

# **NEGOTIATIONS AGREEMENT**

**between**

**THE UNIT 76 EDUCATION  
ASSOCIATION**

**and**

**THE BOARD OF EDUCATION  
OF OAKWOOD COMMUNITY UNIT  
SCHOOL DISTRICT NO. 76**

**July 1, 2020 – June 30, 2024**

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# NEGOTIATIONS AGREEMENT

between

THE UNIT 76 EDUCATION ASSOCIATION

and

THE BOARD OF EDUCATION OF COMMUNITY UNIT DISTRICT  
NO.76

2020-2024

## **ARTICLE I** **RECOGNITION**

### A. Recognition

The Board of Education, Community Unit No. 76, agrees to participate in good faith negotiations with the Unit 76 Education Association, an affiliate of the IEA (Illinois Education Association) and the NEA (National Education Association), the duly designated representatives of all certificated, professional personnel and educational support professional, including cook, dishwasher, building secretary, teaching assistant, custodian/maintenance, custodian, nurse, library clerk, technology assistant and library assistant, with the exception of Superintendent, Principals, bookkeeper, treasurer/Board secretary/bookkeeper, Superintendent's secretary/courier, all supervisors, confidential employees, managerial employees and short-term employees as defined in the Illinois Educational Labor Relations Act.

### B. Definition

Hereafter, the "Board" shall refer to the Board of Education, Community Unit No. 76; "Association" shall refer to the Unit 76 Education Association; "teacher" shall refer to certificated professional; "ESP" shall refer to educational support professional; and "employee" shall refer to teacher and ESP.

### C. Scope of Bargaining

The Association recognizes that the management of the School District and the direction of all employees are fixed exclusively in the Board. The Association will recognize that the Board shall not be required to bargain over matters of inherent managerial policy and discretion, which shall include such areas as:

1. The functions of the employer, which shall include such actions as employment, dismissal, discipline, promotion, layoff, recall, classification, assignment of personnel

2. Standards of service
3. Its overall budget
4. The organizational structure
5. Direction of employees

The Board however, shall be required to bargain collectively with regard to the impact of all matters directly affecting wages, hours, and terms and conditions of employment upon request by Association representatives.

## **ARTICLE II**

### **BARGAINING TEAMS AND PROCEDURES**

#### **A. Good Faith Bargaining**

Both parties agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith.

#### **B. Bargaining Teams**

Each party shall select its own representatives. Board representatives may be Board members and/or consultants. Association representatives may be employees and/or consultants. Each team shall consist of no more than six (6) members. The members mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, counter proposals, and to reach tentative agreement in the course of negotiations.

#### **C. Execution of Agreement**

There shall be two (2) signed copies of any final Agreement. One (1) copy shall be retained by the Board and one (1) by the Association.

#### **D. Copies of Agreement**

Within thirty (30) days after the Agreement is signed, copies of the Agreement will be provided by each party, at each party's own expense, to its constituency.

#### **E. Modification of Agreement**

This Agreement shall not be modified in whole or in part by the parties during the duration of this Agreement except by an instrument in writing duly executed by both parties.

**ARTICLE III**  
**PROHIBITION OF STRIKES**

- A. The Association agrees not to strike during the duration of this Agreement.

**ARTICLE IV**  
**GRIEVANCE PROCEDURES**

- A. Definitions

A grievance shall mean a complaint by the Association or any of its members that there has been an alleged violation, misinterpretation or misapplication of any provision of this Agreement.

"Day" shall be all days that the Central Office is open for business.

- B. Procedure

1. Step 1

Within fifteen (15) school days of an alleged violation, misinterpretation or misapplication of this Agreement, the employee and his/her immediately involved supervisor shall attempt to resolve the problem through free and informal communication. The employee or Association shall present the grievance orally, identifying the provision of the Agreement allegedly violated, the date of the alleged violation, all individuals involved in the alleged violation, and the remedy sought. Within five (5) days of receiving the grievance, the employee and/or the Association shall meet with the immediate supervisor. Within five (5) days of this meeting, the immediate supervisor shall respond to the grievance, in writing.

2. Step 2

If this does not resolve the grievance, it will be presented to the Superintendent or his/her designee in writing. The filing of the grievance at this second step must be within forty (40) calendar days from the date of the occurrence of the event that is the cause of the grievance. A meeting will be arranged within five (5) days after the receipt of the written appeal. The grievant and the Superintendent or his/her designee, will be present at the meeting. A written response, by the Superintendent or his/her designee, will be given to the grievant within five (5) days of the meeting.

3. Step 3

If the grievance is not resolved in the procedures as outlined in Steps 1 and 2, the Association or the employee may appeal the Step 2 decision to the Board of Education. The Board of Education will hear the Step 3 appeal at its next regularly-scheduled meeting. The Board of Education may, at its discretion, call a special meeting in order to hear the Step 3 appeal. The Step 3 hearing shall be conducted in closed session unless the Board and the Association or employee both consent to holding the hearing in open session. Within ten (10) days of the Step 3 hearing, the Board President shall provide a written response to the grievance.

4. Step 4

If the grievance is not resolved in the procedure as outlined in Steps 1, 2 and 3, the Association may submit the grievance to binding arbitration through the American Arbitration Association. The request for binding arbitration shall contain a copy of the grievant's written request to the AAA for arbitration. If a request for a hearing is not filed within thirty (30) calendar days of the Board's written decision or answer at the third step, then the grievance shall be deemed withdrawn.

The failure of a grievant or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step.

The arbitration shall take place in accordance with the rules and regulations of the American Arbitration Association.

The costs of the arbitration shall be borne equally by the Board and the Association.

The arbitrator shall not have the authority to add to, delete from or alter the terms of this Agreement, but shall only have the authority to interpret the terms of this Agreement, determine whether the Agreement has been violated, and determine whether the requested remedy is warranted upon a determination of a violation.

C. Association Representative

At the grievant's request, the Association President (or his/her designee) may be present at any Step meeting.

D. Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent, upon written request for withdrawal by the grievant.

E. Time Limits

At the discretion of the grievant/Association, the time limits for filing a grievance will be held in abeyance during the months of June and July.

**ARTICLE V**  
**LEAVES**

A. Leaves With Pay

1. Amount of Leave Compensation

An ESP entitled to leave shall receive compensation for sick leave, bereavement leave, personal leave, jury duty leave and vacation leave for each such day used in an amount equal to the number of hours an employee in such category of position is customarily scheduled to work multiplied by such employee's current hourly rate of pay.

2. "Immediate Family"

For purposes of this Article, "immediate family" shall include parents, stepparents, spouse, brothers, sisters, children, stepchildren, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians. "Immediate family" shall also include, where required by state or federal law, domestic partners, as defined by the applicable state or federal law.

3. Sick Leave

The normal annual allotment of each employee who have 1-10 years of employment with the District shall be twelve (12) days of sick leave per school term without loss of pay or benefits, four (4) of which may be used for personal leave. The normal annual allotment of each employee who have 11 or more years of employment with the District shall be thirteen (13) days of sick leave per school term without loss of pay or benefits, four (4) of which may be used for personal leave. If, during the school year any employee does not use the full amount of annual sick leave, the unused days shall accumulate without limit.

- a. Sick leave shall be interpreted to mean personal illness, quarantine at home or serious illness or death in the immediate family or household. The School Board may require a physician's certificate,

or if treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases.

- b. The administration may grant use of sick leave to an employee for the deployment or return of an immediate family member serving in an active duty status. Leave under this subsection shall run concurrently with the employee's accumulated vacation, personal, or sick leave, at the employee's discretion.
- c. The Board may grant additional sick leave per year to any employee at such employee's written request.
- d. Sick leave may be used to attend the employee's personal medical appointments or medical appointments of the employee's immediate family, as defined herein.
- e. Sick leave shall be used in full day increments or half-day increments. However, if no external sub is needed, only actual time taken will be deducted from the employee's sick allotment.

#### 4. Bereavement Leave

Each employee shall be entitled to bereavement leave during the school term as follows:

- a. Three (3) days of bereavement leave per death.
- b. Such leave may be used for deaths in the immediate family only.
- c. Employees may use one (1) day of bereavement leave to attend funerals of aunts and uncles. Maximum of three (3) days per year.

#### 5. Personal Leave

Employees may use up to four (4) days of their allotted sick leave days per year for personal leave, without loss of pay or benefits, subject to the following provisions:

- a. An employee planning to use personal leave shall request such leave from the building administrator, in writing, at least two (2) days in advance, except in the case of emergency.



- b. Except in the case of emergency or for observation of a recognized religious holiday of such employee's faith, personal leave days shall not be used during the first or last week of any semester or the school days immediately prior to or following a legal holiday or vacation period. An employee cannot request to take more than two (2) consecutive personal leave days.
- c. If an employee is employed after the school year begins, the personal leave will be prorated in the following manner: if employed during the first quarter, the employee will have two (2) personal leave days; if employed during the second or third quarter, the employee will have one (1) personal leave day; if employed during the fourth quarter, the employee will not receive any personal leave for the remainder of the school year.

Unused personal leave days will accumulate as sick days.

6. Association Leave

The president or his/her designee(s) shall be allowed time to attend State or National meetings or gatherings pertinent to Association matters without loss of salary, providing: the aggregate number of days in any school term not exceed six (6) days; the Association pays to the District the cost of substitute for each day taken as Association leave; and a written request is submitted, by the Association President to the Superintendent at least five (5) work days in advance of the absence stating the purpose of the meeting, the date of the meeting, and the name of the employee(s) who will attend the meeting.

7. Jury Duty Leave

Any employee called for jury duty, during working hours or who is subpoenaed to testify on behalf of the District during working hours shall suffer no loss of benefits or contractual advantage and shall be paid his or her full salary, subject to Article V Section A.1 hereinabove, for the time served on the jury or appearance in the judicial proceedings. Monies received for service as juror or witness shall be reimbursed to the District only for those working days when the employee was absent, and the District shall not receive any compensation received for food or travel.

8. Vacation Leave

An ESP working twelve (12) months per year shall be entitled to annual vacation leave after completion of one or more full years of service to the district as specified below.

<b>1st Year</b>	<b>5 Days</b>
<b>2nd - 10th Years</b>	<b>10 Days</b>
<b>11th - 20th Years</b>	<b>15 Days</b>
<b>21st Year and After</b>	<b>20 Days</b>

- a. Vacations shall be scheduled with the ESP immediate supervisor. Requests for vacation must be made in writing to and are subject to the approval of the immediate supervisor.
- b. If during the school year an ESP does not use the full amount of annual vacation leave, the unused days may be carried over to the subsequent year. If the carried-over vacation is not used in that subsequent year, it is forfeited.

An ESP working eleven (11) months (240 days) per year shall be entitled to annual vacation leave of five (5) days, to be used during summer break. The five (5) days are included in the 240 days, not in addition to.

- a. Vacations shall be scheduled with the ESP immediate supervisor. Requests for vacation must be made in writing to and are subject to the approval of the immediate supervisor.
- b. If during the school year an ESP does not use the full amount of annual vacation leave, the unused days will be forfeited and WILL NOT carry over to the subsequent year.

#### 9. Work Year Holidays

The following days shall be paid holidays for ESP employed ten (10), eleven (11) and twelve (12) months per year, provided that the day falls within the normal work year of such ESP:

½ day for New Year's Eve	½ day for Christmas Eve
New Year's Day	Fourth of July Day
Good Friday	Labor Day
Memorial Day	Thanksgiving Day
Christmas Day	Veteran's Day
Martin Luther King Day	Columbus Day
Casimir Pulaski Day	Presidents Day or
Lincoln's Birthday	

- a. When any of the above holidays fall on a weekend, ESP entitled to paid leave therefore will be granted either the preceding Friday or the following Monday, as selected by the District, as a paid holiday.

- b. If any holiday becomes a regular student attendance day, the priority of replacement days will be 1) the day after Thanksgiving, 2) the day of the spring institute, 3) the day of the fall institute.

10. The following days shall be paid holidays for ESP employed nine (9) months per year, provided that such holiday falls within their normal work week when school is in session:

New Year's Day	Columbus Day
Martin Luther King Day	Veteran's Day
Lincoln's Birthday or President's Day	Casimir Pulaski Day
Good Friday	Memorial Day
Labor Day	Thanksgiving Day
Christmas Day	

- a. If any holiday becomes a regular student attendance day, a substitute holiday shall be implemented, the priority of replacement days will be 1) the day after Thanksgiving, 2) the day of the Spring Institute, 3) the day of the Fall Institute.

B. Leave Without Pay

1. General Conditions

Leaves of absence may be granted without pay to employees. Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave. Leaves of absence without pay may be granted to employees according to the following conditions:

- a. Written requests for leave of absence without pay should be made at least ninety (90) days before the leave is desired, except for Family Medical Leave Act (FMLA), and all such non-FMLA leaves are subject to final approval by the Board.
- b. Dates of departure and return must be acceptable to the administration and determined prior to any final action on the request.
- c. An employee on approved leave of absence, other than Family Medical Leave, may continue insurance benefits, should the insurance carrier deem it acceptable, and provided the employee pays their own health insurance premiums.
- d. Should the employee's leave of absence be classified as Family Medical Leave, the employee's health insurance premium will be paid by the district in compliance with the Family Medical Leave Act (FMLA).

- e. Teachers shall not advance on the salary schedule while on the approved leave of absence without pay, but shall return to work on the step of the salary schedule that succeeds the one they were on before going on unpaid leave. ESP who return from an approved leave of absence without pay to the same category of position in which they were previously employed shall be paid the last hourly wage they earned prior to the leave.
- f. For all non-FMLA protected leaves, an employee granted a leave of absence scheduled to end at the end of the school year must inform the Superintendent of his/her desire to return to work in a position for which he/she is qualified no later than February 15. Such employee granted a leave of absence scheduled to end at a time other than the end of the school year shall notify the Superintendent of his/her desire to return to work in a position for which he/she is qualified at least ninety (90) days prior to the scheduled ending date. Any employee granted such leave may be returned to employment in his/her former position at the discretion of the Board of Education.
- g. At the end of a leave of absence, the employee may apply for an additional leave of absence.

