

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ARTICLE I
RECOGNITION

- 1.1 The Board of Education of Joppa Maple Grove Unit School District No. 38; P.O. Box 10, Joppa, Illinois, hereinafter referred to as the “Board”, hereby recognizes the **Joppa-Maple Grove Federation of Teachers**, hereinafter referred to as the “Association”, as the exclusive and sole negotiation agent for all regularly employed certified staff, also referred to as “teachers” and/or “employees”, with the exception of retired, part-time teachers; the district superintendent; and building principals.
- 1.2 The Board agrees not to negotiate with any teachers’ organization other than the Association for the duration of this agreement; further, the parties may modify or amend this agreement by mutual consent. Such changes shall be put in writing, ratified and signed by the parties and become an amendment to this contract.

ARTICLE II
MEDIATION

- 2.1 It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to this agreement request the services of a mediator. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement, and the Illinois Educational Labor Relations Board shall be notified.

ARTICLE III
GRIEVANCE PROCEDURE

- 3.1 Definitions. A grievance shall be:
 - 3.1.1 Any claim by the Association or any employee that there has been a violation, misrepresentation, or misapplication of the terms of, or the administration of, this agreement.
 - 3.1.2 All time limits consist of school days, except when a grievance is submitted fewer than ten (10) days before the close of the current school term, then time limits shall consist of all week days (Monday-Friday), excluding legal holidays.

3.2 Procedure. The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications. When requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the grievance. No grievance shall be initiated more than fifteen (15) days following the incident or when the employee had knowledge of the incident. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:

3.2.1 STEP I. The employee or the Association may present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within five (5) days after receipt the grievance. The Association's representative, the grievant, and the immediately involved supervisor shall be present for the meeting. Within five (5) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reasons for the decision.

3.2.2 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 twenty (20) days after receipt of the appeal. The Superintendent will arrange for a meeting to take place within ten (10) days after receipt of the referral. 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 Association shall be provided with the superintendent's written response, including the reasons for the decision.

3.2.3 STEP III. If the grievance is not resolved at Step II, then the Association may Refer the grievance to the Board within fifteen (15) days after receipt of Step II answer. The Board shall arrange with the Association representative for a meeting to take place within twenty (20) days or the next monthly meeting of the Board'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 Association shall be provided with the Board's written response, including reasons for the decision

3.2.4 STEP IV. If the Association is not satisfied with the disposition of the grievance of Step III, the Association may submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules and the American Arbitration Association no later than ten (10) days after receiving the Step III grievance response, which shall sit as the administrator of the proceedings.

3.3 Bypass to Superintendent. If the Association and the superintendent agree, Step I of the grievance procedure may be bypassed and the grievance brought directly to Step II.

3.4 Bypass to Arbitration. If the Board and the Association agree, a grievance may be submitted directly to arbitration.

- 3.5 Class Grievance. Class grievance involving one or more employees or one or more supervisors and grievances involving an administrator above the building level may be initially filed by the Association at Step II.
- 3.6 Association Participation, Employee Represented. The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level, and no employee shall be required to discuss any grievance if the Association's representative is not present.
- 3.7 Association Participation, Employees Not Represented. When an employee is not represented by the Association, the Association shall reserve the right to have its representative present to state its views at any stage of the grievance procedure.
- 3.8 Board-Administration Cooperation. The Board and the administration shall cooperate with the Association in the investigation of any grievance.
- 3.9 No Reprisals Clause. No reprisals shall be taken by the Board or administration against any employee because of the employee's participation in a grievance.
- 3.10 Released Time. Should the meeting or hearing of any grievance require that an employee or an Association representative be released from his/her regular assignment, the employee or Association representative shall be released without loss of pay or benefits.
- 3.11 Grievance Withdrawal. A grievance may be withdrawn at any level without establishing precedent.
- 3.12 Written Response. If no written decision has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step.
- 3.13 AAA Rules. At the mutual request of the parties, the Streamlined Labor Arbitration Association shall be used instead of the Voluntary Labor Arbitration Rules.
- 3.14 The fees and the expenses of the arbitrator shall be shared equally by the parties.

ARTICLE IV

DUES DEDUCTION

- 4.1 Any member of the bargaining unit who is a member or has applied for membership in the Association may sign and deliver to the payroll clerk an authorization for continuous dues deduction. Notice must be given prior to September 1st. The authorization is continuous and shall remain in effect from year to year unless the

employee revokes said authorization between September 1 and September 15 of any year. The payroll clerk will not be asked to make any changes after September 15 of the school year.

