

COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE
WASHINGTON CENTRAL SCHOOL DISTRICT NO. 51
BOARD OF EDUCATION
AND THE
WASHINGTON 51 EDUCATION ASSOCIATION/IEA/NEA

FOR THE SCHOOL TERMS:
2016-2017 THROUGH 2020-2021

ARTICLE I

Recognition

This Agreement is made and entered into between the Board of Education, Washington Central School District No. 51, hereinafter referred to as the "Board" or "School District" and the Washington 51 Education Association/IEA/NEA, hereinafter referred to as the "WEA", "Association" or "Union".

It is understood that the WEA is the sole bargaining agent for all full-time and regularly employed part-time certified personnel, hereinafter referred to as "teacher," excepting the Superintendent and principals, and all other supervisory, confidential, managerial, short-term and non-certified positions in the District for the term of this Agreement.

ARTICLE II

Teacher and Association Rights

SECTION 2.1: Non-Discrimination

The Board and the Association shall not discriminate against any teacher with respect to hours, wages, and other terms and conditions of employment for reason of membership in the WEA, participation in negotiations with the Board, or refusing to cooperate in the institution of any grievance complaint or proceeding under this Agreement.

SECTION 2.2: Right to Organize

Teachers shall have the right to organize, join and assist the Association and to participate in professional negotiations with the Board, consistent with other provisions of the Agreement.

SECTION 2.3: Personnel File

Each teacher shall have the right, upon request, to review in the presence of management and/or make one (1) copy the contents of his/her personnel file. At the teacher's request, a representative of the WEA may accompany the teacher in this review. Additionally, the teacher may request that a copy of his/her file will be made available within 24 hours of said request.

A teacher will receive notification when a document is placed in his/her personnel file. Said notification will be given within two (2) working days of document placement. A teacher will be allowed to place in his/her personnel file a written response to any document included in said personnel file.

SECTION 2.4: Teacher Discipline

Disciplinary action or official reprimands against any teacher shall be exercised in a fair and reasonable manner. No teacher shall be suspended without pay or issued a written

reprimand without just cause. Disciplinary action will be progressive, as follows, except when conduct warrants bypassing progressive discipline:

- (1) Verbal warning.
- (2) Written reprimand/warning.
- (3) Suspension without pay.
- (4) Discharge.

A teacher may have present an Association representative when receiving an official reprimand, a disciplinary conference or at any other meeting that the teacher reasonably believes may lead to discipline.

SECTION 2.5: Payroll Deductions

The Board shall withhold from each teacher's regular payroll a pro-rata share of the annual dues of the WEA, provided that the Board receives a teacher executed authorization for continuing dues deduction, the amount of which shall annually be certified by the WEA or other teacher organization. The authorization shall remain in effect from year to year, except that the teacher may revoke it between September 1 and September 15 of any year period. Upon receipt of any revocation, the Board shall notify the WEA in writing of same. All dues deducted shall be remitted through the WEA no later than ten (10) business days after the last pay of the month.

SECTION 2.6: Meetings, Notices and General Information

The WEA may, subject to reasonable regulation and reimbursement of any costs, use the following:

- (a) school buildings for meetings as long as the use does not interfere with the use of the buildings for any school purpose;
- (b) teacher mailboxes, inter-school mail, and school bulletin boards for the purposes of internal communication;
- (c) school equipment, e.g., computers and copy machines, as long as the use complies with the Board's acceptable use policy.

SECTION 2.7: Communications

Prior to each regular monthly meeting of the Board of Education the Superintendent and the Association President shall meet to review the matters included on the Board agenda and other agreed upon items relevant to the administration of this Agreement. Either party may designate other appropriate representatives to attend these meetings.

The District will provide the Association President with one copy of the approved Board minutes and the approved bills within seventy-two (72) hours following Board approval.

SECTION 2.8: Agreement

Within two (2) weeks of ratification and finalization, the Board will provide copies of the Agreement to the WEA for distribution to the bargaining unit employees, and the WEA will share equally in the expense of reproducing the Agreement.

SECTION 2.9: Use of Bulletin Boards

Seniority lists, job postings, duty rosters, and schedules of faculty meetings shall be posted on a bulletin board in the main work room/lounge next to mailboxes at CIS and in the teachers' lounge at CPS, as well as e-mailed to all certified staff.

SECTION 2.10: Part-time teachers

Unless specifically excluded, regularly employed part-time teachers will be entitled to benefits as provided for herein, pro-rated to time worked.

ARTICLE III Formal Evaluations

SECTION 3.1: Formal Evaluation Procedure

A formal evaluation plan shall be developed by a joint committee of the WEA and the Administration to address those changes in The School Code relating to evaluations that must be implemented during the term of this Agreement.

A. Each tenured certified staff member shall be evaluated at least once every two years. Non-tenure certified staff members shall be evaluated once or more each year. The order of evaluation will be at the principal's discretion.

B. All monitoring or observation of the work of each employee shall be conducted in person and any additional monitoring or input from other persons shall be with full knowledge of the certified staff member being evaluated.

C. A mandatory summative conference will be held within ten (10) school days of the final observation, unless by mutual agreement more time is needed.

D. The evaluation sheet will be reviewed jointly by the certified staff member and the principal. Employees who have floating or multiple building locations shall be assigned a single supervisor for purpose of evaluation.

E. A certified staff member may submit additional written comments to the written evaluation within 30 days of receipt of the written evaluation if he/she so desires. All written evaluations and the certified staff member's comments are to be placed in the certified staff member's personnel file.

F. The certified staff member will receive a copy of the evaluation and all recommendations made by the administrator which are to be placed in the certified staff member's personnel file.

G. During the summative evaluation conference, the certified staff member will sign the evaluation report. In no case shall the certified staff member's signature be construed to mean that he/she necessarily agrees with the contents of the evaluation.

H. The Administration will strive to uniformly apply the procedures of evaluations throughout the District. Problem areas of uniformity may be directed to the joint committee.

I. Evaluation procedures:

1. By the first day of student attendance, the building principal shall inform each certified staff member to be evaluated that school year of the evaluation procedures, standards and instruments to be used and each certified staff member's right of response to the principal's evaluation.

2. Each certified staff member will complete the Pre-Evaluation form.

J. An Evaluations Review Committee shall be established to meet annually for the purpose of reviewing the evaluation process and to make revisions, if deemed necessary by either the Board or the Association. This committee shall consist of an equal number of administrators and staff members. Staff members shall be chosen by the WEA. The committee shall be co-chaired by one (1) Administrator and one (1) certified staff member.