2. Leaves of Not More Than One (1) Year

Leaves of absence for not more than one (1) year may be granted for:

- a. advanced study leading to a degree in an approved university;
- b. educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program;

3. Leaves Of No More Than Two (2) Years

Leaves of absences of no more than two (2) years may be granted for:

- a. maternity/paternity/child care leave/adoption leave;
- b. illness of family member(s);
- c. death of family member(s);
- d. work program related to his/her professional responsibilities;
- e. participation in exchange teaching programs in other school districts, states, territories, or countries;

- f. foreign or military teaching programs;
- g. the Peace Corps, Teacher Corps, or Job Corps, as full-time participant; National Guard leave of absence; and
- h. other reasons deemed acceptable by the Board.

The granting of such leave will in no way interrupt seniority and rights attendant thereto as applied to tenured teachers.

## **ARTICLE VI**

### **ASSOCIATION-BOARD OBLIGATIONS**

#### **A. Dues Deduction Authorization**

Any employee who is a member or who has applied for membership in the Association may sign and deliver to the Association representatives an authorization for deductions for professional dues, which will, in turn, be submitted to the Unit Office.

#### **B. Dues Deduction**

Pursuant to the deduction of professional dues, the Board designee will deduct such dues from the regular paycheck of the employee in equal amounts for a period of eight (8) months, beginning in October of each year.

The Board shall honor employees' dues authorizations and shall make such deductions in equal installments as certified by the Association for union dues, assessments, or fees. Dues authorizations and revocations are processed by the Union. All dues deducted shall be remitted to the assigned representative of the Association no later than ten (10) calendar days after deductions are made.

The Association shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall rise out of, or by reason of action taken by the Board for the purposes of complying with the above notice, certification, affidavit, or assignment furnished by the Association under any such provisions.

#### **C. Board Minutes**

Within five (5) school days of the Board's approval of Board minutes, the District shall make the approved open session minutes available on the District's website.

D. Personnel Change Notification

After the board hires or terminates an employee, the Association President and Association Membership Chair will be notified in writing of the name of the individual hired and position information including location (which building), job category, certification, salary, and the anticipated beginning date.

E. Personnel File

Employees shall be notified of any release to a third party of their personnel file at least 48 hours prior to the release, via both verbal and written notification. Such notification shall include a phone call placed to the employee (and a voice mail if the employee does not answer the phone), and an email or text message to the employee.

F. Use of School Facilities

The Association may be permitted to use the school buildings for their meetings and be permitted the use of the District email, the Association's bulletin board within employees' lounges for posting notices. The Association may also be permitted the use of the employees' mailboxes and the District's email for the distribution of information. Use of the facilities herein shall be in accordance with Board policies on scheduling, content, time limitations, acceptable usage of technology and applicable usage fees.

**ARTICLE VII**  
**TEACHER RESPONSIBILITIES**

A. Attendance at Workshops

The district will provide every certified staff member with professional development opportunities. Such opportunities may take the form of in-service training or workshops in his/her major or teaching field in order to be more cognizant of changes and innovations within his/her major field or teaching assignment. Upon the written approval of the Superintendent, such attendance shall be at District expense and with release time, without loss of pay or benefits.

B. Availability to Students

Each teacher should make him or herself available to meet with students before and after school whenever possible.

**ARTICLE VIII**  
**TEACHER ASSIGNMENT**

A. Notification

All teachers shall be notified in writing of their tentative assignments for the school year not later than forty-five (45) days prior to the opening day of school.

B. Teachers Assigned To More Than One School

Teachers who are assigned to more than one school should have their schedules arranged so that travel time is allowed in addition to the teacher's lunch period and preparation period.

C. New Teachers - Salary Schedule Placement

Any new teacher hired into the District will be placed on the salary schedule according to the following criteria:

1. The teacher will be given full credit for the first ten (10) years of service in a public or accredited private school system and
2. After crediting the first ten (10) years, the teacher will be credited with one (1) year of placement for every two full years of actual experience they have accrued. (Example: Fifteen (15) years of experience will be credited with twelve (12) years on Appendix A-The first ten (10) at full credit, the two (2) years for the next five (5).)
3. The Board will only award placement in terms of full years. (See example in 2 above.)

D. Current Teachers - Salary Schedule Placement

Current teachers shall advance on the Appendix A Schedule for each year of service, provided the teacher has worked in the District for at least ninety (90) days of a given school year.

E. Filling Extra-Curricular Positions

The Board and Administration will first seek qualified teacher volunteers to serve in extra-curricular positions. If no teachers volunteer for such positions, the Board and Administration shall have the authority to assign the positions, with the consent of the teachers. If no teachers consent, the Board and Administration may seek volunteers from qualified ESP and/or qualified members of the community.

1. An employee filling an extra-curricular position may resign the position after one (1) year.
2. Any employee who desires to resign his or her extra-curricular assignment shall notify the building administrator in writing at least ninety (90) days prior to the proposed effective date of such resignation.
3. In the initial assignment to an extra-curricular position, no new employee shall be placed beyond the fifth step indicated on Appendix B (Extra-Curricular Schedule). A current district employee changing positions shall be given credit for each year of extra-curricular service in the district that is within the same category as shown in Appendix D (Extra-Curricular Categories).

**ARTICLE IX**  
**ESP ASSIGNMENT**

A. Notification

All ESP shall be given written notice of their tentative assignments for the forthcoming year, including building and category of position, no later than forty-five (45) days preceding the first (1st) day of the new school year.

B. Salary Schedule Placement

Any newly-hired ESP shall be placed at Step 1 on the Appendix C (ESP Salary Schedule) in their category of position. After the initial placement of ESP, the ESP shall advance on the Appendix C (ESP Salary Schedule) for each year of service thereafter no matter what the category/position, provided the ESP has been employed in the District for at least ninety (90) work days of a given work year.



**ARTICLE X**  
**VACANCIES, VOLUNTARY AND INVOLUNTARY TRANSFERS**

A. Vacancies

At any time during the school year when a bargaining unit teaching or ESP vacancy occurs which the Board intends to fill, the administration shall post notice of the vacancy on employee bulletin boards and electronically at least (5) five working days prior to public posting. When a vacancy occurs other than during the school year, the administration shall mail such notice to Association members at the time of payroll delivery.

1. A vacancy shall exist when any of the following events occur:
  - a. Upon the death of a member of the bargaining unit;
  - b. Upon the retirement of a member of the bargaining unit;
  - c. Upon the resignation of a member of the bargaining unit;
  - d. Upon the termination of a member of the bargaining unit; and
  - e. Upon the creation of a new bargaining unit position which would require an additional bargaining unit employee.
2. Nothing contained herein shall prohibit the Board from filling a vacancy on a temporary basis so as to avoid undue disruption of the educational program.

B. Voluntary Transfers

Qualified teachers may apply for transfers to another building, grade level or subject area or department provided vacancies therein exist. ESP may apply for transfers to another building or category of position, if qualified therefor, provided vacancies exist. Such applications shall be in writing and sent to the building principal where the vacancy exists. The principal has the sole discretion in granting or denying the transfer request.

C. Involuntary Transfers and Reassignments

The Board shall have the authority to transfer or reassign, provided the teacher is certified and qualified for the position and the ESP is qualified for and occupies the same category of position as the position to be filled.

**ARTICLE XI**  
**REDUCTION IN FORCE - TEACHERS**

- A. The Board shall comply with the procedures of reduction in force of Teachers as provided in the Illinois School Code.
- B. The RIF Joint Committee formed by School District representatives and teachers (appointed by the OEA Executive Committee) must meet once a year, by December 1, to assess the rules of Reduction in Force. (This committee may or may not have different membership as the PERA Joint Committee.)

**ARTICLE XII**  
**REDUCTION IN FORCE - ESP**

A. Seniority Definition

Seniority shall be defined as the number of consecutive years of continuous employment in the District beginning with the date the ESP is hired by the Board, subject to the following:

- 1. A full-time ESP shall accrue (1) year of seniority in a particular category of position for each year of service in the District in that category of position.
- 2. A less than full-time ESP shall accrue one-half (1/2) year of seniority in a particular category of position for each year of service in the District in that category of position.
- 3. For purposes of this Article, a "full-time ESP" is an ESP who satisfies the applicable hour, day and week/year requirements of a full-time ESP within the respective categories of position set forth in Article XV Section A of this Agreement and has been employed at least ninety (90) days of a given work year.

B. Seniority Lost

Seniority shall be lost upon resignation, dismissal, retirement and layoff when recall rights expire.

C. Seniority Accrual

- 1. Seniority shall neither accrue nor be lost during any unpaid leave of absence. Seniority shall accrue during any paid leave of absence, including an absence paid by worker compensation.

2. ESP shall accrue seniority in the category (s) he is currently employed and shall retain any previous accumulated seniority in any other category the employee has worked. Seniority shall accumulate in only the category in which the ESP is presently employed; provided however, that ESP employed as custodian/maintenance shall, during the term of such employment, accumulate seniority simultaneously in both the custodian/maintenance and custodian categories of position.

D. Layoff Procedure

If an ESP is removed or dismissed as a result of a decision of the Board to decrease the number of ESP or to discontinue some particular type of service, written notification shall be mailed to the ESP at least sixty (60) days before the end of the school term. In addition, notification shall be sent to the ESP by certified mail. The ESP with the least District seniority, within the respective category of position, shall be dismissed first.

E. Tie Breaker

If District seniority is equal between two (2) or more ESP as determined above, the following criteria shall be used in determining which ESP shall be dismissed by the Board:

1. The ESP with the most seniority in all categories of position shall be deemed to have the greater seniority. If a tie still results, then
2. Seniority shall be determined by lot.

F. Recall

If the Board has any vacancies for the following school term or within one (1) calendar year from the beginning of the following school term, the positions thereby becoming available within a specific category of position shall be tendered to the ESP so removed or dismissed from that category of position in reverse order of seniority, so far as they are qualified to hold such positions.

G. Waiver of Recall Rights

When an ESP is recalled the notice shall be sent by certified or registered mail to the ESP's last known address. The ESP shall respond in writing either accepting or rejecting the offer, postmarked within fourteen (14) days. Failure to respond within the designated time period shall be deemed rejection of the offer. Copies of recall notices shall be mailed to the Association President or his/her designee at the time the notice is sent to the ESP.

**ARTICLE XIII**  
**SCHOOL CALENDAR**

- A. The school year calendar shall consist of one hundred eighty-five (185) days, unless changed by the state legislature, and shall include one hundred eighty (180) teaching and/or institute days.
- B. A school calendar will be proposed by the Superintendent and submitted to the Association for review and input by March 1 of each year.

The Board shall annually establish the regularly scheduled hours in a work year of ESP which shall remain in effect for such employees for that work year, except that the administration may change the regular schedule or work year when, in its sole discretion, the same is necessary or convenient due to special or changed circumstances.

**ARTICLE XIV**  
**WORK DAYS AND WORK HOURS - TEACHERS**

- A. Work Day

The building principal at each attendance center shall post a starting and ending time for the normal workday. All teachers shall be required to be present each pupil attendance day a maximum of seven hours and thirty minutes; provided, however, that the professional obligations of the teacher, including monthly staff meetings or parent/student meetings that cannot be scheduled during the work day because the parent cannot attend the meeting during the work day (either in person or by phone), or urgent or emergency situations may require the teacher to be present beyond the normal work day. When school is dismissed early because of inclement weather teachers may be allowed to leave thereafter; provided that their professional obligations have been met and there is no further need for student supervision.

- B. Duty-Free Lunch

Every teacher shall be allowed a duty-free lunch hour during the pupil attendance day equal to that of the students' but not less than thirty (30) consecutive minutes.

- 1. Any teacher using his/her designated lunch period for any other tasks as mutually agreed will be compensated only if the teacher has no lunch period during said day.
- 2. Any employee who leaves campus during their duty-free lunch shall notify the Principal.

C. Preparation Period

During the pupil attendance day, all teachers shall have a daily duty-free preparation period not less in time than a normal class period within their respective buildings. All teachers must remain on campus during their preparation time unless leaving to perform a school-related activity, in which case the employee must notify the Principal of the need to leave campus. In the case of an emergency, a teacher may be assigned to substitute for another teacher during his or her preparation period.

D. Illness

In the event of illness, teachers must notify the appropriate building administrator or his/her designee no later than 6:30 A. M. each day that they will be on sick leave.

**ARTICLE XV**  
**WORK DAYS AND WORK HOURS - ESP**

A. Work Hours, Week and Year - Full-Time ESP

The normal work week shall be five (5) days. The normal work day, excluding lunch, for a full-time ESP, at a minimum, shall be:

<u>Category</u>	<u>Hours/Day</u>	<u>Days or Weeks/Year</u>
Cook	4	Student attendance days + 4 institute/in-service days (full days)
Dishwasher	4	Student attendance days + 4 institute/in-service days (full days)
Building secretary	8	Grade school 44 weeks/year Junior High 44 weeks/year High school 48 weeks/year
Teaching assistant	7	Student attendance days + 4 institute/in-service days (full days)
Custodian/Maintenance	8	52 weeks/year
Custodian	8	52 weeks/year
Nurse	7	9 1/2 mo./year
Library assistant	7	Student attendance days + 4 institute/in-service days (full days)
Technology Asst.	8	52 weeks/year

1. Part-time ESP hours of work, work week and work year will be established by the Administration.
2. Listing of a particular job title does not compel the District to fill a position, or prohibit or limit the right of the Board to determine to reduce force. The Board reserves the right to create new job titles and ESP positions.