4.2 The Board shall deduct from each employee's pay the current dues of the Association provided the payroll clerk has received an authorization form.

4.2.1 Pursuant to such authorization, the payroll clerk shall deduct dues in seventeen (17) payments beginning in September and ending in May.

4.2.2 The payroll clerk shall remit said deduction dues to the Association within ten (10) working days following the end of each month.

ARTICLE V

ASSOCIATION RIGHTS

5.1 The Association and Board recognize that the Board has the legal responsibility and authority to manage and direct, for the benefit of the public, the operations and activities of the school district to the extent authorized by the laws of the State of Illinois provided that such rights and responsibilities shall be exercised by the Board in conformance with the provisions of this agreement and the statutes, rules, and regulations of the State of Illinois. The Board agrees not to exercise the authority recognized by this Article in an arbitrary and capricious manner. Nothing in this Article shall be construed to negate or limit any rights granted to the employees or the Association by law.

5.2 A copy of the school board agenda will be posted on the District website no later than 48 hours prior to the scheduled board meeting.

5.3 A copy of all Board open session minutes shall be posted on the District website within (10) calendar days after the Board approves the minutes.

5.4 The local Association and its representatives shall have the right to use school buildings outside of work hours for local Association business and shall notify the principal as soon as possible. If the building is to be used for any other reason, it must be with the approval of the Superintendent.

5.5 Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property outside of work hours. All visitors are required to report to the office and receive permission from the principal prior to contacting any school employee.

- 5.6 The local Association shall have the right to use school facilities and equipment for local Association business outside of work hours. The Association will notify the building principal prior to use of the building. The Association will reimburse the Board for consumable supplies.
- 5.7 The Association shall have the right to post notices of activities and matters of Association concern on designated bulletin boards, but shall not post political campaign information. The Board shall provide for a bulletin board near the employees' mailbox for this purpose.
- 5.8 The Association will regularly submit its views with respect to any changes in the Board's policies or procedures, including educational policies. Prior to effecting such changes, the Board will consider such views in formulating its decisions. When the Board considers policy revisions, they will extend an invitation to the Association to state their views prior to adoption. When the Board is considering a policy change, notice will be given to the Association as soon as possible, but no less than one week, except in emergencies.
- 5.9 A bargaining unit member is entitled to request the presence of a representative of the Association during any meeting which leads to disciplinary action. Such meetings shall be scheduled at a time that an Association representative may be present. At any time that a supervisor becomes aware that a meeting could lead to discipline, he/she shall advise the employee that it is investigatory and offer to reschedule the meeting when an Association representative can be present.
- 5.10 No tenured or non-tenured employee shall be suspended without pay or a tenured employee dismissed from employment without just cause.
- 5.11 An employee's signature on a document, unless otherwise noted, indicates only that they have received a copy and does not indicate agreement or disagreement.
- 5.12 The Board may allow up to two (2) bargaining unit Teachers, representing the Association, to be present during the interview process for any potential employee whose daily functions interact with those of the faculty. These interviews will be limited to those of Superintendents, Principals, Aides, Grant Funded Employees, and Faculty.
- 5.13 Any bargaining unit member who applies for and received at least a proficient rating on his/her last evaluation is entitled to receive first notice and an interview for any teaching or administration position open within Joppa-Maple Grove District #38, provided the employee meets the qualifications for the position. The Board agrees to post in a timely manner all announcements concerning district position employment.

ARTICLE VI

SENIORITY

- 6.0 Any reduction in force shall be done in accordance with the School code of Illinois.
- 6.1 A teacher shall acquire one year of seniority for each year of full-time continuous employment in the District provided he/she has been employed for 120 days or more. Less than 120 days shall be calculated on a pro rata basis.
- 6.2 Teachers who are on paid leaves of absences are included in this contract or as otherwise approved by the Board, shall not continue to acquire seniority. Such leaves will not constitute a break in service for reduction in force purposes.
- 6.3 Teachers who are on unpaid leaves of absences as included in this contract or otherwise approved by the Board, shall not continue to acquire seniority during the time they are on leave. Such leaves will not constitute a break in service.
- 6.4 No teacher will receive more than one year of seniority for any given school year.
- 6.5 A part-time teacher or a teacher who is reduced to less than full-time, either at the teacher's request or by action of the Board, shall acquire a fraction of a year's seniority on a pro rata basis for RIF purposes.
- 6.6 Teachers who have been honorably dismissed under a reduction in force shall have recall rights consistent with the Illinois School Code, 105 ILCS 5/24-12(b). Recall is based on the following order:
 - a. RIF Group 4 if qualified and if two teachers are in RIF Group 4 the most senior teacher has recall rights.
 - b. Then, RIF Group 3 if qualified and if two teacher are in RIF Group 3 the most senior teacher has recall rights.
 - c. Then, RIF Group 2 if qualified and if two teachers are in RIF Group 2 the teacher with the highest average performance ratings for the past two evaluations has recall rights (Excellent = 4 points; Proficient = 3 points, Needs Improvement = 2 points; and Unsatisfactory = 1 point. RIF Group 2 teachers have limited recall rights per the School Code.
 - d. RIF Group 1 teachers do not have recall rights.