K. A teacher's evaluative rating shall not be the subject of a grievance pursuant to Article IX – Grievance Procedure.

ARTICLE IV

Working Conditions

SECTION 4.1: Mentor Teacher

The District shall provide a Mentor Teacher program to assist teachers newly hired within the profession.

The Board shall create a new teacher induction and mentoring program, consistent with Article 21A of the School Code. Beginning teachers shall be assigned a mentor for their first two (2) years with the following conditions:

- A. The mentor shall be paid \$400.00 per year per mentee.
- B. Mentor and new teacher shall meet each week for a minimum of thirty (30) minutes. The mentor and mentee shall keep a log of meeting dates.
- C. The mentor shall have five years teaching experience.
- D. No teacher shall be required to be a mentor.

- E. The mentor shall have no part in the evaluation of the new teacher.
- F. This will be a posted position, with selection by the building principal.
- G. The tenured teachers participating in this program may receive credit for recertification (a maximum of 22 CPDUs per school year).

SECTION 4.2: Preparation Time

All preparation time will occur during the work day and will be free of student contact and/or any other additional duty. Grades K-3 and all Specials designated to CPS will be guaranteed a minimum 150 min. per week. Grades 4-8 and all Specials designated to CIS will be guaranteed 1 period a day.

In so far as is practicable within the constraints of the schedule, the Athletic Director will continue to receive his/her regular prep time plus one additional prep time per day to perform his/her AD duties. In so far as is practicable within the constraints of the schedule, the Technology Coordinator will receive his/her regular prep time plus two additional prep times per day to perform his/her Technology Coordinator duties as long as the Technology Coordinator is assigned to perform non-instructional coordinator duties.

The parties recognize that exceptions may occur in the event of shortened weeks, school assemblies and field trips.

SECTION 4.3: IEP Preparation Time

All Special Education teachers will be given up to 3 days per year in preparation for annual evaluations. All regular division teachers and special education teachers will receive \$24.00 per hour calculated in ¼ hour increments for any IEP meetings that last more than ½ hour beyond the regular work day.

SECTION 4.4: Teacher Work Day

The normal work year will be 180 days. The normal work day shall be eight (8) clock hours for each building with the starting and ending times to be determined by the Board. Faculty meetings shall conclude by 30 min. beyond the regular work day.

Supervision of students before and after school shall be rotated among all full-time teachers. If a teacher is unable to perform that duty, that teacher must arrange for a substitute among the teaching staff. The principal must be notified of any changes in assigned duty. Certified staff may be assigned other duties during regular working hours by the building principal. Duties will not be assigned that interfere with the teacher's planning period or duty-free lunch without compensation. Teachers required to perform supervision and/or extra duties such as, but not limited to, Teen Conference and Kindergarten Screenings before or after assigned work hours will be compensated at a rate of \$24.00 per hour, calculated in ¼ hour increments.

All teachers will be paid at \$24.00 per hour calculated in ¼ hour increments, for meetings that last for more than ½ hour outside of their respective regular work day, unless exempted from payment elsewhere in this Agreement.

As professional salaried employees, all teachers are expected to attend Open House, Parent-Teacher Conferences, Supply Night, Professional Learning Communities meetings and Fundamental Learning Area meetings without additional compensation.

On Fridays and the day preceding a school holiday, teachers may leave when their supervisory tasks are completed.

SECTION 4.5: Lunch Period

During each work day, the teachers shall be entitled to a duty free lunch period equal to that of the students, but in no case less than thirty (30) uninterrupted duty free minutes of lunchtime daily.

SECTION 4.6: Faculty Rooms

In each building, the teachers will be provided with a room affording privacy for work and lunch, providing there are adequate facilities for classroom and other educational purposes. Each faculty room will be adequately heated, ventilated and have a telephone on a dedicated, outside line.

ARTICLE V **Assignments, Vacancies and Transfers**

SECTION 5.1: Notification of Assignment

All teachers shall be given written notice of their teaching assignments for the forthcoming year before the last day of the school year. If a change in a teaching assignment is necessary, every attempt shall be made to notify the teacher at least 30 days prior to the start of school.

SECTION 5.2: Posting of Vacancies

A vacancy occurs whenever a current position is vacated and the District determines to fill the vacancy or a newly created position exists. This definition and procedure will also apply to positions on the extra-curricular schedule.

When a new position becomes available or an existing position becomes vacant and the District determines to fill the vacancy, the following process will be followed:

- The Superintendent will: email all certified staff; post a notice on faculty bulletin boards near the mailboxes at CIS and in the workroom at CPS for at least (ten) 10 business days; and notify all teachers subject to recall.

- In the event this vacancy occurs during a break that exceeds one week, the notice of vacancy will also be posted on the School District's website and the all-call system will be used to notify all certified staff of the posting. The District will also notify all teachers who have recall rights.

SECTION 5.3: Voluntary Transfer of Teachers

Teachers may request a transfer by submitting their requests to the Superintendent in writing. Any teacher presently on tenure or eligible for continuing contractual status in the coming school term may apply for transfer to another building or position where a vacancy exists. Vacancy will be defined per section 5.2. Application for transfer shall be directed through the building principal to the superintendent for consideration and evaluation.

SECTION 5.4: Involuntary Transfer of Teachers

An involuntary transfer constitutes any change in assignment or building location after the start of the school year.

- (1) If an involuntary transfer is necessary, where practicable, volunteers may be sought and utilized prior to any involuntary action.
- (2) Teachers will not be transferred to a position they are not fully qualified to teach.
- (3) In the event a transfer assignment is unacceptable to a teacher, the Board will release the teacher from contract upon request.
- (4) The teacher, upon request, will be informed of the reason for the involuntary transfer within ten (10) days of the request.

ARTICLE VI

Seniority and Reductions in Teachers

SECTION 6.1: Seniority

Seniority shall be determined by the contractual length of continuous service from the most recent date of hire, as reduced by disciplinary suspensions without pay and unpaid leaves of absences of more than sixty (60) days in a school year.

Tiebreakers for establishing seniority are as follows:

1. Years of seniority in the District.
2. Education hours past a bachelor's degree.
3. Total years of teaching.
4. Drawing of lots.

SECTION 6.2: Reductions in Force

Honorable dismissals and recalls shall be in accordance with the School Code, except where the School Code permits supplementation through provisions negotiated between the parties.

By December 1 of each year, the Administration and Association shall form a joint committee for the purpose of initiating and monitoring the reduction-in-force procedures. The committee will be made up of up to six (6) members divided equally between Administration and Association members. The Association and Administration shall select their own members to the committee and each shall designate one of their members as co-conveners. The co-conveners will establish the agenda and meeting times of the committee. The joint committee's authority shall not exceed that as provided by The School Code.