B. ESP Scheduled Hours

The Board shall annually establish the regularly scheduled hours including start time and end time in a work year of ESP which shall remain in effect for such employees for that work year. This schedule should be submitted to the Association for review no later than June 15<sup>th</sup> for custodians and secretaries; and by August 1<sup>st</sup> for all other ESPs. The administration may change the regular schedule or work year when, in its sole discretion, the same is necessary or convenient to special or changed circumstances.

C. ESP Overtime

If an ESP is required to work more than the regularly scheduled hours, (s) he shall be paid his/her regular hourly rate, subject to the following:

1. If the number of hours in a work week exceeds forty (40), the ESP shall be compensated for the time worked in excess of forty (40) hours at a rate one and one-half (1 1/2) times his/her regular hourly rate of pay; and
2. ESP may be required by the Building Principal to work additional days, including Saturdays, Sundays, and holidays. ESP shall be compensated for any such weekend and/or holiday work at a rate one and one-half (1 1/2) times his/her regular hourly rate of pay.

D. Meal Period

An ESP who is to work six (6) continuous hours or longer in a day shall be entitled to an unpaid duty-free meal period of thirty (30) minutes. Any employee who leaves campus during their duty-free lunch shall notify the Principal.

E. Emergency Day

An "emergency" day is when school is not in session and teachers are not required to work during the official school calendar. Custodian/Maintenance, custodians and secretaries will be required to work on an "emergency" day, with the following exceptions:

1. If the Superintendent instructs the building administrators to tell custodian/maintenance, custodian and/or secretary not to come to work, (s) he will receive pay for the day.

2. In the event that a custodian/maintenance, custodian, or secretary is unable to get to work on an “emergency” day, (s) he may exercise one of the following options:

- a. receive no pay
- b. use a personal day
- c. use a vacation day

F. Early Dismissal

On early student dismissal days and late start days, teacher assistants may at his/her option work his/her regular number of hours. If the teacher assistant chooses to leave work, they will experience a reduction in pay proportionate to the length of time they did not work.

In the event of an unscheduled early dismissal the ESP workday may end at the same time as the teachers. ESP will suffer no loss of pay. Unscheduled Early dismissal shall be defined as an Early Dismissal not on the official School Calendar.

G. Teacher Workshop Day

On all teacher workshop days a custodian/maintenance, custodian, secretary, teaching assistant, and library assistant will work the same number of hours as the teachers and will suffer no loss of pay.

H. Illness

In the event of illness, ESP must notify the appropriate building administrator or his/her designee no later than the time established by the administrator.

**ARTICLE XVI**  
**TEACHER AND ESP SENIORITY LISTS**

- A. By February 1 of each year, a tentative seniority list shall be prepared and posted in appropriate locations in the District. If February 1<sup>st</sup> is a day that the Unit Office is not open, the deadline will be the next business day that the Unit Office is open after February 1. An employee shall have fifteen (15) calendar days from the date of the posting the tentative seniority list to file written objections with the Superintendent or his designee to information shown on the list, including the employee's ranking or areas of qualification. After the period for employee's objections has passed, the administration shall prepare and post a finalized seniority list. The failure of an employee or the Association to make a specific timely objection shall be deemed acceptance of the seniority ranking and shall prohibit subsequent challenges to ranking for periods prior to the posting.

**ARTICLE XVII**  
**CLASS SIZE**

A. Class Size

The parties agree that the teacher-pupil ratio is one important aspect in the total educational program. A committee composed of up to four (4) teachers selected by the Association President and up to four (4) administrators and/or Board members selected by the Superintendent will meet in May of the preceding school year for input regarding class size and teacher assistants. The meeting will take place within the first month of the school year. Subsequent meetings may occur as needed.

B. Assistants

The employment of teacher assistants will be considered upon written request by a teacher to his/her Building Principal.

1. The Building Principal should meet with the teacher making the request within five (5) working days to consider the request.
2. If the request is denied or is not resolved to the teacher's satisfaction, the teacher has the right to submit the request to the Superintendent within five (5) days. Within ten (10) working days of receipt of the request, the teacher, the Building Principal and the Superintendent shall meet to discuss said request.

**ARTICLE XVIII**  
**TEACHER EVALUATION**

A. Procedure

The evaluation of certified staff shall follow the procedures required by the Illinois School Code and any applicable regulations by the Illinois State Board of Education.

Certified employees shall be evaluated according to the mutually agreed upon procedures set out in the District evaluation plan developed by a joint committee composed of an equal number of Board representatives and Association representatives, except to the extent the School Code and Administrative Rules and Regulations require otherwise.



B. Evaluation Instrument Review

The PERA Joint Committee formed by School District representatives and teachers (appointed by the OEA Executive Committee) shall jointly review the evaluation instrument every year and shall recommend changes, if any, to be made to the School Board and to the State Board of Education by the beginning of the third school year.

The evaluation plan will include the following components:

1. an evaluation plan, including a description of teacher duties, responsibilities and standards to which the teacher is to conform;
2. a definition of, and system for determining, "excellent," "proficient," "needs improvement," and "unsatisfactory;"
3. an unsatisfactory appeal;
4. a method of implementing remediation plans and determining procedures for selecting consulting teachers.

**ARTICLE XIX**  
**ESP EVALUATION AND DISMISSAL**

A. Procedure

The work performance of the ESP shall be evaluated in writing by the building principal at least every other year. ESP shall be given a copy of the written evaluation in a conference within ten (10) school days after the evaluation and a copy shall be placed in the ESP personnel file.

B. Evaluation Instrument Review

The School District representatives and a committee of ESP mutually agreed upon by the Superintendent and the Association shall jointly review the evaluation instrument every two (2) years and shall recommend changes. Such review shall be completed by April 1 for implementation the following year.

The evaluation plan will include the following components:

1. an evaluation plan, including a description of ESP duties, responsibilities and standards to which the ESP is to conform;
2. a definition of, and system for determining, "excellent," "proficient," "needs improvement," and "unsatisfactory;" and
3. a method of implementing remediation plans.

C. Dismissal

ESP may be dismissed for cause.

**ARTICLE XX**  
**INSURANCE**

A. ESP Definition

For purposes of this Article, an ESP is deemed to be a "full-time ESP" if (s)he is scheduled to work at least thirty (30) hours per week or was employed in the number of hours defined as minimal for a full-time ESP in each category as listed in Article XV, Section A, of this agreement prior to July 2014.

B. Health Insurance

1. The Board agrees to provide to teachers and full-time ESP, at such employees' election one of the following options:
  - a. The Board agrees to pay up to \$675 per month for the 2020-2024 school year towards the individual employee monthly premium on behalf of the teacher and full-time ESP.
  - b. \$25,000 life insurance (in addition to that provided in Article XX Section C) for the teacher and/or full-time ESP who choose not to participate in option (1.a) above. The Board agrees to pay on behalf of the teacher and full-time ESP the individual employee monthly premium; provided, in no event shall the Board be required to pay a sum exceeding the current cost of the individual employee monthly premium paid in option (1.a) above.

C. Life Insurance

The Board shall provide without cost to the teacher or full-time ESP life insurance protection in the amount of \$25,000.00.

1. The Board shall provide without cost, to the teacher or full-time ESP, life insurance protection in the amount of:
  - \$2,500 for spouse
  - \$2,500 for each unmarried dependent child of age 6 months and older
  - \$250 for each child under 6 months of age

D. Insurance Committee

When health and other insurance come up for review and/or rebidding, it shall be the responsibility of a committee. The committee shall be composed of up to four (4) teachers and/or ESP selected by the Association President and up to four (4) administrators and/or Board members selected by the Superintendent. This committee is to recommend to the Board the insurance(s) which the committee prefers.

1. No changes may be made in any insurance without the prior written consent of the Association representatives on the committee.

E. Health Savings Account (HSA)

Any employee electing to participate in the group health insurance plan sponsored by the District will have an option to enroll in an HSA. If the employee selects a policy option for which the premium payment is less than the cap, the employer will pay the difference between the policy premium selected and the cap into the employee's HAS monthly.

**ARTICLE XXI**  
**TEACHER SALARY AND ECONOMIC BENEFITS**

A. Salary Schedule Incorporation

All teachers will be paid in accordance with Appendix A.

1. Teacher Leaving in Good Standing

Teachers leaving in good standing (herein defined to include a teacher who separates from employment with an honorable discharge or voluntary resignation not in lieu of dismissal at the conclusion of the school year) from the school district after a minimum of ten (10) continuous years of teaching in District #76 shall receive a bonus of \$ 27.00 per day for each accrued sick leave day.

2. Retirement Incentive

Eligibility

**To be eligible for the retirement incentive, a teacher must meet the following requirements:**

- A. Be at least sixty (60) years of age during the calendar year of the last day of service in District #76, or

B. Be at least fifty-five (55) years of age during the calendar year of the last day of service, with thirty-five (35) years of creditable service as defined by the Illinois Retirement System by the last day of service in District #76; and

C. Have at least fifteen (15) years of full-time service in District #76.

**The Board may require proof of eligibility.**

Definitions:

For purposes of this Article, TRS creditable compensation (earnings) includes, but is not limited to:

- Salary for regular contractual teaching duties
- Wages for substitute teaching
- Wages for homebound teaching or tutoring
- Earnings for extra duties performed that relate to teaching or the supervision of students, and other assignments related to the academic program
- Earnings for Summer School
- Bonuses
- Employer contributions to qualified plan eligible for tax-deferral under the Internal Revenue Code, Sections 401(a), 403(b), and 457(b)
- Employer contributions to flexible benefits plans
- Salary or back wage payments resulting from contract buy-outs, labor litigation, and settlement agreements

#### **ONE YEAR PLAN**

If an eligible teacher gives the Board an irrevocable letter of retirement prior to May 1, stating that he or she shall retire at the end of the next school year, the teacher will be removed from Appendix A: Teacher's Salary Schedule and, for the final year of employment, the teacher's TRS creditable earnings shall be increased by 6% over the teacher's TRS creditable earnings for the prior year of employment.

Example: The teacher's prior-year TRS creditable earnings were \$40,000. The teacher's final year TRS creditable earnings will be \$42,400 (i.e.,  $\$40,000 \times 1.06 = \$42,400$ ).

#### **TWO YEAR PLAN**

If an eligible teacher gives the Board an irrevocable letter of retirement prior to May 1 in the school year that is two (2) years prior to the year of retirement, the teacher shall be removed from Appendix A: Teacher's Salary Schedule and, for the final two (2) years of employment, the teacher's TRS creditable earnings shall be increased by 6% over the teacher's TRS creditable earnings for the prior years of employment respectively.

Example: The teacher submits his/her irrevocable letter of retirement prior to May 1, 2011, stating that she/he will retire on June 30, 2013. The teacher's creditable earnings for 2010-2011 were \$40,000. The 2011-2012 TRS creditable earnings will be \$42,400 ( $\$40,000 \times 1.06$ ) and for 2012-2013 will be \$44,944 ( $\$42,400 \times 1.06$ ).

### THREE YEAR PLAN

If an eligible teacher gives the Board an irrevocable letter of retirement prior to May 1 in the school year that is three (3) years prior to the year of retirement, the teacher shall be removed from Appendix A: Teacher's Salary Schedule and, for the final two (2) years of employment, the teacher's TRS creditable earnings shall be increased by 6% over the teacher's TRS creditable earnings for the prior years of employment respectively.

Example: The teacher submits his/her irrevocable letter of retirement prior to May 1, 2011, stating that she/he will retire on June 30, 2014. The teacher's creditable earnings for 2010-2011 were \$40,000. The 2011-2012 TRS creditable earnings will be \$42,400 ( $\$40,000 \times 1.06$ ) and for 2012-2013 will be \$44,944 ( $\$42,400 \times 1.06$ ) and for 2013-14 will be \$47,641 ( $\$47,641 \times 1.06$ ).

### **Miscellaneous**

Once an irrevocable letter of retirement is submitted, the teacher will not be assigned any additional extra duties, or TRS-reportable duties currently not performed, without the consent of the teacher.

If, after submitting an irrevocable letter of retirement, the teacher resigns from or is removed from duties for which the teacher was compensated the previous year (i.e., Schedule B Extra-Curricular Schedule), the teacher's TRS creditable earnings will be adjusted accordingly.

Example: The teacher's TRS creditable earnings from 2010-2011 were \$43,000, of which \$3,000 was compensation for coaching basketball in 2010-2011. Under the District's retirement incentive, she/he would be scheduled to earn \$45,580 in 2011-2012 ( $\$43,000 \times 1.06 = \$45,580$ ). However, the teacher resigns from his/her coaching position before the start of the 2011-2012 school year. The teacher's creditable earnings for the 2011-2012 school year will be \$42,400 ( $\$43,000 - \$3,000 \times 1.06 = \$42,400$ ), rather than \$45,580.

In the event a teacher has submitted his or her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life-changing circumstances, the Board may exercise its discretion and allow the teacher to rescind his/her letter of retirement, provided the teacher returns to the Board any TRS creditable earnings paid to the teacher in excess of the amount the teacher would otherwise have received under Appendix A: Teacher's Salary Schedule for such year(s) in which the creditable earnings were paid.

If legislation is enacted and/or administrative rules are adopted during the life of this agreement that result, by reason of the teacher retiring hereunder, in a greater cost to the district than the costs generated by this paragraph, the provisions of this paragraph shall be null and void.

Once an employee meets the threshold eligibility requirements as stated above, the employee must retire by the close of the school year that he/she first gains eligibility. The employee must submit his/her irrevocable letter of resignation/retirement to the Board of Education by May 1 of the school year prior to his/her retirement under the one (1) year plan, by May 1 two (2) years prior to his/her retirement under the two (2) year plan or by May 1 three (3) years prior to his/her retirement under the three (3) year plan. AN EMPLOYEE WHO BECOMES ELIGIBLE CANNOT DEFER ELIGIBILITY TO A FUTURE DATE. ELIGIBILITY OCCURS ONLY ONCE. Failure to retire at the close of the school year the employee first gains eligibility will forever foreclose the teacher from the benefits of this Retirement Incentive provision for the remainder of the employee's employment with the District.