- 6.7 The Board agrees not to make a position or scheduling assignment for the purpose of reducing (laying off) a more senior teacher. The Board shall not be required to make a position or scheduling change in order to avoid the layoff of a more senior teacher.
- 6.8 Teachers may decline an offer for a position which is less than full time without jeopardizing their right to recall or other rights which they may have.
- 6.9 Teachers who are RIFed will retain seniority by the Illinois School Code, Section 24-12.

ARTICLE VII

PAID LEAVES

- 7.1 At the beginning of each school year, each employee shall be credited with fifteen (15) days sick leave, the unused portion of which shall accumulate from year to year up to 340. The leave days may be used by a bargaining unit member for the following reasons and subject to the following condition:
- 7.1.1 Personal Illness or Disability. The employee may use all or any portion of his/her leave to recover from his/her own illness or disability, which shall include, in part, all disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery there from. The Association agrees with these pregnancy and birthing guidelines: the number of sick days allocated may not exceed sixty (60), unless under medical recommendation.
- 7.1.2 Medical or Nursing Care. The employee may use leave days to make arrangements for medical or nursing care for spouse, children, or parents.
- 7.1.3a. Illness in the Immediate Family. The employee may use sick leave days for illness in the immediate family. Immediate family shall be interpreted as spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.
- 7.1.3b. Death in the Family. The employee may use sick leave days for death in the immediate family. Immediate family shall be interpreted as spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, aunts, uncles, cousins, and legal guardians. Up to two (2) sick days can be used for close friends or family who are not covered as immediate family. Usage of these sick days must be approved by the Superintendent, and this is non-grievable.

- 7.1.4 The employer shall furnish each employee with a written statement at the beginning of each employee work year setting forth the total sick leave credit. Employee will be paid 75% of substitute pay for each day over the maximum number of days (340) they have earned but not used upon retirement. The payment for the sick leave days shall be paid to the teacher as non creditable TRS earnings after his/her last day of work and after receiving his/her last payroll check, whichever occurs last.
- 7.1.5 If a teacher's duty, i.e. guidance counselor, requires an extended contract beyond the 180 day school year, additional sick leave will be awarded proportionally based on the number of additional days worked over 180 days.
- 7.1.6 In the event of inclement weather in which school is in session, a sick day (maximum of 2 sick days each year) can be used if a teacher cannot get to work safely. The teacher will provide a letter from the local law enforcement agency in his/her area that verifies the hazardous road conditions. Usage of sick day, under such conditions, must be approved by the Superintendent, and this is non-grievable.
- 7.2 Personal Leave Days. At the beginning of each school year, each employee shall be credited with two (2) days to be used for personal business and may accumulate to five (5) if unused. Accumulated personal leave days above five (5) will accumulate as sick leave on a 1 to 1 basis for all days over five (5) at the beginning of each year. Extra days will be added to sick days. A personal business day may be used for any purpose, including the practice of individual religious preference, subject to the following procedures/limitations:
- 7.2.1 Except in cases of an emergency, employees shall submit a written request for personal leave to the building principal five (5) working days in advance. It is not necessary to state a reason for the leave, but a reason for the leave shall be stated if the leave is requested in the case of an emergency. The Superintendent or designee shall have the right to grant or deny the request for personal leave.
- 7.2.2 Personal leave may not be used the first week or the last week of the school year. An employee may, for emergency reasons, request the Superintendent to waive these restrictions and the Superintendent may, in his/her discretion, grant or deny the request.
- 7.3 At the beginning of each school year, the employee shall be granted up to three (3) days for professional/job performance business. Professional/job performance days may be used only for educational purposes at the discretion of the employee and approved by the administration. The bargaining unit member planning to use a professional/job performance business day shall notify his/her principal/supervisor at least one week in advance of his/her absence. The teacher will be responsible for expenses unless the expenses are approved by the Board in advance. Any teacher abusing professional/job performance days shall be docked for the day(s) abused and

shall forfeit professional/job performance days for the next school year. The administration may grant additional days.