SECTION 6.3: Recall of Teachers

Teachers' shall be recalled as provided for in the School Code, except as supplemented in the parties' negotiations. A teacher may accept or reject a position of lesser contract terms and still retain recall rights to a position equal to the one from which the teacher was dismissed for the remainder of the teacher's recall period.

A teacher's failure to respond to an offer of a position under this section within ten (10) calendar days after receipt of the Board's registered letter to the teacher's most recent address shall result in termination of the teacher's rights to recall.

ARTICLE VII Leaves

SECTION 7.1: Absence Due to Illness or Injury

Sick leave with full pay will be granted as follows:

- A. Full-time certified employees working on a nine or ten month contract will be granted thirteen (13) days per year starting with the 2016-2017 school year; fourteen (14) days per year starting with the 2018-2019 school year; and fifteen (15) days per year starting with the 2020-2021 school year. Full-time teachers may accumulate reserve sick leave days to a maximum of three-hundred and fifty (350) days.
- B. Part-time employees will be granted twelve (12) days per year of sick leave equal to the Employee's work day and will accumulate as part-time equivalent days.
 - (1) Sick leave shall be interpreted to mean personal illness, quarantines at home, hospitalization of an immediate family member, serious illness or death of an immediate family or household member, birth, adoption, or placement for adoption, except that sick leave for adoption or placement for adoption shall not exceed thirty (30) days per occurrence. Sick leave related to childbirth of more

than thirty (30) days from the date of the birth must be supported by a physician's verification. The immediate family, for purposes of this section, shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

(2) Leave may be taken in one-half (1/2) day increments.

(3) Sick leave shall not be debited for legal holidays or school recess periods.

(4) All rights and benefits shall continue while on sick leave.

(5) If the Board requires a certificate during a leave of less than three days, it shall pay the expense incurred by the employee.

SECTION 7.2: Bereavement Leave

Teachers who need to attend a funeral or make arrangements for a funeral will be allowed to use sick days for days taken for members of their immediate family or household. Immediate family is defined as follows: spouse, parents, stepparents or guardians who raised you, children and their spouse, siblings and their spouses or children, stepchild or adopted child and spouse, uncle and aunt and their children and spouses, grandparents, grandchildren, or great grandparents. Extended family members include these same relatives of the teacher's spouse.

SECTION 7.3: Non-Family Bereavement Leave

Teachers will be allowed to use one day of sick leave per year with full pay to attend a funeral of a person for which the employee is not otherwise entitled to use sick leave.

The superintendent has the right to grant special bereavement days to teachers who represent Central School District 51 at the funeral of a current or retired teacher, current or retired administrator, and current or former board member of Central School District 51; or related to students and parents in that teacher's class.

SECTION 7.4: Workers' Compensation

Any teacher who is injured in the line of duty shall receive such compensation and expenses as are required by the Workers' Compensation laws of the State of Illinois. Such compensation may be supplemented at the teachers' discretion by utilizing his or her accumulated sick leave with an amount sufficient to maintain his/her regular salary for a period not to exceed his/her regular sick leave reserve.

SECTION 7.5: Personal Business Leave

The Board shall grant teachers two (2) personal business leave days per year subject to the following conditions:

- (a) A personal day is defined as leave taken for unstated personal reasons.
- (b) Personal leave requests should be submitted to the building principal three days in advance of the request except in cases of emergency or unavoidable situations.
- (c) Personal leave immediately before or after a holiday, during the first or last five days of school, or on institute days needs to be approved by the superintendent and filed with the building principal.
- (d) Any unused personal days in a school year will be credited to cumulative sick leave.
- (e) Personal leave may be taken in one-half (1/2) day increments.
- (f) A teacher may request the personal leave orally if circumstances require it. However, it must be followed by request in writing after the teacher returns to duty.

SECTION 7.6: School Visitation Leave

Following the exhaustion of all personal leave, teachers will receive eight hours of unpaid leave during a school year to attend school conferences or classroom activities related to the teacher's child that cannot be scheduled during non-working hours in ¼ day increments.

SECTION 7.7: Military Leave

Leaves and re-employment rights for service in the U.S. Armed Services, or any of its reserve components and the National Guard, will be granted in accordance with state and federal laws.

SECTION 7.8: Jury Duty and Court Appearance

A teacher who is requested to serve jury duty is released from teaching duty for the days of service. The employee shall receive his/her regular salary without loss of sick or personal days. It is expected that the employee notify the District as soon as he/she learns of required service. If a substitute has been arranged and the service is cancelled before the start of the school day, the teacher is expected to attend school. When a teacher appears at the courthouse for service for any part of the day the teacher is not required to return to school. The teacher may keep any governmental reimbursement related to mileage, meals and jury duty.

SECTION 7.9: Association Leave

Upon request, the Board will grant a paid leave of absence for the local association president, or his or her designee, to attend union-related meetings, workshops, or seminars. This leave shall not exceed 6 days in total per year.

SECTION 7.10: Leaves of Absence Without Pay

All tenured certified teachers covered by this Agreement may be granted leaves of absence only by action of the Board. Leaves of absence without pay may be granted for one (1) or two (2) semesters, based on the following conditions:

- a. Requests for leave shall be in writing directed to the Superintendent.
- b. All leaves of absence shall be limited to the shortest duration possible.
- c. In the event a leave of absence without pay is granted under this paragraph, the teacher shall be considered to have worked for purposes of progression on the salary schedule if such teacher works at least one hundred thirty-five (135) days during the year in which the leave of absence occurs.
- d. Sick leave days shall not accrue, but unused sick leave held at the start of the leave shall be available upon reinstatement.
- e. Teachers returning to the District from leaves of absence without pay will be reassigned to the positions they left, if available, or to any available position for which they are qualified.
- f. The decision of the Board of Education to either grant or not grant an unpaid leave of absence under this section shall not be grievable under Article IX – Grievance Procedure.

SECTION 7.11: Leave Benefits

A teacher on a Board approved leave shall have access to the same benefits as described in Article 8.9 – Hospitalization, Major Medical, Vision and Dental Insurance to which he/she would have been entitled were the teacher regularly employed, if permitted under the guidelines of the District's insurer. However, the financial expense of such benefits rests entirely with the teacher, except as otherwise provided by the Family and Medical Leave Act.

SECTION 7.12: Professional Leave Days/Workshops

Upon application and with the approval of the Superintendent, a teacher may be granted paid professional leave. This leave shall be for a professional purpose directly related to the instructional techniques or programs of the District.

If the District requests or requires a teacher to attend any type of professional training, then all reasonable costs will be paid by the District. If the teacher requests to attend professional training, and the Principal or Superintendent approves the request, then the teacher may receive reimbursement for registration fees; materials; mileage at the current IRS deductible rate; and reasonable costs associated with meals and lodging.