#### Limitation on TRS Nonexempt Creditable Compensation

When an Employee has thirty (30) years of TRS creditable service, the Employee's nonexempt creditable TRS earnings, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, shall not exceed the amounts specified hereinafter.

No Employee's nonexempt creditable TRS earnings shall increase from one school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the Board or District for any portion of an Employee's retirement annuity, or result in any District or Board-paid penalty or fee to TRS.

#### 3. Head Teacher

Teachers may volunteer for the position of head teacher. If the Board hires a head teacher, that teacher will receive his/her regular salary plus the pay according to Appendix B. The head teacher shall assume responsibility for routine administrative matters in the absence of the building principal and other agreed upon duties. The head teacher shall not have the responsibility for discipline of school personnel.

#### 4. Pay Distribution

Teachers shall have the option of 21 or 26 (27 in calendar years with 53 Fridays) pays to be issued on alternate Fridays commencing on September 4, 2020.

B. Extra-Curricular Schedule Incorporation

All extra-curricular pay will be paid in accordance with Appendix B.

For all employees employed prior to July 1, 2014, and who performed extra-curricular assignments in the 2013-2014 school year, extra-curricular schedule payment will be made over 21 or 26 (27 in calendar years with 53 Fridays) pays or by a check that is separate from the employee regular payroll check after completion of the extra-curricular duty. For all employees who begin extra-curricular assignments after July 1, 2014, such extra-curricular pay will be paid in one check at the completion of the extra-curricular assignment.

C. Mileage Reimbursement

Teachers who are required to use their own transportation in the performance of their duties and teachers who are assigned to more than one (1) school per day shall be reimbursed for all such travel at the Internal Revenue Service (IRS) allowable rate per mile for any miles accrued in the performance of said duties or for all driving done between arrival at the first location of the work day and arrival at the final location of the work day upon approval of the building administrator or Superintendent.

D. Substitute Pay

Any teacher asked to substitute for a class or go to a meeting during his/her preparation shall receive twenty five and 00/100 Dollars (\$25.00) per each prep period interrupted with the exception of evaluation meetings.

E. Education Credit

Teachers will be paid \$170.00 per unit or \$42.50 per semester hour for the duration of the agreement. One (1) unit shall equal four (4) semester hours. Payment shall be made for each unit or semester hour beyond the B.S. and/or the M.S.

1. For purposes of salary schedule credit, all courses taken by teachers shall be part of a program leading to an approved higher education degree, teacher certification, or courses related to the teaching assignment. Prior to commencing the coursework, teachers will be required to provide a written rationale of how this course work will be beneficial to students or district educational programs. Teachers shall provide a program approval card from his/her college advisor if the teacher is seeking a higher education degree. Advanced approval by the Superintendent will be necessary before credit will be allowed on the salary schedule.
2. Contracts will be adjusted upon September 1st of each year following the filing by the teacher of an official transcript.

F. Tax Shelter

The Board shall pick up and pay on behalf of each teacher the 9% contribution due and the factor (.098901) to the Downstate Teacher Retirement System as included in each step of Appendix A.

The Board shall pick up and pay on behalf of each teacher the additional contribution for Teacher Retirement System health insurance as included in each step of Appendix A.

G. Overtime and Reduction in Pay

Any teacher required to perform services in excess of the days set in the adopted school year calendar shall be paid 1/180 of his/her total current salary for each additional day of service.

If it becomes necessary to reduce a teacher's compensation (due to unpaid leave of absence, separation during the term of employment or otherwise), the reduction will be calculated by deducting 1/185 of his/her total current salary for each day.

H. Homebound Instruction Pay

The Board will first seek volunteers from within the District to perform homebound instruction. If there are no such volunteers, the Board will seek volunteers from outside the District. If there are no such volunteers, the Board reserves the right to assign such duties to teachers legally certified and qualified to perform such duties. Teachers performing homebound instruction will be paid thirty and 00/100 dollars (\$30.00) per hour for each hour of scheduled instruction time.

I. Special School Activity

Any staff member who sponsors a "Special School Activity" will be paid a stipend of \$300, provided the event received prior administrative approval. The staff member will clearly communicate their intention to request this stipend when they request advance approval for the "Special School Event".

J. Detention Supervisor and Saturday School Supervisor

Any staff member who supervises any administratively assigned after-school or before-school detention shall be paid at a rate of \$20.00 per hour for performing said supervision. Any staff member who supervises any administratively assigned Saturday School shall be paid at a rate of \$25.00 per hour for performing said supervision.



**ARTICLE XXII**  
**ESP SALARY AND ECONOMIC BENEFITS**

**A. Salary Schedule Incorporation**

All ESP will be paid in accordance with Appendix C or D (ESP Schedule or Nurse Schedule).

1. ESP payroll checks will be issued on alternate Fridays each month during the employee work year.
2. ESP leaving in good standing (herein defined to include an ESP who separates from employment with an honorable discharge or voluntary resignation not in lieu of dismissal) from the school district after a minimum of ten (10) continuous years of service in District #76 shall receive a bonus of \$27.00 per day for each accrued sick leave day. These monies shall be received no later than two (2) weeks after the date of the effective departure date.

**3. Retirement Incentive**

**Eligibility**

To be eligible for the following plan, an ESP must meet the following requirements:

- a. Be at least sixty (60) years of age by the last day of service in District #76, or
- b. Be at least fifty-five (55) years of age, with thirty-five (35) years of creditable service, as defined by the Illinois Municipal Retirement Fund (IMRF) by the last day of service in District #76, and
- c. Have at least fifteen (15) years of full-time service in District #76.

The Board may require proof of eligibility.

**ONE YEAR PLAN**

The Board will provide a retirement benefit for ESP with a minimum of fifteen (15) years of service in District #76.

An ESP eligible to retire in the Illinois Municipal Retirement Fund (IMRF), who notifies the Board in writing on or before May 1 of the their intention to retire at the end of the succeeding school year, shall have their last year's pay increased by six percent (6%) over their previous year's pay and will receive an additional one-time, lump-sum payment of \$1500.

If an eligible ESP gives the Board an irrevocable letter of retirement on or before May 1, stating that she or he will retire at the end of the next school year, the ESP will be removed from Appendix C: ESP Salary Schedule, and, for the final year of employment, the ESP's creditable earnings shall be increased by 6% over the ESP's creditable earnings for the prior year of employment.

## TWO YEAR PLAN

The Board will provide a retirement benefit for ESP with a minimum of fifteen (15) years of service in District #76.

An ESP eligible to retire in the Illinois Municipal Retirement Fund (IMRF), who notifies the Board in writing on or before May 1 in the school year that is two years prior to the year of retirement of their intention to retire two school years later, shall have their final two year's pay increased by six percent (6%) over their previous year's pay respectively and will receive an additional one-time, lump-sum payment of \$1500.

If an eligible ESP gives the Board an irrevocable letter of retirement on or before May 1 in the school year that is two years prior to the year of retirement, stating that she or he will retire two school years later, the ESP will be removed from Appendix C: ESP Salary Schedule, and, for the final two years of employment, the ESP's creditable earnings shall be increased by 6% over the ESP's creditable earnings for the prior year of employment respectively.

If legislation is enacted and/or administrative rules are adopted during the life of this agreement that result, by reason of the employee retiring hereunder, in a greater cost to the district than the costs generated by this paragraph, the provisions of this paragraph shall be null and void.

Once an employee meets the threshold eligibility requirements as stated above, the employee must retire by the close of the school year that he/she first gains eligibility. The employee must submit his/her irrevocable letter of resignation/retirement to the Board of Education by May 1 of the school year prior to his/her retirement under the one (1) year plan or by May 1 of the school year two years prior to his/her retirement under the two (2) year plan. AN EMPLOYEE WHO BECOMES ELIGIBLE CANNOT DEFER ELIGIBILITY TO A FUTURE DATE. ELIGIBILITY OCCURS ONLY ONCE. Failure to retire at the close of the school year the employee first gains eligibility will forever foreclose the teacher from the benefits of this Retirement Incentive provision for the remainder of the employee's employment with the District.

### Limitation on IMRF Nonexempt Creditable Compensation

When an Employee has thirty (30) years of IMRF creditable service, the Employee's nonexempt creditable TRS earnings, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, shall not exceed the amounts specified hereinafter.

No Employee's nonexempt creditable IMRF earnings shall increase from one school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the Board or District for any portion of an

Employee's retirement annuity, or result in any District or Board-paid penalty or fee to IMRF.

4. ESP shall have the option of 21 or 26 (27 in calendar years with 53 Fridays) pays to be issued on alternate Fridays commencing on September 4, 2020.

B. Mileage Reimbursement

ESP who are required to use their own transportation in the performance of their duties and ESP who are assigned to more than one (1) school per day shall be reimbursed for all such travel at the Internal Revenue Service (IRS) allowable rate per mile for any miles accrued in the performance of said duties or for all driving done between arrival at the first location of the work day and arrival at the final location of the work day upon approval of the building administrator or Superintendent. Mileage fee requests shall be made on a form provided by the District and submitted for reimbursement to the employee's supervisor by the completion of the academic quarter. Mileage submitted after the completion of the academic quarter will not be reimbursed.

**ARTICLE XXIII**  
**NURSE SALARY AND ECONOMIC BENEFITS**

- A. A nurse without school certification will be placed on the appropriate lane of Schedule C and will pay into IMRF. Economic benefits will follow the ESP benefits as outlined in Article XXII.
1. Once a nurse on the ESP Schedule reaches step 15, he/she will only receive an increase due to a base increase each year. Further increases can be achieved by moving from the Associate's Degree lane laterally to the Bachelor's Degree lane or by becoming school certified.
  2. A nurse receiving school certification after being hired will make a lateral move from Schedule C to Schedule A.
- B. A nurse with school certification will be placed on the appropriate lane of Schedule A and will pay into TRS. Economic benefits will follow the Teacher benefits as outlined in Article XXI.

**ARTICLE XXIV**  
**REPORTING OF WORK RELATED INJURIES AND DRUG TESTING**

All employees who have allegedly suffered a workplace injury must report the injury to the employee's immediate supervisor by phone (including a voice mail if the immediate supervisor does not answer the phone), email, or text, within twenty-four (24) hours of the injury. Upon report of the injury, the employee may be required submit to drug testing protocols,

1. At the district's expense;
2. With a nationally certified lab;
3. With no loss of pay; and
4. Transportation provided by district employee (who is not the subject of the test) or medical personnel, at the district's discretion.

Any refusal to comply with the required drug testing protocol will be considered insubordination and the employee is subject to disciplinary actions, up to and including dismissal.

Any employee who is convicted of a federal or state drug offense is subject to dismissal. Further, any employee who enters a plea of nolo contendere to a drug charge, where the conduct giving rise to the charge has a nexus to the employee's duties, is also subject to dismissal.

**ARTICLE XXV**  
**EFFECT DURATION OF THIS AGREEMENT**

Term of the Agreement: The provisions of this agreement shall become effective as of July 1, 2020, and shall remain in effect through June 30, 2024. This Agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties or is replaced by a Successor Agreement.

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

Supplemental Negotiations: This agreement shall be subject to change or supplement at any time. Any such proposed change in the Agreement or supplemental agreement shall be reduced to writing, signed by both parties, and submitted to the Board and Association for approval.

Approved by a vote of the Association members on the 28<sup>th</sup> day of August, 2020.

Approved by a vote of the Board of Education members on the 2<sup>nd</sup> day of September, 2020.

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IN WITNESS THEREOF on this 16<sup>th</sup> day of September, 2020:

For the Oakwood Education Association,  
an affiliate of the Illinois Education Association  
and the National Education Association

For the Board of Education,  
Oakwood Community  
Unit School District No.