- 7.4 Any employee called for jury duty during working hours or subpoenaed to testify during work hours in any judicial or administrative matter or who shall be asked to testify in any arbitration shall be paid his/her full salary for such time and suffer no loss of benefits or contractual advantage. The employee will notify the superintendent as soon as possible after being subpoenaed. Daily rates received for such duties shall be reimbursed to the District only for those working days when the employee was absent and do not include any compensation received for food or travel.

ARTICLE VIII

SCHOOL CALENDAR AND WORK DAY

- 8.1 The Association shall have input into the school calendar prior to the Superintendent making a recommendation to the Board.
- 8.2 The teacher work year will consist of 180 teacher attendance days. Unused emergency days shall not become workdays for teachers.
- 8.2.1 The Board agrees to provide at least one spring break day in addition to Good Friday, either Thursday before Good Friday or Monday after Easter.
- 8.2.2 A "short schedule" will be utilized on the days preceding legal holidays, spring and winter breaks.
- 8.2.3 An in-service day will be used for parent-teacher conference.
- 8.2.4 An in-service day will be used before report cards are passed out at the end of school when possible.
- 8.2.5 In the event of a two (2) hour delay to the beginning of a school day, teachers and staff will report to work at 9:45 am and students will arrive at 10:00 am.
- 8.3 Teachers shall be required to report to work fifteen (15) minutes before school begins and shall be permitted to leave work 15 minutes after the last bell of the school day, unless an emergency requiring supervision of students is declared by the administration. The regular school day shall not exceed 7 hours 30 minutes except when the leaving of the buses is delayed beyond the control of the Board. On in- service days, the teacher workday will be 6.5 hours.

- 8.4 All teachers shall be entitled to a duty-free lunch period as required in Section 24-9 of the Illinois School Code.
- 8.5 All teachers will have planning time scheduled within the regular school day. This planning time shall consist of a minimum of one forty-three minute block daily for teachers in grades 7-12. The Pre-K and K-6 teachers shall receive a minimum of 200 minutes planning time weekly. Travel time and recess supervision shall not be counted as planning time.
- 8.6 All teachers, as representatives of the District and positive role models for students and the community, are expected to dress in professional attire during the regular workday and when present at all school sponsored events. Unprofessional dress for teachers includes, but is not limited to the following: visible body piercing, other than ears, and visible tattoos; shorts and skirts above the knee, sheer or see through clothing, tube tops or backless tops, form fitting tops with plunging necklines that expose breasts/cleavage or exposed midriffs; muscle shirts, t-shirts; leotards, spaghetti straps and tank tops; jeans (except jeans may be worn on designated "casual days" as determined by the principal); frayed jeans and scruffy shoes; "sagging pants" and sweat suits, sweat pants and sweat shirts. Tights, leggings, yoga pants, or other types of hosiery must be accompanied by a fingertip length top or dress. The width of all tops must be a width of three fingers at the shoulder. Tattoos may be visible with prior approval of the administration. Teachers are allowed to wear jeans and an appropriate teacher/school related t-shirt on Friday, but not on Friday parent/teacher conferences when professional attire is required.
- 8.7 All teachers are expected to attend both the junior high and senior high graduation ceremonies each year, unless prior approval has been granted by the Board of Education. Teachers requesting a waiver from attending one or both ceremonies must do so in writing no later than one (1) week in advance of the Regular Monthly April Board Meeting and the Board's decision to grant or deny the request shall be final. For each ceremony a teacher fails to attend without a prior Board approved waiver, the Superintendent will place a letter of reprimand in the teacher's personnel file.

ARTICLE IX

TEACHER ASSIGNMENTS

- 9.1 Teachers shall perform their assigned duties.
- 9.2 All teachers shall be given tentative written notice of their building assignments, class and/or subject assignments, and room assignments for the forthcoming year not later than the last teacher work day of the school year. The Superintendent or designee may change the assignment at a future date.

- 9.3 The Board agrees that it **may** split classes in academic classes above kindergarten and through grade 6 in the event there is in excess of twenty-eight (28) students in any class. In the event that a classroom in grades 1-6 exceeds 28 students and the class is not split, the Board will provide a teacher aide.
- 9.4 Prior to making any changes in teacher assignment that affects the teachers' salary; the Board will give the teachers an opportunity to present their views.
- 9.6 Written job expectations for the Joppa Jr/Sr High School class sponsorships will be established by the principal and communicated to the sponsors. Grades 7-12 will have designated faculty sponsorships. Class sponsorships for grades 7-12 will be advertised within the district each year prior to the beginning of the school year. Teachers may apply for the positions. The principal will select one head sponsor per grade level based on these applications. The head sponsor will recruit and recommend a co-sponsor from the remaining faculty or staff within two weeks of their own selection by the principal, with the Principal making the final selection of co-sponsors. If a position(s) remains open after this process, the principal will assign the position based on a pre-determined rotation schedule of secondary faculty members. The union and administration will work together to establish job expectations for sponsorship positions.
- 9.5 Overnight class trips will be limited to 2 school days and a weekend for the seniors, and the 8th grade trip maximum to include one overnight and one school day. Final permission for all overnight trips is pending Board approval.
- 9.6 Student of the Month Duty will continue to receive one forty (40) minute prep period weekly.