SECTION 7.13: Leave before the end of work day

Teachers may request to leave before the work day is completed with prior permission and without using any portion of personal or sick time. If necessary, teachers will find someone to dismiss their bus riders and/or walkers without requiring additional compensation from the District. Denial of permission to leave work before the work day is completed shall not be subject to Article IX – Grievance Procedure.

SECTION 7.14: Family and Medical Leave

Each "eligible teacher" (as defined within the Family and Medical Leave Act) shall be entitled to a family and/or medical leave of absence as permitted under federal law and Board policy.

ARTICLE VIII
Teacher Compensation and Fringe Benefits

SECTION 8.1: Teacher Attendance Days

For any required teacher attendance days in excess of one hundred eighty (180) days per school year, the District shall reimburse teachers at the rate of 1/180th of their yearly salary per day.

For any required part-time teacher attendance days in excess of the part-time teacher's contract year, the District will reimburse teachers at the daily rate of pay received by the part-time teacher.

This section only applies to teachers working on an extended contract basis.

SECTION 8.2: Teacher Resignation and Teacher Employment Termination

If a teacher resigns or employment is terminated at the end of any school term, said teacher will receive his/her summer pay in one lump sum at the next scheduled pay period following the official closing of the school term. In the event of resignation or termination of a teacher (this does not include RIF and retiring teachers), insurance coverage will cease at the end of the contract year the resignation or termination occurred. Retiring teachers and teachers dismissed at the end of the school term pursuant to a reduction in force will continue to receive their salary and may qualify for health insurance coverage over the summer recess period if they have previously deferred their compensation over the twelve (12) month period.

SECTION 8.3: Salary

Teachers are to receive an annual salary increase under the District's attached salary schedule structure with a base of \$34,730 for the 2016-2017 school year; \$35,105 for the 2017-2018 school year; \$35,480 for the 2018-2019 school year; \$35,880 for the 2019-2020 school year and \$36,280 for the 2020-2021 school year, plus step (longevity) and educational (horizontal) movement.

SECTION 8.4: Salary Payment Options

Teachers' contract year runs from September 1 through August 31. Teachers have the option to be paid on a 9 month or 12 month schedule. Teachers must designate their preference in writing before the first day of work for the school year, and the designation is irrevocable for the remainder of the year. At the employee's request, all pay will be directly and electronically deposited into a bank account of the employee's choice. Payroll is run twice each month, with 18 paychecks for a 9 month schedule and 24 paychecks for a 12 month schedule. Payday is on the 10th and 25th of each month. If a pay period falls during a holiday, payment shall be made on the last attendance day preceding the holiday. For those teachers receiving a paper paycheck, paychecks will be placed in their School District mailboxes; during summer months, checks will be mailed to these teachers (where applicable). Paystubs for direct deposit enrollees will be emailed.

SECTION 8.5: Class Reimbursement

Teachers shall be reimbursed for tuition and non-optional fees for college credit courses successfully completed with no less than a "B-" or its equivalent, under the following conditions:

The college course or program must be taken in the teacher's field or in a field approved by the Superintendent. Once a program is approved the District cannot deny courses for reimbursement in said program. All work must be at the graduate level unless required or approved by the administration. Past approval of college courses is not indicative of future approval. However, teachers enrolled in programs prior to the ratification of this Agreement will be grandfathered for all costs and movement according to previous past practice on the salary schedule.

Approval must be obtained from the Superintendent in writing prior to enrollment and before the class begins. The Superintendent's decision shall be final and not subject to Article IX – Grievance Procedure. No request shall be made or considered prior to the term immediately preceding the term during which the Employee proposes to take the course. At the time of approval, the Superintendent's office will inform the teacher of the availability of funds for reimbursement. All participants will be paid for 1 course, if funds allow. All courses approved beyond 1 course will be based on the remaining funds. If all participants cannot be reimbursed for a 2nd class, all remaining funds will be divided on a pro rata basis between current participants.

Approved reimbursement shall be made up to the rate of \$450 per credit hour. Eligible reimbursable expenses include text books and non-optional fees required to take classes, up to \$100 per course.

The maximum number of hours for reimbursement for a teacher shall be 12 hours per contract year. However, the administration will not deny a course which exceeds this limit, providing the teacher acknowledges responsibility for the additional cost.

Reimbursed courses must be taken from accredited institutions in Illinois. The Superintendent may, however, consider on an individual basis courses offered by an out-of-state institution.

Generally, reimbursement will be made following the submission of the receipt (cancelled check or credit card slip) and transcript from the course.

No more than \$40,000.00 will be spent annually. To the extent that the full amount is not expended in any given year, the unused amount shall not be carried forward to succeeding years.

Education earned up to the second Tuesday of September of each year will be used to determine salary level for the ensuing year.

SECTION 8.6: Internal Substitution

Internal substitution is defined as a certified teacher being asked by the building principal to cover another teacher's class for one period or a portion of a period. Compensation for internal subbing shall be compensated at the rate of \$24.00 per hour calculated in 1/4 hour increments.

If a part-time employee is used to substitute for an entire day, they will receive the equivalent of 1 day's pay for each day they substitute.

SECTION 8.7: Overload

For the Intermediate School, overload shall be determined when a teacher is required to teach an extra period or schedule that does not allow for a preparation period as determined above and/or if a teacher is required to teach beyond regular working hours.

Any teacher required to teach an overload will be compensated on a per diem basis calculated as follows: teacher's salary who is teaching the overload divided by 1,440 hours. This rate will be paid for each overload class in quarter hour increments.

SECTION 8.8: Tax Deferred Annuity Program

The School District shall provide a 403(b) supplemental retirement savings plan to all teachers working more than 20 hours per week, by payroll deduction, on a tax-deferred basis. The 403(b) plan shall set forth the investment vendors or providers that have been approved to offer tax-deferred investments under the School District's 403(b) plan.

All investment vendors and providers must meet the requirements for 403(b) plans under IRS Code provisions and regulations and any administrative requirements established by the School District. The teachers will be responsible for paying any fees associated with maintaining a 403(b) plan.

SECTION 8.9: Hospitalization, Major Medical and Dental Insurance

- A. For the term of the Agreement all teachers working on average of thirty (30) hours or more per week will be provided health/hospitalization, major medical, vision and-dental insurance.
- B. The District and teacher's contribution toward the insurance premium is set forth as follows:

The District will pay 95% of the single member premium and the teacher will pay 5% of the single member premium. Additionally, the District will pay the equivalent of 95% of the single member premium toward all other categories of insurance on behalf of the teacher and the teacher shall pay the remaining balance.