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President

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President

---

Chief Negotiator

---

Secretary

---

Bargaining Team Member

---

Bargaining Team Member

Step	B.S. Salary	TRS	Sal/TRS		M.S. Salary	TRS	Sal/TRS
1	33,475	3,311	36,786		35,337	3,495	38,832
2	34,059	3,368	37,427		35,954	3,556	39,510
3	34,654	3,427	38,082		36,585	3,618	40,203
4	35,260	3,487	38,747		37,225	3,682	40,907
5	35,877	3,548	39,425		37,876	3,746	41,622
6	36,505	3,610	40,116		38,541	3,812	42,352
7	37,143	3,673	40,816		39,216	3,879	43,095
8	37,794	3,738	41,532		39,904	3,947	43,851
9	38,456	3,803	42,259		40,605	4,016	44,621
10	39,131	3,870	43,001		41,317	4,086	45,404
11	39,805	3,937	43,742		42,030	4,157	46,187
12	40,492	4,005	44,497		42,756	4,229	46,985
13	41,192	4,074	45,266		43,496	4,302	47,798
14	41,883	4,142	46,025		44,249	4,376	48,625
15	42,627	4,216	46,842		45,014	4,452	49,466
16	43,364	4,289	47,653		45,793	4,529	50,322
17	44,113	4,363	48,476		46,586	4,607	51,193
18	44,876	4,438	49,314		47,392	4,687	52,080
19	45,654	4,515	50,169		48,213	4,768	52,982
20	46,444	4,593	51,037		49,050	4,851	53,901
21	47,243	4,672	51,915		49,895	4,935	54,830
22	48,058	4,753	52,811		50,755	5,020	55,775
23	48,885	4,835	53,720		51,631	5,106	56,737
24	49,728	4,918	54,647		52,523	5,195	57,717
25	50,586	5,003	55,589		53,429	5,284	58,713
26	51,458	5,089	56,547		54,352	5,375	59,728
27	52,347	5,177	57,524		55,291	5,468	60,760
28	53,250	5,266	58,516		56,246	5,563	61,809
29	54,170	5,357	59,527		57,219	5,659	62,878
30	55,106	5,450	60,556		58,208	5,757	63,965
31	56,058	5,544	61,602		59,215	5,856	65,071
32	57,027	5,640	62,667		60,240	5,958	66,197
33	58,013	5,738	63,750		61,282	6,061	67,343
34	59,017	5,837	64,854		62,343	6,166	68,509
35	60,038	5,938	65,975		63,422	6,273	69,695
36	61,076	6,040	67,116		64,521	6,381	70,902
37	62,134	6,145	68,279		65,640	6,492	72,132
38	63,209	6,251	69,460		66,777	6,604	73,381
39	64,304	6,360	70,664		67,935	6,719	74,653
40	65,418	6,470	71,888		69,113	6,835	75,948
41	66,552	6,582	73,135		70,312	6,954	77,266
42	67,707	6,696	74,403		71,531	7,075	78,606
43	68,880	6,812	75,693		72,773	7,197	79,970
44	70,075	6,930	77,006		74,036	7,322	81,359

Step	B.S. Salary	TRS	Sal/TRS		M.S. Salary	TRS	Sal/TRS
1	34,479	3,410	37,889		36,397	3,600	39,997
2	35,081	3,470	38,550		37,033	3,663	40,695
3	35,694	3,530	39,224		37,682	3,727	41,409
4	36,318	3,592	39,910		38,342	3,792	42,134
5	36,953	3,655	40,608		39,012	3,858	42,871
6	37,600	3,719	41,319		39,697	3,926	43,623
7	38,257	3,784	42,041		40,393	3,995	44,388
8	38,928	3,850	42,778		41,101	4,065	45,166
9	39,610	3,917	43,527		41,823	4,136	45,959
10	40,305	3,986	44,291		42,557	4,209	46,766
11	41,000	4,055	45,054		43,291	4,282	47,573
12	41,707	4,125	45,832		44,039	4,356	48,395
13	42,428	4,196	46,624		44,801	4,431	49,232
14	43,139	4,267	47,406		45,576	4,508	50,084
15	43,905	4,342	48,248		46,365	4,585	50,950
16	44,665	4,417	49,082		47,167	4,665	51,831
17	45,436	4,494	49,930		47,983	4,746	52,729
18	46,222	4,571	50,794		48,814	4,828	53,642
19	47,023	4,651	51,674		49,660	4,911	54,571
20	47,837	4,731	52,568		50,521	4,997	55,518
21	48,660	4,813	53,473		51,392	5,083	56,475
22	49,499	4,896	54,395		52,278	5,170	57,448
23	50,351	4,980	55,331		53,180	5,260	58,439
24	51,220	5,066	56,286		54,098	5,350	59,449
25	52,104	5,153	57,257		55,032	5,443	60,475
26	53,002	5,242	58,243		55,983	5,537	61,519
27	53,917	5,332	59,250		56,950	5,632	62,583
28	54,847	5,424	60,272		57,934	5,730	63,663
29	55,795	5,518	61,313		58,935	5,829	64,764
30	56,759	5,614	62,373		59,955	5,930	65,884
31	57,739	5,710	63,450		60,991	6,032	67,023
32	58,738	5,809	64,547		62,047	6,136	68,183
33	59,753	5,910	65,663		63,120	6,243	69,363
34	60,787	6,012	66,799		64,213	6,351	70,564
35	61,839	6,116	67,955		65,325	6,461	71,786
36	62,908	6,222	69,130		66,457	6,573	73,030
37	63,998	6,329	70,327		67,609	6,687	74,296
38	65,105	6,439	71,544		68,780	6,802	75,583
39	66,233	6,551	72,784		69,973	6,920	76,893
40	67,381	6,664	74,045		71,186	7,040	78,227
41	68,549	6,780	75,329		72,421	7,163	79,584
42	69,738	6,897	76,635		73,677	7,287	80,964
43	70,947	7,017	77,963		74,956	7,413	82,369
44	72,177	7,138	79,316		76,257	7,542	83,799

Step	B.S. Salary	TRS	Sal/TRS		M.S. Salary	TRS	Sal/TRS
1	35,514	3,512	39,026		37,489	3,708	41,197
2	36,133	3,574	39,707		38,144	3,772	41,916
3	36,765	3,636	40,401		38,812	3,839	42,651
4	37,407	3,700	41,107		39,492	3,906	43,398
5	38,062	3,764	41,826		40,182	3,974	44,156
6	38,728	3,830	42,559		40,888	4,044	44,932
7	39,405	3,897	43,302		41,605	4,115	45,720
8	40,095	3,965	44,061		42,334	4,187	46,521
9	40,798	4,035	44,833		43,078	4,260	47,338
10	41,514	4,106	45,620		43,834	4,335	48,169
11	42,230	4,177	46,406		44,590	4,410	49,000
12	42,958	4,249	47,207		45,360	4,486	49,846
13	43,700	4,322	48,022		46,145	4,564	50,709
14	44,434	4,395	48,828		46,943	4,643	51,586
15	45,223	4,473	49,695		47,756	4,723	52,479
16	46,005	4,550	50,555		48,582	4,805	53,387
17	46,799	4,628	51,428		49,422	4,888	54,310
18	47,609	4,709	52,318		50,278	4,973	55,251
19	48,434	4,790	53,224		51,150	5,059	56,209
20	49,272	4,873	54,145		52,037	5,146	57,183
21	50,120	4,957	55,077		52,934	5,235	58,169
22	50,984	5,042	56,027		53,846	5,325	59,172
23	51,862	5,129	56,991		54,775	5,417	60,193
24	52,757	5,218	57,975		55,721	5,511	61,232
25	53,667	5,308	58,975		56,683	5,606	62,289
26	54,592	5,399	59,991		57,662	5,703	63,365
27	55,535	5,492	61,027		58,659	5,801	64,460
28	56,493	5,587	62,080		59,672	5,902	65,574
29	57,469	5,684	63,152		60,703	6,004	66,707
30	58,462	5,782	64,244		61,754	6,107	67,861
31	59,472	5,882	65,353		62,821	6,213	69,034
32	60,500	5,984	66,483		63,908	6,321	70,229
33	61,546	6,087	67,633		65,014	6,430	71,444
34	62,611	6,192	68,803		66,139	6,541	72,681
35	63,694	6,299	69,993		67,285	6,655	73,939
36	64,795	6,408	71,204		68,451	6,770	75,221
37	65,918	6,519	72,437		69,637	6,887	76,524
38	67,058	6,632	73,691		70,843	7,006	77,850
39	68,220	6,747	74,967		72,072	7,128	79,200
40	69,402	6,864	76,266		73,322	7,252	80,573
41	70,605	6,983	77,588		74,594	7,377	81,971
42	71,830	7,104	78,935		75,887	7,505	83,393
43	73,075	7,227	80,302		77,205	7,636	84,840
44	74,343	7,353	81,695		78,545	7,768	86,313



Step	B.S. Salary	TRS	Sal/TRS		M.S. Salary	TRS	Sal/TRS
1	36,579	3,618	40,197		38,614	3,819	42,433
2	37,217	3,681	40,898		39,288	3,886	43,174
3	37,868	3,745	41,613		39,976	3,954	43,930
4	38,530	3,811	42,340		40,677	4,023	44,700
5	39,204	3,877	43,081		41,387	4,093	45,481
6	39,890	3,945	43,835		42,115	4,165	46,280
7	40,587	4,014	44,601		42,853	4,238	47,091
8	41,298	4,084	45,383		43,604	4,312	47,917
9	42,022	4,156	46,178		44,370	4,388	48,759
10	42,759	4,229	46,988		45,149	4,465	49,614
11	43,496	4,302	47,798		45,928	4,542	50,470
12	44,247	4,376	48,623		46,721	4,621	51,342
13	45,011	4,452	49,463		47,529	4,701	52,230
14	45,767	4,526	50,293		48,351	4,782	53,133
15	46,579	4,607	51,186		49,189	4,865	54,053
16	47,385	4,686	52,071		50,039	4,949	54,988
17	48,203	4,767	52,971		50,905	5,035	55,939
18	49,037	4,850	53,887		51,786	5,122	56,908
19	49,887	4,934	54,821		52,685	5,211	57,895
20	50,750	5,019	55,770		53,598	5,301	58,899
21	51,624	5,106	56,729		54,522	5,392	59,914
22	52,514	5,194	57,708		55,461	5,485	60,947
23	53,418	5,283	58,701		56,418	5,580	61,998
24	54,340	5,374	59,714		57,393	5,676	63,069
25	55,277	5,467	60,744		58,383	5,774	64,158
26	56,229	5,561	61,790		59,392	5,874	65,266
27	57,201	5,657	62,858		60,419	5,975	66,394
28	58,188	5,755	63,942		61,462	6,079	67,541
29	59,193	5,854	65,047		62,524	6,184	68,708
30	60,216	5,955	66,171		63,607	6,291	69,897
31	61,256	6,058	67,314		64,706	6,399	71,105
32	62,315	6,163	68,478		65,825	6,510	72,335
33	63,392	6,270	69,662		66,964	6,623	73,587
34	64,489	6,378	70,867		68,123	6,737	74,861
35	65,605	6,488	72,093		69,304	6,854	76,158
36	66,739	6,601	73,340		70,505	6,973	77,477
37	67,895	6,715	74,610		71,726	7,094	78,820
38	69,070	6,831	75,901		72,968	7,217	80,185
39	70,267	6,949	77,216		74,234	7,342	81,576
40	71,484	7,070	78,554		75,522	7,469	82,991
41	72,724	7,192	79,916		76,832	7,599	84,431
42	73,985	7,317	81,303		78,164	7,730	85,894
43	75,267	7,444	82,711		79,521	7,865	87,386
44	76,573	7,573	84,146		80,901	8,001	88,903

Appendix B: Extra-Curricular Schedule 2020-2021

Bldg.	% of B.S. Base Salary (\$33,475)	1-3 Years		4-7 Years		8 + Years	
		Step %	Step \$	Step %	Step \$	Step %	Step \$
HS	Head Football	12.00	4,017	14.00	4,687	16.00	5,356
HS	Boys Basketball	12.00	4,017	14.00	4,687	16.00	5,356
HS	Girls Basketball	12.00	4,017	14.00	4,687	16.00	5,356
HS	Asst. Football (3)	8.00	2,678	10.00	3,347	12.00	4,017
HS	Asst. Boys Basketball	8.00	2,678	10.00	3,347	12.00	4,017
HS	Asst. Girls Basketball	8.00	2,678	10.00	3,347	12.00	4,017
HS	Head Cross Country	8.00	2,678	10.00	3,347	12.00	4,017
HS	Head Boys Track	8.00	2,678	10.00	3,347	12.00	4,017
HS	Head Girls Track	8.00	2,678	10.00	3,347	12.00	4,017
HS	Head Softball	8.00	2,678	10.00	3,347	12.00	4,017
HS	Head Baseball	8.00	2,678	10.00	3,347	12.00	4,017
HS	Head Volleyball	8.00	2,678	10.00	3,347	12.00	4,017
HS	Head Wrestling	8.00	2,678	10.00	3,347	12.00	4,017
HS	Soccer	8.00	2,678	10.00	3,347	12.00	4,017
HS	Student Council	7.00	2,343	9.00	3,013	11.00	3,682
JH	Boys Basketball (2)	7.00	2,343	9.00	3,013	11.00	3,682
JH	Girls Basketball (2)	7.00	2,343	9.00	3,013	11.00	3,682
JH	Volleyball (2)	7.00	2,343	9.00	3,013	11.00	3,682
HS	Yearbook	5.00	1,674	7.00	2,343	9.00	3,013
HS	Journalism	5.00	1,674	7.00	2,343	9.00	3,013
JH	Cross Country	5.00	1,674	7.00	2,343	9.00	3,013
JH	Boys Track	5.00	1,674	7.00	2,343	9.00	3,013
JH	Girls Track	5.00	1,674	7.00	2,343	9.00	3,013
JH	Student Council	5.00	1,674	7.00	2,343	9.00	3,013
HS	Scholastic Bowl (2)	4.00	1,339	6.00	2,009	8.00	2,678
HS	Asst. Baseball *	4.00	1,339	6.00	2,009	8.00	2,678
HS	Asst. Softball *	4.00	1,339	6.00	2,009	8.00	2,678
HS	Asst. Volleyball	4.00	1,339	6.00	2,009	8.00	2,678
HS	Asst. Student Council*	4.00	1,339	6.00	2,009	8.00	2,678
HS	Asst. Soccer *	4.00	1,339	6.00	2,009	8.00	2,678
HS	Asst. Cross Country *	4.00	1,339	6.00	2,009	8.00	2,678
JH	Head Softball	4.00	1,339	6.00	2,009	8.00	2,678
JH	Head Baseball	4.00	1,339	6.00	2,009	8.00	2,678
HS	Asst. Wrestling *	4.00	1,339	5.00	1,674	6.00	2,009
HS	Golf	4.00	1,339	5.00	1,674	6.00	2,009
HS	Band	4.00	1,339	5.00	1,674	6.00	2,009
HS	Pompettes	4.00	1,339	5.00	1,674	6.00	2,009
HS	Cheerleading (FB)	4.00	1,339	5.00	1,674	6.00	2,009
HS	Cheerleading (BB)	4.00	1,339	5.00	1,674	6.00	2,009
JH	Cheerleading	4.00	1,339	5.00	1,674	6.00	2,009
JH	Asst. Baseball *	4.00	1,339	5.00	1,674	6.00	2,009
GS	Boys Basketball 5&6	4.00	1,339	5.00	1,674	6.00	2,009
GS	Girls Basketball 5&6	4.00	1,339	5.00	1,674	6.00	2,009
HS	Head Teacher	4.00	1,339	5.00	1,674	6.00	2,009
JH	Head Teacher	4.00	1,339	5.00	1,674	6.00	2,009
GS	Head Teacher	4.00	1,339	5.00	1,674	6.00	2,009