ARTICLE X

EXTRA DUTY POSITIONS

- 10.1 Posting of Extra Duty Positions. All vacant Extra Duty positions will be posted for one week. Any teacher interested in a vacant position should contact the Superintendent in writing. Teachers interested in Extra Duty positions, which may become vacant during the summer, may indicate an interest on the End of Year Checkout Form. Those teachers so indicating an interest will be notified of such positions that may become vacant during the summer.

ARTICLE XI

SALARY AND FRINGE BENEFITS

- 11.1 Teachers shall advance on the salary schedule according to years of teaching experience and education levels as indicated by the salary schedule, but only if step movement teaching experience and lane movement for education level were included in the negotiated salary increase. The salary schedule, is attached to, and a part of this agreement as Appendix A.
- 11.2 The Board will contribute 100% toward the cost of teacher's TRS contributions. The Board will pay/tax shelter 100% of TRS. The Board will pay THIS (Teacher Health Insurance Security) at the rate of 1.24% for the 2018-2019, 2019-2020, and 2020-2021 school years.
- 11.3 The Board reserves the right to change the insurance carrier at any time. The Board shall pay 80% of the cost of the plan for a single health insurance coverage or 50% of the cost of the plan for family health insurance coverage for the Board selected plan. If the insurance company offers the flexibility for participation in multiple plans without penalty or additional administrative costs, the employee may choose among the plans and apply the same amount they would be eligible on the Board selected plan. This does not in any way mean that the employee would be paid for participation in a plan outside the District's health insurance plan or be paid for any difference in premium for a less expensive or more expensive plan within the District health insurance plan. A joint committee of Board members, Superintendent, and association representative, (as well as invited members) shall advise the employees of plan choices. All employees shall be given the opportunity to vote on any changes in insurance plan and group policy. Final approval of the plan is reserved by the Board.
- 11.4 The Board will pay 100% of a \$25,000 life insurance premium for each teacher.
- 11.5 Mileage for travel required of employees will be reimbursed at the current IRS rate per mile, as authorized by the superintendent or principal.
- 11.6 The Board will reimburse teachers a maximum of \$250 for classroom materials that the teacher has paid for out of pocket expenses provided the teacher submits receipts reflecting the items purchased and amount expended. Any one purchase that exceeds \$50 will require the Principal's prior approval to purchase the item(s).
- 11.7 In-house teacher substitutes will be paid \$20 per class period when covering for another teacher due to documented leave.

- 11.8 In the event that the Board provides a Summer School Program the following conditions will apply:
- A. The Summer School Program length will be for six to eight weeks.
 - B. The teacher(s) will be paid \$20.00 per hour of instruction.
- 11.9 Each teacher shall receive \$50.00 per graduate level semester hour, up to a maximum of 30 semester hours, for each graduate level semester hour beyond a B.S. or M.S., paid annually. Remuneration will be granted under the following conditions for graduate level work after the Bachelor Degree.
- 1. Advancement to the Master Column on the salary schedule requires a Master's Degree in the field of education.
 - 2. All semester hours shall be graduate level in the field of education. On a case-by-case basis, the Superintendent may at his discretion, approve a teacher's request to take certain undergraduate level courses in the field of education that would be beneficial to the district, and, if approved, the undergraduate level courses will count toward salary schedule credit hours.
 - 3. No hours earned prior to the Bachelor's Degree may be counted for compensation and no hours earned prior to the Master's Degree may be counted for compensation.
 - 4. All hours earned beyond a Bachelor's Degree must be graduate level and in the field of education and in a Master's Degree program.
 - 5. The administration may request course descriptions from the college or the instructor as deemed necessary.
 - 6. A teacher, prior to enrolling in a course for credit that the employee intends to use for compensation, shall meet with the Superintendent to review the coursework and obtain his decision on whether the course meets the guidelines as set forth in this section for compensation. The Superintendent's decision shall be final.
 - 7. Only graduate level courses obtained from an educational institution that is fully accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools, or an equivalent accreditation entity, will be accepted for compensation.
 - 8. The teacher must receive a grade of B or higher for the course to count for compensation.
 - 9. The college work must have been completed prior to the first teacher workday of a school year and an official transcript submitted to the Superintendent no later September 1.
- 11.10 For employees that elect direct deposit, the District will directly deposit employee salary into either a personal checking or savings account. The account will be designated by the employee at the beginning of each school year. The employee may make necessary changes to the designated account for direct deposit upon written notification to the bookkeeper at least 30 days prior to the pay period in which they request the change to be implemented. The Board and the employees will share evenly all administrative costs charged by the District Financial Institution for Direct Deposit services. For employees that do not elect direct deposit, the District will issue the employee a check.