SECTION 8.10: Insurance Committee

An Insurance Committee will be established consisting of two members of the WEA (appointed by its President), the Superintendent, and a member of the Board of Education. The Committee shall meet no less than three (3) times each school year to review the insurance plan, and will include meetings on or around the following dates: September 15th, January 15th, and April 15th.

The insurance committee shall make recommendations to the Board of Education and/or the District's self-insured pool for changes to the insurance plan, coverage and/or carrier, whose decision shall be final.

SECTION 8.11: Section 125 Plan

The School District shall establish a Section 125 Cafeteria Plan for all employees enrolled in the School District's health insurance program.

Additionally, the School District will provide a Flexible Spending Plan (for medical and child care expenses) to teachers. The one-time enrollment fee for those teachers participating in the plan and the monthly fee for each employee shall be the responsibility of the participating teachers.

SECTION 8.12: Group Life Insurance

All regular, full-time teachers will be provided life insurance at District expense regardless if they participate in the District health insurance program. The life insurance benefit shall be maintained at 1 and ½ times the teacher's annual salary.

SECTION 8.13: Teacher Retirement Tax Shelter and T.H.I.S. Fund Payment

The Board agrees to pay 9.00% of the full-time and part-time teachers' required retirement contribution to TRS and the teachers' required contribution to the Teachers' Health Insurance System (THIS) in the amount of .92%. In the event that any law or regulation is passed during the term of this Agreement that causes the Board's own TRS contribution (currently established at .58%) to increase, the parties shall immediately reopen this Agreement to negotiate over the Board's increased costs (and only this issue).

SECTION 8.14: Summer School and Tutoring

When summer school and tutoring positions become available, they will be posted as per Section 5.2. The District shall pay teachers for tutoring services, summer school, Kindergarten screenings and other programs, which includes but is not limited to, new teacher and mentor orientation and professional development activities, at the rate of \$24.00 per hour. A certified teacher shall have the right to refuse to accept a tutoring or summer school position without retribution. This section does not pertain to the ESY summer program.

ARTICLE IX Grievance Procedure

SECTION 9.1: Definition of a Grievance

A grievance is a claim based upon an alleged violation of the terms of this Agreement.

SECTION 9.2: Purpose

The primary purpose of the procedure set forth in this article is to secure at the lowest possible level an equitable resolution of the parties' dispute. Except as is necessary for the purpose of implementing this article, both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of procedure.

SECTION 9.3: Procedure

It is important that grievances be processed as soon as possible. The parties should make maximum efforts to comply with the time limitations as set forth herein. Unless an exception is mutually agreed to by both parties in writing, the time limitations set forth in this Article shall be strictly followed.

SECTION 9.4: Levels

"Day(s)" as used in this section refers to teacher work days; except that during summer break, "day(s)" shall refer to normal business days.

a. Level One

The certified staff members with a grievance as defined above shall first discuss the matter with his/her designated immediate supervisor, individually, or at

his/her option with his Association representative. If matters involve inter-building problems concerning more than one administrative staff member, the principal or principals involved with direct responsibility should be consulted.

b. Level Two

In the event that the grievance is not satisfactorily resolved at Level One, the Association or the grievant shall file the grievance in writing with the Superintendent of Schools within twenty (20) days after the date of the occurrence giving rise to the grievance. The written notice will request that a meeting time be set within ten days, at which time the grievant and a representative of the Association will meet with the Superintendent in an attempt to resolve the grievance. The Superintendent may then report to the Board of Education. The Superintendent or the Board shall give a decision in writing within two weeks of the date of the Level Two grievance meeting.

c. Level Three

In the event the grievance is not satisfactorily resolved at Level Two, then the matter may be submitted to binding arbitration by the Association by providing written notice to the Superintendent within 20 days of receiving the Superintendent's or Board's decision as outlined in Level Two. The costs, of the arbitration shall be divided equally between the District and the Association. The arbitrator shall have no power to amend, modify or alter the terms of this Agreement. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party, unless the grounds or evidence pertains to the issue of arbitrability or is offered during rebuttal.

SECTION 9.5: Arbitrator Selection

FMCS will be used for the purpose of selecting an arbitrator for all arbitrations. The selection of an arbitrator will be executed by the Association and District by striking from a list of 7 possible arbitrators. The two parties will determine who strikes from the list first by a flipping of a coin. The striking will then proceed with both parties taking turns. Each party has the right to reject one list of arbitrators from FMCS and to request another list of 7 arbitrators from which to choose. The Association and the District shall share equally the costs of arbitration; however, each party will be responsible for its own attorney's fees. Should either party require a transcript of the proceedings, then the party will be responsible for the cost of its own transcript. The parties will share jointly in the cost of the transcript for the arbitrator.

SECTION 9.6: Miscellaneous

All meetings involving grievances will be held during either unassigned time during the school day or after school hours, unless mutually agreed by both parties that no other time is possible and the meeting, therefore, must be held during school hours.

During the pendency of any proceeding involving a grievance as defined above and until a final determination has been reached, all proceedings shall be private and any

preliminary disposition will not be made public without the agreement of all parties.

Forms for filing grievances and making reports and recommendations shall be prepared and distributed by the Association so as to facilitate operation of the procedures set forth herein.

The Superintendent will be notified by the Association President when the grievance forms are distributed.

The Board recognizes the right of members of the Association to institute grievance procedures and agrees that a grievant shall not be disciplined because of the institution of a grievance.

The Association shall reserve the right to have its representative present to state its views at any stage of the grievance procedure.

Any grievance may be withdrawn at any level by the Association without establishing precedent. Any grievance may be resolved at any level without establishing precedent or prejudice in the disposition of other disputes.

Any grievance not advanced to the next level by the Association or the grievant within the timeframes set forth herein shall be deemed immediately withdrawn. Any grievance not responded to by the District within the timeframes set forth herein may be advanced to the next level by the Association.

ARTICLE X

Negotiation Procedures

Negotiations shall be conducted in accordance with the Illinois Educational Labor Relations Act, as amended from time to time.

ARTICLE XI

No Strike

SECTION 11.1: No Strike Provision

For the duration of this Agreement, the teachers agree not to strike or refuse to render full and complete contractual services to the Board.

In the event of any violation of this contractual provision by its membership, the Association shall, upon written notice from the Board, immediately direct such teacher both orally and in writing to resume normal operations immediately and make every reasonable effort to end any violation(s).

The District agrees that it shall not engage in a lockout during the term of this Agreement.

ARTICLE XII
Effects of Agreement

SECTION 12.1: Full Force and Effect

If a section, paragraph, sentence or clause of this Agreement is, or becomes, in violation of law or is declared invalid, illegal, or unconstitutional by a court of competent jurisdiction, then such section, paragraph, sentence or clause shall be automatically deleted from this Agreement, but the remaining sections, paragraphs, sentences, or clauses shall remain in full effect for the duration of this Agreement as if not affected by the deleted section, paragraph, sentence or clauses. The affected provisions shall be immediately renegotiated.