Appendix B: Extra-Curricular Schedule 2020-2021

Bldg.	% of B.S. Base Salary (\$33,475)	1-3 Years		4-7 Years		8 + Years	
		Step %	Step \$	Step %	Step \$	Step %	Step \$
HS	Speech/Literary	2.00	670	3.00	1,004	4.00	1,339
HS	Asst. Boys Track *	2.00	670	3.00	1,004	4.00	1,339
HS	Asst. Girls Track *	2.00	670	3.00	1,004	4.00	1,339
HS	Asst. Scholastic Bowl*	2.00	670	3.00	1,004	4.00	1,339
HS	FCCLA Sponsor	2.00	670	3.00	1,004	4.00	1,339
HS	Freshman Class Sponsor	2.00	670	3.00	1,004	4.00	1,339
HS	Sophomore Class Sponsor	2.00	670	3.00	1,004	4.00	1,339
HS	Junior Class Sponsor	2.00	670	3.00	1,004	4.00	1,339
HS	Senior Class Sponsor	2.00	670	3.00	1,004	4.00	1,339
JH	Scholastic Bowl	2.00	670	3.00	1,004	4.00	1,339
GS	Scholastic Bowl	2.00	670	3.00	1,004	4.00	1,339
GS	Asst. Boys Basketball 5&6	2.00	670	3.00	1,004	4.00	1,339
GS	Asst. Girls Basketball 5&6	2.00	670	3.00	1,004	4.00	1,339
HS	Art Club	2.00	670	2.50	837	3.00	1,004
JH	8th Grade Class Sponsor (2)	2.00	670	2.50	837	3.00	1,004
JH	Pompettes	2.00	670	2.50	837	3.00	1,004
JH	Yearbook	2.00	670	2.50	837	3.00	1,004
GS	Yearbook	2.00	670	2.50	837	3.00	1,004
HS	Drama (per perf - 2)	2.00	670	2.50	837	3.00	1,004
HS	NHS	1.50	502	2.00	670	2.50	837
HS	WYSE	1.50	502	2.00	670	2.50	837
HS	Art Exhibition	1.50	502	2.00	670	2.50	837
JH	Spelling	1.50	502	2.00	670	2.50	837
JH	Speech/Literary	1.50	502	2.00	670	2.50	837
GS	Speech/Literary	1.50	502	2.00	670	2.50	837
GS	Art	1.50	502	2.00	670	2.50	837
GS	Science	1.50	502	2.00	670	2.50	837
HS	Asst. Drama (per perf. - 2)	1.00	335	1.50	502	2.00	670
GS	Play (per perf. - 2)	0.75	251	1.00	335	1.25	418
HS	Chorus (per perf. - 3)	0.75	251	1.00	335	1.25	418
JH	Chorus (per perf. - 3)	0.75	251	1.00	335	1.25	418
JH	Band (per perf - 3)	0.75	251	1.00	335	1.25	418
GS	Chorus (per perf. - 3)	0.75	251	1.00	335	1.25	418
GS	Band (per perf - 3) *	0.75	251	1.00	335	1.25	418

Limits per building and/or including contests per building are in parenthesis.

\*If determined necessary by the administration

Game Workers - (Tickets, Timer, Book) for Basketball, Volleyball, Wrestling and Football

Per person per night \$25.00

Listing of a particular activity or position does not compel the Board to offer or fill the same or limit the right of the Board to eliminate the same. The Board reserves the right to create new positions and establish new activities.

Appendix B: Extra-Curricular Schedule 2021-2022

Bldg.	% of B.S. Base Salary (\$34,479)	1-3 Years		4-7 Years		8 + Years	
		Step %	Step \$	Step %	Step \$	Step %	Step \$
HS	Head Football	12.00	4,137	14.00	4,827	16.00	5,517
HS	Boys Basketball	12.00	4,137	14.00	4,827	16.00	5,517
HS	Girls Basketball	12.00	4,137	14.00	4,827	16.00	5,517
HS	Asst. Football (3)	8.00	2,758	10.00	3,447	12.00	4,137
HS	Asst. Boys Basketball	8.00	2,758	10.00	3,447	12.00	4,137
HS	Asst. Girls Basketball	8.00	2,758	10.00	3,447	12.00	4,137
HS	Head Cross Country	8.00	2,758	10.00	3,447	12.00	4,137
HS	Head Boys Track	8.00	2,758	10.00	3,447	12.00	4,137
HS	Head Girls Track	8.00	2,758	10.00	3,447	12.00	4,137
HS	Head Softball	8.00	2,758	10.00	3,447	12.00	4,137
HS	Head Baseball	8.00	2,758	10.00	3,447	12.00	4,137
HS	Head Volleyball	8.00	2,758	10.00	3,447	12.00	4,137
HS	Head Wrestling	8.00	2,758	10.00	3,447	12.00	4,137
HS	Soccer	8.00	2,758	10.00	3,447	12.00	4,137
HS	Student Council	7.00	2,414	9.00	3,103	11.00	3,793
JH	Boys Basketball (2)	7.00	2,414	9.00	3,103	11.00	3,793
JH	Girls Basketball (2)	7.00	2,414	9.00	3,103	11.00	3,793
JH	Volleyball (2)	7.00	2,414	9.00	3,103	11.00	3,793
HS	Yearbook	5.00	1,724	7.00	2,414	9.00	3,103
HS	Journalism	5.00	1,724	7.00	2,414	9.00	3,103
JH	Cross Country	5.00	1,724	7.00	2,414	9.00	3,103
JH	Boys Track	5.00	1,724	7.00	2,414	9.00	3,103
JH	Girls Track	5.00	1,724	7.00	2,414	9.00	3,103
JH	Student Council	5.00	1,724	7.00	2,414	9.00	3,103
HS	Scholastic Bowl (2)	4.00	1,379	6.00	2,069	8.00	2,758
HS	Asst. Baseball *	4.00	1,379	6.00	2,069	8.00	2,758
HS	Asst. Softball *	4.00	1,379	6.00	2,069	8.00	2,758
HS	Asst. Volleyball	4.00	1,379	6.00	2,069	8.00	2,758
HS	Asst. Student Council*	4.00	1,379	6.00	2,069	8.00	2,758
HS	Asst. Soccer *	4.00	1,379	6.00	2,069	8.00	2,758
HS	Asst. Cross Country *	4.00	1,379	6.00	2,069	8.00	2,758
JH	Head Softball	4.00	1,379	6.00	2,069	8.00	2,758
JH	Head Baseball	4.00	1,379	6.00	2,069	8.00	2,758
HS	Asst. Wrestling *	4.00	1,379	5.00	1,724	6.00	2,069
HS	Golf	4.00	1,379	5.00	1,724	6.00	2,069
HS	Band	4.00	1,379	5.00	1,724	6.00	2,069
HS	Pompettes	4.00	1,379	5.00	1,724	6.00	2,069
HS	Cheerleading (FB)	4.00	1,379	5.00	1,724	6.00	2,069
HS	Cheerleading (BB)	4.00	1,379	5.00	1,724	6.00	2,069
JH	Cheerleading	4.00	1,379	5.00	1,724	6.00	2,069
JH	Asst. Baseball *	4.00	1,379	5.00	1,724	6.00	2,069
GS	Boys Basketball 5&6	4.00	1,379	5.00	1,724	6.00	2,069
GS	Girls Basketball 5&6	4.00	1,379	5.00	1,724	6.00	2,069
HS	Head Teacher	4.00	1,379	5.00	1,724	6.00	2,069
JH	Head Teacher	4.00	1,379	5.00	1,724	6.00	2,069
GS	Head Teacher	4.00	1,379	5.00	1,724	6.00	2,069

## Appendix B: Extra-Curricular Schedule 2021-2022

Bldg.	% of B.S. Base Salary (\$34,479)	1-3 Years		4-7 Years		8 + Years	
		Step %	Step \$	Step %	Step \$	Step %	Step \$
HS	Speech/Literary	2.00	690	3.00	1,034	4.00	1,379
HS	Asst. Boys Track *	2.00	690	3.00	1,034	4.00	1,379
HS	Asst. Girls Track *	2.00	690	3.00	1,034	4.00	1,379
HS	Asst. Scholastic Bowl*	2.00	690	3.00	1,034	4.00	1,379
HS	FCCLA Sponsor	2.00	690	3.00	1,034	4.00	1,379
HS	Freshman Class Sponsor	2.00	690	3.00	1,034	4.00	1,379
HS	Sophomore Class Sponsor	2.00	690	3.00	1,034	4.00	1,379
HS	Junior Class Sponsor	2.00	690	3.00	1,034	4.00	1,379
HS	Senior Class Sponsor	2.00	690	3.00	1,034	4.00	1,379
JH	Scholastic Bowl	2.00	690	3.00	1,034	4.00	1,379
GS	Scholastic Bowl	2.00	690	3.00	1,034	4.00	1,379
GS	Asst. Boys Basketball 5&6	2.00	690	3.00	1,034	4.00	1,379
GS	Asst. Girls Basketball 5&6	2.00	690	3.00	1,034	4.00	1,379
HS	Art Club	2.00	690	2.50	862	3.00	1,034
JH	8th Grade Class Sponsor (2)	2.00	690	2.50	862	3.00	1,034
JH	Pompettes	2.00	690	2.50	862	3.00	1,034
JH	Yearbook	2.00	690	2.50	862	3.00	1,034
GS	Yearbook	2.00	690	2.50	862	3.00	1,034
HS	Drama (per perf - 2)	2.00	690	2.50	862	3.00	1,034
HS	NHS	1.50	517	2.00	690	2.50	862
HS	WYSE	1.50	517	2.00	690	2.50	862
HS	Art Exhibition	1.50	517	2.00	690	2.50	862
JH	Spelling	1.50	517	2.00	690	2.50	862
JH	Speech/Literary	1.50	517	2.00	690	2.50	862
GS	Speech/Literary	1.50	517	2.00	690	2.50	862
GS	Art	1.50	517	2.00	690	2.50	862
GS	Science	1.50	517	2.00	690	2.50	862
HS	Asst. Drama (per perf. - 2)	1.00	345	1.50	517	2.00	690
GS	Play (per perf. - 2)	0.75	259	1.00	345	1.25	431
HS	Chorus (per perf. - 3)	0.75	259	1.00	345	1.25	431
JH	Chorus (per perf. - 3)	0.75	259	1.00	345	1.25	431
JH	Band (per perf - 3)	0.75	259	1.00	345	1.25	431
GS	Chorus (per perf. - 3)	0.75	259	1.00	345	1.25	431
GS	Band (per perf - 3) *	0.75	259	1.00	345	1.25	431

Limits per building and/or including contests per building are in parenthesis.

\*If determined necessary by the administration

Game Workers - (Tickets, Timer, Book) for Basketball, Volleyball, Wrestling and Football

Per person per night \$25.00

Listing of a particular activity or position does not compel the Board to offer or fill the same or limit the right of the Board to eliminate the same. The Board reserves the right to create new positions and establish new activities.

Appendix B: Extra-Curricular Schedule 2022-2023

Bldg.	% of B.S. Base Salary (\$35,514)	1-3 Years		4-7 Years		8 + Years	
		Step %	Step \$	Step %	Step \$	Step %	Step \$
HS	Head Football	12.00	4,262	14.00	4,972	16.00	5,682
HS	Boys Basketball	12.00	4,262	14.00	4,972	16.00	5,682
HS	Girls Basketball	12.00	4,262	14.00	4,972	16.00	5,682
HS	Asst. Football (3)	8.00	2,841	10.00	3,551	12.00	4,262
HS	Asst. Boys Basketball	8.00	2,841	10.00	3,551	12.00	4,262
HS	Asst. Girls Basketball	8.00	2,841	10.00	3,551	12.00	4,262
HS	Head Cross Country	8.00	2,841	10.00	3,551	12.00	4,262
HS	Head Boys Track	8.00	2,841	10.00	3,551	12.00	4,262
HS	Head Girls Track	8.00	2,841	10.00	3,551	12.00	4,262
HS	Head Softball	8.00	2,841	10.00	3,551	12.00	4,262
HS	Head Baseball	8.00	2,841	10.00	3,551	12.00	4,262
HS	Head Volleyball	8.00	2,841	10.00	3,551	12.00	4,262
HS	Head Wrestling	8.00	2,841	10.00	3,551	12.00	4,262
HS	Soccer	8.00	2,841	10.00	3,551	12.00	4,262
HS	Student Council	7.00	2,486	9.00	3,196	11.00	3,907
JH	Boys Basketball (2)	7.00	2,486	9.00	3,196	11.00	3,907
JH	Girls Basketball (2)	7.00	2,486	9.00	3,196	11.00	3,907
JH	Volleyball (2)	7.00	2,486	9.00	3,196	11.00	3,907
HS	Yearbook	5.00	1,776	7.00	2,486	9.00	3,196
HS	Journalism	5.00	1,776	7.00	2,486	9.00	3,196
JH	Cross Country	5.00	1,776	7.00	2,486	9.00	3,196
JH	Boys Track	5.00	1,776	7.00	2,486	9.00	3,196
JH	Girls Track	5.00	1,776	7.00	2,486	9.00	3,196
JH	Student Council	5.00	1,776	7.00	2,486	9.00	3,196
HS	Scholastic Bowl (2)	4.00	1,421	6.00	2,131	8.00	2,841
HS	Asst. Baseball *	4.00	1,421	6.00	2,131	8.00	2,841
HS	Asst. Softball *	4.00	1,421	6.00	2,131	8.00	2,841
HS	Asst. Volleyball	4.00	1,421	6.00	2,131	8.00	2,841
HS	Asst. Student Council*	4.00	1,421	6.00	2,131	8.00	2,841
HS	Asst. Soccer *	4.00	1,421	6.00	2,131	8.00	2,841
HS	Asst. Cross Country *	4.00	1,421	6.00	2,131	8.00	2,841
JH	Head Softball	4.00	1,421	6.00	2,131	8.00	2,841
JH	Head Baseball	4.00	1,421	6.00	2,131	8.00	2,841
HS	Asst. Wrestling *	4.00	1,421	5.00	1,776	6.00	2,131
HS	Golf	4.00	1,421	5.00	1,776	6.00	2,131
HS	Band	4.00	1,421	5.00	1,776	6.00	2,131
HS	Pompettes	4.00	1,421	5.00	1,776	6.00	2,131
HS	Cheerleading (FB)	4.00	1,421	5.00	1,776	6.00	2,131
HS	Cheerleading (BB)	4.00	1,421	5.00	1,776	6.00	2,131
JH	Cheerleading	4.00	1,421	5.00	1,776	6.00	2,131
JH	Asst. Baseball *	4.00	1,421	5.00	1,776	6.00	2,131
GS	Boys Basketball 5&6	4.00	1,421	5.00	1,776	6.00	2,131
GS	Girls Basketball 5&6	4.00	1,421	5.00	1,776	6.00	2,131
HS	Head Teacher	4.00	1,421	5.00	1,776	6.00	2,131
JH	Head Teacher	4.00	1,421	5.00	1,776	6.00	2,131
GS	Head Teacher	4.00	1,421	5.00	1,776	6.00	2,131