11.10 The District will provide a 403(b) Plan for its employees' voluntary contributions toward retirement. The administrative costs charged by the outside administrative vendor for the 403(b) Plan will be charged to the individual employees participating in the 403(b) Plan.

11.12 Certified Retirement Incentive Program

The Board shall recognize the service of full-time teachers who have completed at least fifteen (15) years of full time credible service to Joppa-Maple Grove #38 immediately preceding retirement and who are eligible to receive regular retirement pension benefits through the Illinois Teachers' Retirement System.

A. Requirement to Qualify- To be eligible for this benefit a teacher must comply with all of the following requirements and limitations:

1. Must be at least sixty (60) years of age by December 31 of the year of retirement; or must be at least fifty-five (55) years of age by December 31 of the year of retirement with thirty-five (35) or more years of credible service with the Illinois Teacher's Retirement System; and have a minimum of fifteen (15) years full-time continuous teaching employment in the district.
2. Must submit an irrevocable letter of resignation for retirement. As many as the last four (4) years of an employee's career may be included in the pre- retirement period. An irrevocable letter of resignation establishing the date of retirement will create and determine the length of the pre-retirement period.
3. The irrevocable letter of resignations for retirement must be filed on or before September 1 of the year prior to the year of retirement. The pre- retirement period may be from 1 to 4 years in duration depending upon when the irrevocable letter of resignation is received and the specified date of retirement. For example, employees who file by August 1, 2020 may indicate a retirement date of 2021, 2022, 2023, or 2024. Employees indicating a retirement date in 2021 will have a pre-retirement period of 1 year. Employees indicating retirement in 2022 will have a pre-retirement period of 2 years. Employees indicating retirement in 2023 will have a pre- retirement period of 3 years. Employees indicating retirement in 2024 will have a pre-retirement period of 4 years.

B. The teacher will remain on the salary schedule and will be paid according to the negotiated contract. In June, at the end of each year an employee is in the retirement plan, the District will compare the teacher's TRS creditable earnings to his/her previous year's creditable earnings. The District will pay

the teacher a retirement benefit in an amount to ensure the teachers' TRS creditable earnings increases 6% over his/her previous year's TRS creditable earnings, based on the number of days the teacher worked or received paid leave from one year to the next year (periods of unpaid leave will be removed from the calculation when determining the retirement benefit).

For example, a teacher enters the retirement plan for one year with a retirement date at the end of the 2020-2021 school year. In June 2021, the District will compare the teacher's 2020-2021 TRS creditable earnings to his/her 2019-2020 TRS creditable earnings. The District will increase the teachers' 2020-2021 TRS creditable earnings in an amount to ensure it increases 6% above his/her 2019-2020 TRS creditable earnings.

If an employee has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the employee's 6% increase shall be reduced by the amount of the extra duty compensation.

- C. If legislation is enacted and/or TRS rules and regulations are adopted during this life of this agreement that result in greater cost to the district or that reduce or restrict teacher benefits generated by this agreement, the provisions of this section become null and void and the parties agree to reopen this section for negotiation.

Salary Increase:

2019-2020	Step and 2% on each cell, longevity, education credit for teachers eligible for the credit.
2020-2021	Step and 2% on each cell, longevity, education credit for teachers eligible for the credit.
2021-2022	Step and 2% on each cell, longevity, education credit for teachers eligible for the credit.

ARTICLE XII

EFFECT OF AGREEMENT

12.1 Individual Contracts. The terms and conditions of this agreement shall be reflected in individual contracts or employment agreements.

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

12.3 No Strike Clause. During the period of this agreement the Association agrees that it will not engage in a strike or a concerted work slowdown.

12.4 Terms of Agreement. This agreement will be effective as of July 1, 2019, and shall continue in effect through June 30, 2022.