SECTION 12.2: Supplemental Negotiations

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties hereto. The terms and conditions of the Agreement may be modified by alteration, change, addition to, or deletion, only through the voluntary, mutual consent of the parties in a written amendment hereto. It is further understood that the provisions of this Agreement are binding on both parties.

The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that all of the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, during the term of this Agreement, the Board of Education and the Union agree that the other shall not be obligated to bargain on any issue which was bargained or should have been bargained during negotiations resulting in this Agreement unless mutually agreed otherwise. It is understood that all rights, powers, and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement shall be retained by the Board. The Board, however, shall not take any action which shall violate any of the specific provisions of this Agreement.

ARTICLE XIII
Rights Residing in Management.

It is the law of the State of Illinois that the determination and administration of school policy, the operation and management of the schools and the direction of employees are vested exclusively in the Board of Education. It is the duty of all employees to carry out the policies and regulations as stipulated by the Board. The decision of the Board of Education in matters pertaining to the determination and administration of school policy, the operation and management of the schools and the direction of employees shall be final.

Therefore, except as amended, changed or modified by this Agreement, the Board of Education retains the exclusive right to manage its operations, determine its policies, budget, the manner of exercise of its statutory functions and the direction of its working forces. The right to maintain efficiency is vested exclusively in the Board.

ARTICLE XIV
Duration of Agreement

The Agreement shall be in effect upon execution and shall continue in effect through August 31, 2021.

This Agreement is dated this 21 day of June, 2016.

By Rebecca H. Fabrik

By Sandra L. G.

ATTEST:

Kristy L. Sackler

ATTEST:

Loni Mintz

CENTRAL SCHOOL DISTRICT 51
TEACHER SALARY SCHEDULE
2016 - 2017

BASE	34,730									
	650	660	670	680	690	730	740	750	760	770
Year	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32
1	34,730	35,390	36,060	36,740	37,430	38,160	38,900	39,650	40,410	41,180
2	35,380	36,050	36,730	37,420	38,120	38,890	39,640	40,400	41,170	41,950
3	36,030	36,710	37,400	38,100	38,810	39,620	40,380	41,150	41,930	42,720
4	36,680	37,370	38,070	38,780	39,500	40,350	41,120	41,900	42,690	43,490
5	37,330	38,030	38,740	39,460	40,190	41,080	41,860	42,650	43,450	44,260
6	37,980	38,690	39,410	40,140	40,880	41,810	42,600	43,400	44,210	45,030
7	38,630	39,350	40,080	40,820	41,570	42,540	43,340	44,150	44,970	45,800
8	39,280	40,010	40,750	41,500	42,260	43,270	44,080	44,900	45,730	46,570
9	39,930	40,670	41,420	42,180	42,950	44,000	44,820	45,650	46,490	47,340
10	40,580	41,330	42,090	42,860	43,640	44,730	45,560	46,400	47,250	48,110
11	41,230	41,990	42,760	43,540	44,330	45,460	46,300	47,150	48,010	48,880
12	41,880	42,650	43,430	44,220	45,020	46,190	47,040	47,900	48,770	49,650
13	42,530	43,310	44,100	44,900	45,710	46,920	47,780	48,650	49,530	50,420
14	43,180	43,970	44,770	45,580	46,400	47,650	48,520	49,400	50,290	51,190
15	43,830	44,630	45,440	46,260	47,090	48,380	49,260	50,150	51,050	51,960
16	44,480	45,290	46,110	46,940	47,780	49,110	50,000	50,900	51,810	52,730
17	45,130	45,950	46,780	47,620	48,470	49,840	50,740	51,650	52,570	53,500
18	45,780	46,610	47,450	48,300	49,160	50,570	51,480	52,400	53,330	54,270
19	46,430	47,270	48,120	48,980	49,850	51,300	52,220	53,150	54,090	55,040
20	47,080	47,930	48,790	49,660	50,540	52,030	52,960	53,900	54,850	55,810
21	47,730	48,590	49,460	50,340	51,230	52,760	53,700	54,650	55,610	56,580
22	48,380	49,250	50,130	51,020	51,920	53,490	54,440	55,400	56,370	57,350
23	49,030	49,910	50,800	51,700	52,610	54,220	55,180	56,150	57,130	58,120
24	49,680	50,570	51,470	52,380	53,300	54,950	55,920	56,900	57,890	58,890
25	50,330	51,230	52,140	53,060	53,990	55,680	56,660	57,650	58,650	59,660
26	50,980	51,890	52,810	53,740	54,680	56,410	57,400	58,400	59,410	60,430
27	51,630	52,550	53,480	54,420	55,370	57,140	58,140	59,150	60,170	61,200
28	52,280	53,210	54,150	55,100	56,060	57,870	58,880	59,900	60,930	61,970
29	52,930	53,870	54,820	55,780	56,750	58,600	59,620	60,650	61,690	62,740
30	53,580	54,530	55,490	56,460	57,440	59,330	60,360	61,400	62,450	63,510
31	54,230	55,190	56,160	57,140	58,130	60,060	61,100	62,150	63,210	64,280