Appendix B: Extra-Curricular Schedule 2022-2023

Bldg.	% of B.S. Base Salary (\$35,514)	1-3 Years		4-7 Years		8 + Years	
		Step %	Step \$	Step %	Step \$	Step %	Step \$
HS	Speech/Literary	2.00	710	3.00	1,065	4.00	1,421
HS	Asst. Boys Track *	2.00	710	3.00	1,065	4.00	1,421
HS	Asst. Girls Track *	2.00	710	3.00	1,065	4.00	1,421
HS	Asst. Scholastic Bowl*	2.00	710	3.00	1,065	4.00	1,421
HS	FCCLA Sponsor	2.00	710	3.00	1,065	4.00	1,421
HS	Freshman Class Sponsor	2.00	710	3.00	1,065	4.00	1,421
HS	Sophomore Class Sponsor	2.00	710	3.00	1,065	4.00	1,421
HS	Junior Class Sponsor	2.00	710	3.00	1,065	4.00	1,421
HS	Senior Class Sponsor	2.00	710	3.00	1,065	4.00	1,421
JH	Scholastic Bowl	2.00	710	3.00	1,065	4.00	1,421
GS	Scholastic Bowl	2.00	710	3.00	1,065	4.00	1,421
GS	Asst. Boys Basketball 5&6	2.00	710	3.00	1,065	4.00	1,421
GS	Asst. Girls Basketball 5&6	2.00	710	3.00	1,065	4.00	1,421
HS	Art Club	2.00	710	2.50	888	3.00	1,065
JH	8th Grade Class Sponsor (2)	2.00	710	2.50	888	3.00	1,065
JH	Pompettes	2.00	710	2.50	888	3.00	1,065
JH	Yearbook	2.00	710	2.50	888	3.00	1,065
GS	Yearbook	2.00	710	2.50	888	3.00	1,065
HS	Drama (per perf - 2)	2.00	710	2.50	888	3.00	1,065
HS	NHS	1.50	533	2.00	710	2.50	888
HS	WYSE	1.50	533	2.00	710	2.50	888
HS	Art Exhibition	1.50	533	2.00	710	2.50	888
JH	Spelling	1.50	533	2.00	710	2.50	888
JH	Speech/Literary	1.50	533	2.00	710	2.50	888
GS	Speech/Literary	1.50	533	2.00	710	2.50	888
GS	Art	1.50	533	2.00	710	2.50	888
GS	Science	1.50	533	2.00	710	2.50	888
HS	Asst. Drama (per perf. - 2)	1.00	355	1.50	533	2.00	710
GS	Play (per perf. - 2)	0.75	266	1.00	355	1.25	444
HS	Chorus (per perf. - 3)	0.75	266	1.00	355	1.25	444
JH	Chorus (per perf. - 3)	0.75	266	1.00	355	1.25	444
JH	Band (per perf - 3)	0.75	266	1.00	355	1.25	444
GS	Chorus (per perf. - 3)	0.75	266	1.00	355	1.25	444
GS	Band (per perf - 3) *	0.75	266	1.00	355	1.25	444

Limits per building and/or including contests per building are in parenthesis.

\*If determined necessary by the administration

Game Workers - (Tickets, Timer, Book) for Basketball, Volleyball, Wrestling and Football

Per person per night \$25.00

Listing of a particular activity or position does not compel the Board to offer or fill the same or limit the right of the Board to eliminate the same. The Board reserves the right to create new positions and establish new activities.

Appendix B: Extra-Curricular Schedule 2023-2024

Bldg.	% of B.S. Base Salary (\$36,579)	1-3 Years		4-7 Years		8 + Years	
		Step %	Step \$	Step %	Step \$	Step %	Step \$
HS	Head Football	12.00	4,389	14.00	5,121	16.00	5,853
HS	Boys Basketball	12.00	4,389	14.00	5,121	16.00	5,853
HS	Girls Basketball	12.00	4,389	14.00	5,121	16.00	5,853
HS	Asst. Football (3)	8.00	2,926	10.00	3,658	12.00	4,389
HS	Asst. Boys Basketball	8.00	2,926	10.00	3,658	12.00	4,389
HS	Asst. Girls Basketball	8.00	2,926	10.00	3,658	12.00	4,389
HS	Head Cross Country	8.00	2,926	10.00	3,658	12.00	4,389
HS	Head Boys Track	8.00	2,926	10.00	3,658	12.00	4,389
HS	Head Girls Track	8.00	2,926	10.00	3,658	12.00	4,389
HS	Head Softball	8.00	2,926	10.00	3,658	12.00	4,389
HS	Head Baseball	8.00	2,926	10.00	3,658	12.00	4,389
HS	Head Volleyball	8.00	2,926	10.00	3,658	12.00	4,389
HS	Head Wrestling	8.00	2,926	10.00	3,658	12.00	4,389
HS	Soccer	8.00	2,926	10.00	3,658	12.00	4,389
HS	Student Council	7.00	2,561	9.00	3,292	11.00	4,024
JH	Boys Basketball (2)	7.00	2,561	9.00	3,292	11.00	4,024
JH	Girls Basketball (2)	7.00	2,561	9.00	3,292	11.00	4,024
JH	Volleyball (2)	7.00	2,561	9.00	3,292	11.00	4,024
HS	Yearbook	5.00	1,829	7.00	2,561	9.00	3,292
HS	Journalism	5.00	1,829	7.00	2,561	9.00	3,292
JH	Cross Country	5.00	1,829	7.00	2,561	9.00	3,292
JH	Boys Track	5.00	1,829	7.00	2,561	9.00	3,292
JH	Girls Track	5.00	1,829	7.00	2,561	9.00	3,292
JH	Student Council	5.00	1,829	7.00	2,561	9.00	3,292
HS	Scholastic Bowl (2)	4.00	1,463	6.00	2,195	8.00	2,926
HS	Asst. Baseball *	4.00	1,463	6.00	2,195	8.00	2,926
HS	Asst. Softball *	4.00	1,463	6.00	2,195	8.00	2,926
HS	Asst. Volleyball	4.00	1,463	6.00	2,195	8.00	2,926
HS	Asst. Student Council*	4.00	1,463	6.00	2,195	8.00	2,926
HS	Asst. Soccer *	4.00	1,463	6.00	2,195	8.00	2,926
HS	Asst. Cross Country *	4.00	1,463	6.00	2,195	8.00	2,926
JH	Head Softball	4.00	1,463	6.00	2,195	8.00	2,926
JH	Head Baseball	4.00	1,463	6.00	2,195	8.00	2,926
HS	Asst. Wrestling *	4.00	1,463	5.00	1,829	6.00	2,195
HS	Golf	4.00	1,463	5.00	1,829	6.00	2,195
HS	Band	4.00	1,463	5.00	1,829	6.00	2,195
HS	Pompettes	4.00	1,463	5.00	1,829	6.00	2,195
HS	Cheerleading (FB)	4.00	1,463	5.00	1,829	6.00	2,195
HS	Cheerleading (BB)	4.00	1,463	5.00	1,829	6.00	2,195
JH	Cheerleading	4.00	1,463	5.00	1,829	6.00	2,195
JH	Asst. Baseball *	4.00	1,463	5.00	1,829	6.00	2,195
GS	Boys Basketball 5&6	4.00	1,463	5.00	1,829	6.00	2,195
GS	Girls Basketball 5&6	4.00	1,463	5.00	1,829	6.00	2,195
HS	Head Teacher	4.00	1,463	5.00	1,829	6.00	2,195
JH	Head Teacher	4.00	1,463	5.00	1,829	6.00	2,195
GS	Head Teacher	4.00	1,463	5.00	1,829	6.00	2,195



Appendix B: Extra-Curricular Schedule 2023-2024

Bldg.	% of B.S. Base Salary (\$36,579)	1-3 Years		4-7 Years		8 + Years	
		Step %	Step \$	Step %	Step \$	Step %	Step \$
HS	Speech/Literary	2.00	732	3.00	1,097	4.00	1,463
HS	Asst. Boys Track *	2.00	732	3.00	1,097	4.00	1,463
HS	Asst. Girls Track *	2.00	732	3.00	1,097	4.00	1,463
HS	Asst. Scholastic Bowl*	2.00	732	3.00	1,097	4.00	1,463
HS	FCCLA Sponsor	2.00	732	3.00	1,097	4.00	1,463
HS	Freshman Class Sponsor	2.00	732	3.00	1,097	4.00	1,463
HS	Sophomore Class Sponsor	2.00	732	3.00	1,097	4.00	1,463
HS	Junior Class Sponsor	2.00	732	3.00	1,097	4.00	1,463
HS	Senior Class Sponsor	2.00	732	3.00	1,097	4.00	1,463
JH	Scholastic Bowl	2.00	732	3.00	1,097	4.00	1,463
GS	Scholastic Bowl	2.00	732	3.00	1,097	4.00	1,463
GS	Asst. Boys Basketball 5&6	2.00	732	3.00	1,097	4.00	1,463
GS	Asst. Girls Basketball 5&6	2.00	732	3.00	1,097	4.00	1,463
HS	Art Club	2.00	732	2.50	914	3.00	1,097
JH	8th Grade Class Sponsor (2)	2.00	732	2.50	914	3.00	1,097
JH	Pompettes	2.00	732	2.50	914	3.00	1,097
JH	Yearbook	2.00	732	2.50	914	3.00	1,097
GS	Yearbook	2.00	732	2.50	914	3.00	1,097
HS	Drama (per perf - 2)	2.00	732	2.50	914	3.00	1,097
HS	NHS	1.50	549	2.00	732	2.50	914
HS	WYSE	1.50	549	2.00	732	2.50	914
HS	Art Exhibition	1.50	549	2.00	732	2.50	914
JH	Spelling	1.50	549	2.00	732	2.50	914
JH	Speech/Literary	1.50	549	2.00	732	2.50	914
GS	Speech/Literary	1.50	549	2.00	732	2.50	914
GS	Art	1.50	549	2.00	732	2.50	914
GS	Science	1.50	549	2.00	732	2.50	914
HS	Asst. Drama (per perf. - 2)	1.00	366	1.50	549	2.00	732
GS	Play (per perf. - 2)	0.75	274	1.00	366	1.25	457
HS	Chorus (per perf. - 3)	0.75	274	1.00	366	1.25	457
JH	Chorus (per perf. - 3)	0.75	274	1.00	366	1.25	457
JH	Band (per perf - 3)	0.75	274	1.00	366	1.25	457
GS	Chorus (per perf. - 3)	0.75	274	1.00	366	1.25	457
GS	Band (per perf - 3) *	0.75	274	1.00	366	1.25	457

Limits per building and/or including contests per building are in parenthesis.

\*If determined necessary by the administration

Game Workers - (Tickets, Timer, Book) for Basketball, Volleyball, Wrestling and Football

Per person per night \$25.00

Listing of a particular activity or position does not compel the Board to offer or fill the same or limit the right of the Board to eliminate the same. The Board reserves the right to create new positions and establish new activities.