Negotiations (New Language)

In the last year of this contract, either party may serve written notice on the other party to commence successor contract negotiations. In accordance with the Illinois Educational Labor Relations Act, 115 ILCS 5/12(a), the parties shall commence negotiations for a successor contract within 60 calendar days of receiving the written demand to commence negotiations.

This Agreement is signed this 29th day of June, 2020, in witness thereof:

For the Joppa-Maple Grove Federation of Teachers

For the Board of Education Joppa-Maple Grove Unit School District No. 38

Janna S Beck
President

Kari Cook
President

Secretary

Secretary

JOPPA-MAPLE GROVE #38
ATHLETIC AND EXTRA DUTY SCHEDULE
2019-2022

Coaching Duty	Stipend	Activity	Stipend Individual	Total Cost
Athletic Director	4000	Academic Team, Sr. High	500	500
		Academic Team, Jr. High	250	250
Baseball, Sr. High Varsity	2,000			
Baseball, Sr. High Asst. *	750	Art Club	500	500
Baseball, Jr. High	1200			
Baseball, Jr. High Asst. *	500	BETA Club, Sr. High	400	400
Softball, Sr. High Varsity	2,000	BETA Club, Jr. High	300	300
Softball, Sr. High Asst. *	750			
Softball, Jr. High	1200	Business Skills	150	150
Softball, Jr. High Asst. *	500			
		Class Sponsor, 7 th (2)	150	300
Basketball, Elementary Boys	700	Class Sponsor, 8 th (2)	500	1,000
Basketball, Elementary Girls	700	Class Sponsor, 9 th (2)	150	300
		Class Sponsor, 10 th (2)	150	300
Basketball, Jr. High Boys	2,200	Class Sponsor, 11 th (2)	1,000	2,000
Basketball, Jr. H. Boys Asst. *	500	Class Sponsor, 12 th (2)	750	1500
Basketball, Jr. High Girls	2,200			
Basketball, Jr. H. Girls Asst. *	500	Computer Website Design	800	800
Basketball, Sr. High Boys Varsity	3,000			
Basketball, Sr. High Boys Jr. Var. *	2,250	Detention Supervisor (2) once per week	20/hr	
Basketball, Sr. High Girls Varsity	3,000			
Basketball, Summer Camp	950	Olympiad	150	150
Cheerleader, Sr. High Varsity	1,200	Rotary/Interact	300	300
Cheerleader, Jr. High	600			
Cheerleader, Elementary	240	Student Council/Homecoming (2)	425	850
Track, Elementary (Boys & Girls)**	500	Thespian Club	200	200
Track, Jr./Sr. (Boys & Girls)**	750			
		WYSE (Jets)	250	250
Volleyball, Jr. High Girls Varsity	1200			
Volleyball, Jr. High Asst. *	500	Yearbook, JHS*	500	500
Volleyball, Sr. High Girls Varsity	2,300	Yearbook, MG	150	150
Volleyball, Sr. High Asst. *	750			
		Noon Supervisor JHS (\$20/day)	3,520	3,520
		FFA	1,600	1,600

*Not funded if separate period curricular class

*If a separate person from Varsity.

**Must have a minimum of 5 athletes participating on the team

TRS or IMRF is paid by the District on each stipend, if applicable.

APPENDIX A

Joppa-Maple Grove #38
 Teacher Salary Schedule
 2019-2020 School Year

Step	BA/BS Degree	Salary with TRS/THIS Benefit	MA/MS Degree	Salary with TRS/THIS Benefit	Step
1	\$35,649	\$39,617	\$36,800	\$40,896	1
2	\$37,349	\$41,506	\$38,654	\$42,956	2
3	\$38,225	\$42,479	\$39,706	\$44,125	3
4	\$39,101	\$43,453	\$40,756	\$45,292	4
5	\$39,976	\$44,425	\$41,807	\$46,460	5
6	\$40,852	\$45,399	\$42,857	\$47,627	6
7	\$41,727	\$46,371	\$43,908	\$48,795	7
8	\$42,603	\$47,345	\$44,960	\$49,964	8
9	\$43,479	\$48,318	\$46,010	\$51,131	9
10	\$44,355	\$49,292	\$47,061	\$52,289	10
11	\$45,230	\$50,264	\$48,111	\$53,466	11
12	\$46,106	\$51,238	\$49,162	\$54,634	12
13	\$46,981	\$52,210	\$50,214	\$55,803	13
14	\$47,857	\$53,184	\$51,264	\$56,970	14
15	\$48,733	\$54,157	\$52,315	\$58,138	15
16	\$49,609	\$55,131	\$53,365	\$59,305	16
17	\$50,484	\$56,103	\$54,416	\$60,473	17
18	\$51,360	\$57,076	\$55,468	\$61,642	18
19	\$53,111	\$59,022	\$57,219	\$63,588	19
20	\$54,863	\$60,969	\$58,970	\$65,533	20
21	\$55,883	\$62,103	\$60,825	\$67,595	21
22			\$62,679	\$69,655	22
23			\$63,699	\$70,789	23