CENTRAL SCHOOL DISTRICT 51
TEACHER SALARY SCHEDULE
2017 - 2018

BASE	35,105									
	650	660	670	680	690	730	740	750	760	770
Year	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32
1	35,105	35,765	36,435	37,115	37,805	38,535	39,275	40,025	40,785	41,555
2	35,755	36,425	37,105	37,795	38,495	39,265	40,015	40,775	41,545	42,325
3	36,405	37,085	37,775	38,475	39,185	39,995	40,755	41,525	42,305	43,095
4	37,055	37,745	38,445	39,155	39,875	40,725	41,495	42,275	43,065	43,865
5	37,705	38,405	39,115	39,835	40,565	41,455	42,235	43,025	43,825	44,635
6	38,355	39,065	39,785	40,515	41,255	42,185	42,975	43,775	44,585	45,405
7	39,005	39,725	40,455	41,195	41,945	42,915	43,715	44,525	45,345	46,175
8	39,655	40,385	41,125	41,875	42,635	43,645	44,455	45,275	46,105	46,945
9	40,305	41,045	41,795	42,555	43,325	44,375	45,195	46,025	46,865	47,715
10	40,955	41,705	42,465	43,235	44,015	45,105	45,935	46,775	47,625	48,485
11	41,605	42,365	43,135	43,915	44,705	45,835	46,675	47,525	48,385	49,255
12	42,255	43,025	43,805	44,595	45,395	46,565	47,415	48,275	49,145	50,025
13	42,905	43,685	44,475	45,275	46,085	47,295	48,155	49,025	49,905	50,795
14	43,555	44,345	45,145	45,955	46,775	48,025	48,895	49,775	50,665	51,565
15	44,205	45,005	45,815	46,635	47,465	48,755	49,635	50,525	51,425	52,335
16	44,855	45,665	46,485	47,315	48,155	49,485	50,375	51,275	52,185	53,105
17	45,505	46,325	47,155	47,995	48,845	50,215	51,115	52,025	52,945	53,875
18	46,155	46,985	47,825	48,675	49,535	50,945	51,855	52,775	53,705	54,645
19	46,805	47,645	48,495	49,355	50,225	51,675	52,595	53,525	54,465	55,415
20	47,455	48,305	49,165	50,035	50,915	52,405	53,335	54,275	55,225	56,185
21	48,105	48,965	49,835	50,715	51,605	53,135	54,075	55,025	55,985	56,955
22	48,755	49,625	50,505	51,395	52,295	53,865	54,815	55,775	56,745	57,725
23	49,405	50,285	51,175	52,075	52,985	54,595	55,555	56,525	57,505	58,495
24	50,055	50,945	51,845	52,755	53,675	55,325	56,295	57,275	58,265	59,265
25	50,705	51,605	52,515	53,435	54,365	56,055	57,035	58,025	59,025	60,035
26	51,355	52,265	53,185	54,115	55,055	56,785	57,775	58,775	59,785	60,805
27	52,005	52,925	53,855	54,795	55,745	57,515	58,515	59,525	60,545	61,575
28	52,655	53,585	54,525	55,475	56,435	58,245	59,255	60,275	61,305	62,345
29	53,305	54,245	55,195	56,155	57,125	58,975	59,995	61,025	62,065	63,115
30	53,955	54,905	55,865	56,835	57,815	59,705	60,735	61,775	62,825	63,885
31	54,605	55,565	56,535	57,515	58,505	60,435	61,475	62,525	63,585	64,655

CENTRAL SCHOOL DISTRICT 51
TEACHER SALARY SCHEDULE
2018 - 2019

BASE	35,480									
	650	660	670	680	690	730	740	750	760	770
Year	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32
1	35,480	36,140	36,810	37,490	38,180	38,910	39,650	40,400	41,160	41,930
2	36,130	36,800	37,480	38,170	38,870	39,640	40,390	41,150	41,920	42,700
3	36,780	37,460	38,150	38,850	39,560	40,370	41,130	41,900	42,680	43,470
4	37,430	38,120	38,820	39,530	40,250	41,100	41,870	42,650	43,440	44,240
5	38,080	38,780	39,490	40,210	40,940	41,830	42,610	43,400	44,200	45,010
6	38,730	39,440	40,160	40,890	41,630	42,560	43,350	44,150	44,960	45,780
7	39,380	40,100	40,830	41,570	42,320	43,290	44,090	44,900	45,720	46,550
8	40,030	40,760	41,500	42,250	43,010	44,020	44,830	45,650	46,480	47,320
9	40,680	41,420	42,170	42,930	43,700	44,750	45,570	46,400	47,240	48,090
10	41,330	42,080	42,840	43,610	44,390	45,480	46,310	47,150	48,000	48,860
11	41,980	42,740	43,510	44,290	45,080	46,210	47,050	47,900	48,760	49,630
12	42,630	43,400	44,180	44,970	45,770	46,940	47,790	48,650	49,520	50,400
13	43,280	44,060	44,850	45,650	46,460	47,670	48,530	49,400	50,280	51,170
14	43,930	44,720	45,520	46,330	47,150	48,400	49,270	50,150	51,040	51,940
15	44,580	45,380	46,190	47,010	47,840	49,130	50,010	50,900	51,800	52,710
16	45,230	46,040	46,860	47,690	48,530	49,860	50,750	51,650	52,560	53,480
17	45,880	46,700	47,530	48,370	49,220	50,590	51,490	52,400	53,320	54,250
18	46,530	47,360	48,200	49,050	49,910	51,320	52,230	53,150	54,080	55,020
19	47,180	48,020	48,870	49,730	50,600	52,050	52,970	53,900	54,840	55,790
20	47,830	48,680	49,540	50,410	51,290	52,780	53,710	54,650	55,600	56,560
21	48,480	49,340	50,210	51,090	51,980	53,510	54,450	55,400	56,360	57,330
22	49,130	50,000	50,880	51,770	52,670	54,240	55,190	56,150	57,120	58,100
23	49,780	50,660	51,550	52,450	53,360	54,970	55,930	56,900	57,880	58,870
24	50,430	51,320	52,220	53,130	54,050	55,700	56,670	57,650	58,640	59,640
25	51,080	51,980	52,890	53,810	54,740	56,430	57,410	58,400	59,400	60,410
26	51,730	52,640	53,560	54,490	55,430	57,160	58,150	59,150	60,160	61,180
27	52,380	53,300	54,230	55,170	56,120	57,890	58,890	59,900	60,920	61,950
28	53,030	53,960	54,900	55,850	56,810	58,620	59,630	60,650	61,680	62,720
29	53,680	54,620	55,570	56,530	57,500	59,350	60,370	61,400	62,440	63,490
30	54,330	55,280	56,240	57,210	58,190	60,080	61,110	62,150	63,200	64,260
31	54,980	55,940	56,910	57,890	58,880	60,810	61,850	62,900	63,960	65,030