Step	Cook Dishwasher Per/Hr.	Bldg Secretary Teaching Assist. Library Assist. Per/Hr.	Custodian/ Maintenance Per/Hr.	Custodian Per/Hr.	Technology Salary
>1	11.91	12.64	16.25	14.57	18.56
>2	12.12	12.86	16.55	14.83	18.90
>3	12.34	13.09	16.84	15.10	19.24
>4	12.56	13.34	17.15	15.37	19.58
>5	12.79	13.58	17.46	15.65	19.94
>6	13.02	13.81	17.77	15.92	20.29
>7	13.25	14.07	18.08	16.22	20.66
>8	13.49	14.32	18.41	16.51	21.03
>9	13.73	14.57	18.74	16.81	21.41
>10	13.98	14.84	19.08	17.11	21.79
>11	14.22	15.11	19.42	17.41	22.18
>12	14.48	15.37	19.77	17.71	22.58
>13	14.74	15.64	20.12	18.03	22.97
>14	15.00	15.91	20.47	18.35	23.38
>15	15.26	16.20	20.83	18.68	23.79
>16	15.53	16.48	21.20	19.01	24.22
>17	15.81	16.78	21.57	19.34	24.64
>18	16.09	17.07	21.95	19.68	25.08
>19	16.37	17.37	22.34	20.03	25.52
>20	16.65	17.68	22.73	20.39	25.98
>21	16.95	18.00	23.15	20.75	26.43
>22	17.25	18.32	23.55	21.11	26.90
>23	17.55	18.63	23.96	21.48	27.36
>24	17.87	18.96	24.39	21.87	27.85
>25	18.18	19.30	24.81	22.25	28.34
>26	18.50	19.64	25.26	22.64	28.84
>27	18.81	19.98	25.70	23.03	29.35
>28	19.15	20.34	26.15	23.43	29.86
>29	19.49	20.69	26.60	23.86	30.39
>30	19.83	21.06	27.08	24.28	30.92
>31	20.18	21.43	27.55	24.71	31.46
>32	20.54	21.80	28.04	25.13	32.03
>33	20.90	22.18	28.53	25.58	32.59
>34	21.26	22.58	29.03	26.03	33.16
>35	21.64	22.97	29.55	26.49	33.74
>36	22.01	23.37	30.07	26.95	34.34
>37	22.42	23.78	30.60	27.43	34.94

Step	Cook Dishwasher Per/Hr.	Bldg Secretary Teaching Assist. Library Assist. Per/Hr.	Custodian/ Maintenance Per/Hr.	Custodian Per/Hr.	Technology Salary
>1	12.61	13.39	17.22	15.43	19.66
>2	12.84	13.63	17.53	15.71	20.02
>3	13.08	13.87	17.85	15.99	20.38
>4	13.31	14.13	18.17	16.28	20.74
>5	13.55	14.39	18.50	16.58	21.12
>6	13.79	14.64	18.82	16.87	21.49
>7	14.04	14.90	19.16	17.18	21.89
>8	14.29	15.17	19.51	17.49	22.28
>9	14.55	15.43	19.85	17.81	22.68
>10	14.81	15.72	20.21	18.13	23.09
>11	15.06	16.00	20.57	18.44	23.50
>12	15.34	16.28	20.94	18.77	23.92
>13	15.61	16.57	21.31	19.10	24.33
>14	15.89	16.86	21.68	19.44	24.77
>15	16.16	17.16	22.06	19.79	25.21
>16	16.45	17.46	22.46	20.13	25.66
>17	16.75	17.78	22.85	20.49	26.11
>18	17.05	18.08	23.25	20.85	26.57
>19	17.34	18.41	23.67	21.22	27.04
>20	17.64	18.73	24.09	21.60	27.52
>21	17.96	19.07	24.52	21.99	28.00
>22	18.27	19.41	24.95	22.37	28.50
>23	18.60	19.74	25.39	22.76	28.99
>24	18.93	20.09	25.84	23.16	29.51
>25	19.26	20.45	26.28	23.57	30.02
>26	19.60	20.81	26.76	23.98	30.55
>27	19.93	21.17	27.23	24.40	31.09
>28	20.29	21.55	27.70	24.83	31.64
>29	20.65	21.92	28.18	25.27	32.20
>30	21.01	22.31	28.69	25.72	32.76
>31	21.38	22.70	29.19	26.17	33.33
>32	21.76	23.10	29.71	26.62	33.93
>33	22.14	23.50	30.22	27.10	34.52
>34	22.53	23.92	30.75	27.58	35.13
>35	22.93	24.33	31.30	28.06	35.75
>36	23.32	24.76	31.85	28.55	36.37
>37	23.75	25.20	32.41	29.06	37.01

Step	Cook Dishwasher Per/Hr.	Bldg Secretary Teaching Assist. Library Assist. Per/Hr.	Custodian/ Maintenance Per/Hr.	Custodian Per/Hr.	Technology Salary
>1	13.36	14.18	18.24	16.35	20.83
>2	13.60	14.43	18.57	16.65	21.21
>3	13.85	14.70	18.91	16.94	21.59
>4	14.10	14.97	19.25	17.25	21.97
>5	14.35	15.24	19.59	17.56	22.38
>6	14.61	15.50	19.94	17.87	22.77
>7	14.87	15.79	20.30	18.20	23.19
>8	15.14	16.08	20.66	18.52	23.60
>9	15.41	16.35	21.03	18.87	24.03
>10	15.69	16.66	21.41	19.20	24.46
>11	15.96	16.96	21.79	19.54	24.90
>12	16.25	17.25	22.19	19.88	25.34
>13	16.54	17.55	22.58	20.24	25.78
>14	16.84	17.86	22.97	20.59	26.24
>15	17.12	18.18	23.38	20.96	26.70
>16	17.43	18.50	23.79	21.33	27.18
>17	17.74	18.83	24.21	21.71	27.66
>18	18.06	19.15	24.64	22.09	28.14
>19	18.37	19.50	25.08	22.48	28.64
>20	18.69	19.84	25.52	22.89	29.15
>21	19.02	20.20	25.98	23.29	29.67
>22	19.36	20.56	26.43	23.70	30.19
>23	19.70	20.91	26.90	24.11	30.71
>24	20.06	21.28	27.37	24.54	31.26
>25	20.40	21.66	27.85	24.97	31.81
>26	20.76	22.04	28.35	25.41	32.36
>27	21.12	22.42	28.85	25.85	32.94
>28	21.50	22.83	29.34	26.30	33.52
>29	21.88	23.22	29.86	26.78	34.11
>30	22.26	23.64	30.39	27.25	34.71
>31	22.65	24.05	30.93	27.73	35.31
>32	23.05	24.47	31.47	28.20	35.94
>33	23.46	24.90	32.02	28.71	36.57
>34	23.86	25.34	32.58	29.21	37.22
>35	24.29	25.78	33.16	29.72	37.87
>36	24.71	26.23	33.74	30.25	38.54
>37	25.16	26.69	34.34	30.78	39.21

Step	Cook Dishwasher Per/Hr.	Bldg Secretary Teaching Assist. Library Assist. Per/Hr.	Custodian/ Maintenance Per/Hr.	Custodian Per/Hr.	Technology Salary
>1	14.16	15.03	19.32	17.32	22.07
>2	14.41	15.29	19.68	17.63	22.47
>3	14.67	15.57	20.03	17.95	22.87
>4	14.94	15.86	20.39	18.28	23.28
>5	15.20	16.15	20.76	18.60	23.71
>6	15.48	16.43	21.12	18.93	24.12
>7	15.76	16.73	21.50	19.28	24.56
>8	16.03	17.03	21.89	19.62	25.00
>9	16.32	17.32	22.28	19.99	25.46
>10	16.63	17.65	22.69	20.34	25.91
>11	16.90	17.96	23.09	20.70	26.38
>12	17.22	18.28	23.50	21.06	26.84
>13	17.52	18.59	23.92	21.44	27.31
>14	17.84	18.92	24.34	21.82	27.80
>15	18.14	19.26	24.76	22.21	28.29
>16	18.47	19.60	25.21	22.60	28.79
>17	18.79	19.95	25.65	23.00	29.30
>18	19.13	20.29	26.10	23.40	29.82
>19	19.46	20.66	26.57	23.82	30.34
>20	19.80	21.02	27.03	24.25	30.89
>21	20.15	21.40	27.52	24.68	31.43
>22	20.51	21.78	28.00	25.10	31.98
>23	20.87	22.16	28.49	25.55	32.54
>24	21.25	22.55	29.00	26.00	33.12
>25	21.62	22.95	29.50	26.45	33.69
>26	21.99	23.35	30.03	26.92	34.29
>27	22.37	23.76	30.56	27.38	34.89
>28	22.77	24.18	31.09	27.86	35.51
>29	23.18	24.60	31.63	28.37	36.14
>30	23.58	25.04	32.20	28.87	36.77
>31	24.00	25.48	32.76	29.37	37.41
>32	24.42	25.92	33.34	29.88	38.08
>33	24.85	26.38	33.92	30.42	38.75
>34	25.28	26.84	34.51	30.95	39.43
>35	25.73	27.31	35.13	31.49	40.12
>36	26.17	27.79	35.75	32.04	40.82
>37	26.65	28.28	36.38	32.61	41.54

# Appendix D: Nurse Hourly Rate Schedule

## Nurse

Step	Associates		2020-2021	2021-2022	2022-2023	2023-2024	Bachelors		2020-2021	2021-2022	2022-2023	2023-2024
>1	2019-2020	21.34	22.62	23.98	25.42	26.94	2019-2020	22.52	23.87	25.30	26.82	28.43
>2	21.71	23.02	24.40	25.86	27.41	28.92	22.91	24.28	25.74	27.29	28.82	30.46
>3	22.09	23.42	24.82	26.31	27.89	29.43	23.31	24.71	26.19	27.76	29.33	30.99
>4	22.48	23.82	25.25	26.77	28.37	29.94	23.71	25.14	26.64	28.24	29.82	31.53
>5	22.87	24.24	25.69	27.23	28.87	30.46	24.13	25.57	27.11	28.74	30.33	31.99
>6	23.26	24.66	26.14	27.71	29.37	30.99	24.55	26.02	27.58	29.23	30.82	32.46
>7	23.67	25.09	26.59	28.19	29.88	31.53	24.97	26.47	28.06	29.74	31.42	33.09
>8	24.08	25.53	27.06	28.68	30.40	32.08	25.41	26.93	28.55	30.26	31.94	33.64
>9	24.50	25.97	27.53	29.18	30.93	32.64	25.85	27.40	29.05	30.79	32.53	34.20
>10	24.93	26.42	28.01	29.69	31.47	33.20	26.30	27.88	29.55	31.32	33.09	34.77
>11	25.36	26.88	28.49	30.20	32.02	33.78	26.76	28.36	30.06	31.87	33.64	35.33
>12	25.80	27.35	28.99	30.73	32.57	34.37	27.22	28.86	30.59	32.42	34.29	35.90
>13	26.25	27.83	29.49	31.26	33.14	34.97	27.70	29.36	31.12	32.99	34.82	36.47
>14	26.71	28.31	30.01	31.81	33.72	35.57	28.18	29.87	31.66	33.56	35.57	37.04
>15	27.17	28.80	30.53	32.36	34.30	36.19	28.67	30.39	32.21	34.15	36.19	37.76

## Appendix E: Extra Curricular Categories

### **Football**

HS Head  
HS Asst

### **Basketball**

HS Head Boys  
HS Head Girls  
HS Asst Boys  
HS Asst Girls  
JH Boys  
JH Girls  
GS Boys  
GS Girls  
GS Asst Boys  
GS Asst Girls

### **Student Council**

HS Head  
HS Asst  
JH Head

### **Scho. Bowl/WYSE**

HS Varsity  
HS JV  
JH Head  
GS Head  
HS WYSE

### **Drama**

HS Head  
HS Asst  
GS Play

### **Soccer**

HS Head  
HS Asst

### **NHS**

HS Head

### **FCCLA**

HS Head

### **Volleyball**

HS Head  
HS Asst  
JH Head

### **Track/Cross Country**

HS Head Boys  
HS Head Girls  
HS Asst Boys  
HS Asst Girls  
JH Boys  
JH Girls  
HS Cross Country

### **Cheer/Pompettes**

HS BB Cheer  
HS FB Cheer  
HS Pompettes  
JH Cheer  
JH Pompettes

### **Class Sponsor**

8th  
9th  
10th  
11th  
12th

### **Head Teacher**

HS  
JS  
GS

### **Golf**

HS Head

### **Spelling**

JH Head

### **Science**

GS Fair

### **Wrestling**

HS Head  
HS Asst

### **Baseball/Softball**

HS Head Softball  
HS Head Baseball  
HS Asst Softball  
HS Asst Baseball  
JH Head Softball  
JH Head Baseball  
JH Asst Baseball

### **Yearbook**

HS  
JH  
GS

### **Band/Chorus**

HS Band  
HS Chorus  
JH Band  
JH Chorus  
GS Band  
GS Chorus

### **Speech/Literary**

HS  
JH  
GS

### **Art Club/Art**

HS  
HS Exhibition  
GS

### **Newspaper**

HS

**ARTICLE XXV**  
**EFFECT DURATION OF THIS AGREEMENT**

Term of the Agreement: The provisions of this agreement shall become effective as of July 1, 2020, and shall remain in effect through June 30, 2024. This Agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties or is replaced by a Successor Agreement.

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

Supplemental Negotiations: This agreement shall be subject to change or supplement at any time. Any such proposed change in the Agreement or supplemental agreement shall be reduced to writing, signed by both parties, and submitted to the Board and Association for approval.

Approved by a vote of the Association members on the 28<sup>th</sup> day of August, 2020.

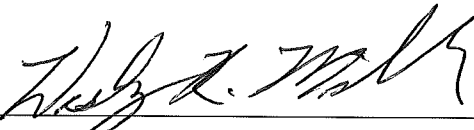
Approved by a vote of the Board of Education members on the 2<sup>nd</sup> day of September, 2020.

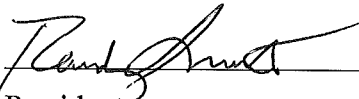
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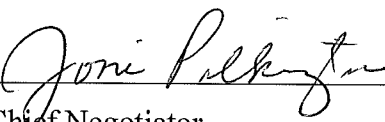
IN WITNESS THEREOF on this 16<sup>th</sup> day of September, 2020:

For the Oakwood Education Association,  
an affiliate of the Illinois Education Association  
and the National Education Association

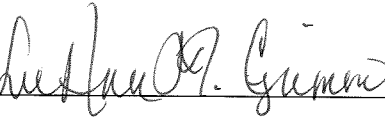
For the Board of Education,  
Oakwood Community  
Unit School District No.


  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Chief Negotiator

  
\_\_\_\_\_  
Secretary

  
\_\_\_\_\_  
Bargaining Team Member

  
\_\_\_\_\_  
Bargaining Team Member