*Additional \$500 Longevity Stipend for BA/BS Degree beyond Step 21

*Additional \$500 Longevity Stipend for MA/MS Degree beyond Step 23

APPENDIX A

Joppa-Maple Grove #38
 Teacher Salary Schedule
 2020-2021 School Year

Step	BA/BS Degree	Salary with TRS/THIS Benefit	MA/MS Degree	Salary with TRS/THIS Benefit	Step
1	\$36,362	\$40,409	\$37,536	\$41,714	1
2	\$38,096	\$42,336	\$39,427	\$43,815	2
3	\$38,990	\$43,330	\$40,500	\$45,008	3
4	\$39,883	\$44,322	\$41,571	\$46,198	4
5	\$40,776	\$45,314	\$42,643	\$47,389	5
6	\$41,669	\$46,307	\$43,714	\$48,579	6
7	\$42,562	\$47,299	\$44,786	\$49,771	7
8	\$43,455	\$48,292	\$45,859	\$50,963	8
9	\$44,349	\$49,285	\$46,930	\$52,153	9
10	\$45,242	\$50,277	\$48,002	\$53,345	10
11	\$46,135	\$51,270	\$49,073	\$54,535	11
12	\$47,028	\$52,262	\$50,145	\$55,726	12
13	\$47,921	\$53,255	\$51,218	\$56,919	13
14	\$48,814	\$54,247	\$52,289	\$58,109	14
15	\$49,708	\$55,241	\$53,361	\$59,300	15
16	\$50,601	\$56,233	\$54,432	\$60,490	16
17	\$51,494	\$57,225	\$55,504	\$61,682	17
18	\$52,387	\$58,218	\$56,577	\$62,874	18
19	\$54,173	\$60,203	\$58,363	\$64,859	19
20	\$55,960	\$62,188	\$60,149	\$66,844	20
21	\$57,001	\$63,345	\$62,042	\$68,947	21
22			\$63,933	\$71,049	22
23			\$64,973	\$72,205	23

*Additional \$500 Longevity Stipend for BA/BS Degree beyond Step 21

*Additional \$500 Longevity Stipend for MA/MS Degree beyond Step 23

APPENDIX A

Joppa-Maple Grove #38
 Teacher Salary Schedule
 2021-2022 School Year

Step	BA/BS Degree	Salary with TRS/THIS Benefit	MA/MS Degree	Salary with TRS/THIS Benefit	Step
1	\$37,089	\$41,217	\$38,287	\$42,548	1
2	\$38,858	\$43,183	\$40,216	\$44,692	2
3	\$39,770	\$44,196	\$41,310	\$45,908	3
4	\$40,681	\$45,209	\$42,402	\$47,121	4
5	\$41,592	\$46,221	\$43,496	\$48,337	5
6	\$42,502	\$47,233	\$44,588	\$49,551	6
7	\$43,413	\$48,245	\$45,682	\$50,766	7
8	\$44,324	\$49,257	\$46,776	\$51,982	8
9	\$45,236	\$50,271	\$47,869	\$53,197	9
10	\$46,147	\$51,283	\$48,962	\$54,412	10
11	\$47,058	\$52,296	\$50,054	\$55,625	11
12	\$47,969	\$53,308	\$51,148	\$56,841	12
13	\$48,879	\$54,319	\$52,242	\$58,057	13
14	\$49,790	\$55,332	\$53,335	\$59,271	14
15	\$50,702	\$56,345	\$54,428	\$60,486	15
16	\$51,613	\$57,358	\$55,521	\$61,701	16
17	\$52,524	\$58,370	\$56,614	\$62,915	17
18	\$53,435	\$59,382	\$57,709	\$64,132	18
19	\$55,256	\$61,406	\$59,530	\$66,156	19
20	\$57,079	\$63,432	\$61,352	\$68,181	20
21	\$58,141	\$64,612	\$63,283	\$70,326	21
22			\$65,212	\$72,470	22
23			\$66,272	\$73,648	23

*Additional \$500 Longevity Stipend for BA/BS Degree beyond Step 21

*Additional \$500 Longevity Stipend for MA/MS Degree beyond Step 23