CENTRAL SCHOOL DISTRICT 51
TEACHER SALARY SCHEDULE
2019 - 2020

BASE	35,880									
	650	660	670	680	690	730	740	750	760	770
Year	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32
1	35,880	36,540	37,210	37,890	38,580	39,310	40,050	40,800	41,560	42,330
2	36,530	37,200	37,880	38,570	39,270	40,040	40,790	41,550	42,320	43,100
3	37,180	37,860	38,550	39,250	39,960	40,770	41,530	42,300	43,080	43,870
4	37,830	38,520	39,220	39,930	40,650	41,500	42,270	43,050	43,840	44,640
5	38,480	39,180	39,890	40,610	41,340	42,230	43,010	43,800	44,600	45,410
6	39,130	39,840	40,560	41,290	42,030	42,960	43,750	44,550	45,360	46,180
7	39,780	40,500	41,230	41,970	42,720	43,690	44,490	45,300	46,120	46,950
8	40,430	41,160	41,900	42,650	43,410	44,420	45,230	46,050	46,880	47,720
9	41,080	41,820	42,570	43,330	44,100	45,150	45,970	46,800	47,640	48,490
10	41,730	42,480	43,240	44,010	44,790	45,880	46,710	47,550	48,400	49,260
11	42,380	43,140	43,910	44,690	45,480	46,610	47,450	48,300	49,160	50,030
12	43,030	43,800	44,580	45,370	46,170	47,340	48,190	49,050	49,920	50,800
13	43,680	44,460	45,250	46,050	46,860	48,070	48,930	49,800	50,680	51,570
14	44,330	45,120	45,920	46,730	47,550	48,800	49,670	50,550	51,440	52,340
15	44,980	45,780	46,590	47,410	48,240	49,530	50,410	51,300	52,200	53,110
16	45,630	46,440	47,260	48,090	48,930	50,260	51,150	52,050	52,960	53,880
17	46,280	47,100	47,930	48,770	49,620	50,990	51,890	52,800	53,720	54,650
18	46,930	47,760	48,600	49,450	50,310	51,720	52,630	53,550	54,480	55,420
19	47,580	48,420	49,270	50,130	51,000	52,450	53,370	54,300	55,240	56,190
20	48,230	49,080	49,940	50,810	51,690	53,180	54,110	55,050	56,000	56,960
21	48,880	49,740	50,610	51,490	52,380	53,910	54,850	55,800	56,760	57,730
22	49,530	50,400	51,280	52,170	53,070	54,640	55,590	56,550	57,520	58,500
23	50,180	51,060	51,950	52,850	53,760	55,370	56,330	57,300	58,280	59,270
24	50,830	51,720	52,620	53,530	54,450	56,100	57,070	58,050	59,040	60,040
25	51,480	52,380	53,290	54,210	55,140	56,830	57,810	58,800	59,800	60,810
26	52,130	53,040	53,960	54,890	55,830	57,560	58,550	59,550	60,560	61,580
27	52,780	53,700	54,630	55,570	56,520	58,290	59,290	60,300	61,320	62,350
28	53,430	54,360	55,300	56,250	57,210	59,020	60,030	61,050	62,080	63,120
29	54,080	55,020	55,970	56,930	57,900	59,750	60,770	61,800	62,840	63,890
30	54,730	55,680	56,640	57,610	58,590	60,480	61,510	62,550	63,600	64,660
31	55,380	56,340	57,310	58,290	59,280	61,210	62,250	63,300	64,360	65,430

CENTRAL SCHOOL DISTRICT 51
TEACHER SALARY SCHEDULE
2020 - 2021

BASE	36,280									
	650	660	670	680	690	730	740	750	760	770
Year	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32
1	36,280	36,940	37,610	38,290	38,980	39,710	40,450	41,200	41,960	42,730
2	36,930	37,600	38,280	38,970	39,670	40,440	41,190	41,950	42,720	43,500
3	37,580	38,260	38,950	39,650	40,360	41,170	41,930	42,700	43,480	44,270
4	38,230	38,920	39,620	40,330	41,050	41,900	42,670	43,450	44,240	45,040
5	38,880	39,580	40,290	41,010	41,740	42,630	43,410	44,200	45,000	45,810
6	39,530	40,240	40,960	41,690	42,430	43,360	44,150	44,950	45,760	46,580
7	40,180	40,900	41,630	42,370	43,120	44,090	44,890	45,700	46,520	47,350
8	40,830	41,560	42,300	43,050	43,810	44,820	45,630	46,450	47,280	48,120
9	41,480	42,220	42,970	43,730	44,500	45,550	46,370	47,200	48,040	48,890
10	42,130	42,880	43,640	44,410	45,190	46,280	47,110	47,950	48,800	49,660
11	42,780	43,540	44,310	45,090	45,880	47,010	47,850	48,700	49,560	50,430
12	43,430	44,200	44,980	45,770	46,570	47,740	48,590	49,450	50,320	51,200
13	44,080	44,860	45,650	46,450	47,260	48,470	49,330	50,200	51,080	51,970
14	44,730	45,520	46,320	47,130	47,950	49,200	50,070	50,950	51,840	52,740
15	45,380	46,180	46,990	47,810	48,640	49,930	50,810	51,700	52,600	53,510
16	46,030	46,840	47,660	48,490	49,330	50,660	51,550	52,450	53,360	54,280
17	46,680	47,500	48,330	49,170	50,020	51,390	52,290	53,200	54,120	55,050
18	47,330	48,160	49,000	49,850	50,710	52,120	53,030	53,950	54,880	55,820
19	47,980	48,820	49,670	50,530	51,400	52,850	53,770	54,700	55,640	56,590
20	48,630	49,480	50,340	51,210	52,090	53,580	54,510	55,450	56,400	57,360
21	49,280	50,140	51,010	51,890	52,780	54,310	55,250	56,200	57,160	58,130
22	49,930	50,800	51,680	52,570	53,470	55,040	55,990	56,950	57,920	58,900
23	50,580	51,460	52,350	53,250	54,160	55,770	56,730	57,700	58,680	59,670
24	51,230	52,120	53,020	53,930	54,850	56,500	57,470	58,450	59,440	60,440
25	51,880	52,780	53,690	54,610	55,540	57,230	58,210	59,200	60,200	61,210
26	52,530	53,440	54,360	55,290	56,230	57,960	58,950	59,950	60,960	61,980
27	53,180	54,100	55,030	55,970	56,920	58,690	59,690	60,700	61,720	62,750
28	53,830	54,760	55,700	56,650	57,610	59,420	60,430	61,450	62,480	63,520
29	54,480	55,420	56,370	57,330	58,300	60,150	61,170	62,200	63,240	64,290
30	55,130	56,080	57,040	58,010	58,990	60,880	61,910	62,950	64,000	65,060
31	55,780	56,740	57,710	58,690	59,680	61,610	62,650	63,700	64,760	65,830

Teacher Salary Schedule Base Salary	\$34,730
*Extracurricular Multiplier	5.00%
Extracurricular Base Salary	\$36,467

**CENTRAL SCHOOL DISTRICT 51
EXTRACURRICULAR SALARY SCHEDULE
2017 - 2018**

Teacher Salary Schedule Base Salary	\$35,105
*Extracurricular Multiplier	5.00%
Extracurricular Base Salary	\$36,860

* 1) Five percent was added to the base salary of the teacher salary schedule to establish an extracurricular base salary.

2) Starting salaries for assistant coaches shall be half the percentage rate of the head coach multiplied by the extracurricular base salary.

3) Current incumbent City Math / Math League sponsors will be compensated per this schedule.
Future sponsors will not be compensated per this schedule, and, instead, will be compensated for hours worked outside the regular work day per Article 4, Section 4 of the collective Bargaining Agreement.

Sport or Activity	Position	% of Base Salary	Compensation Amt
Baseball	Head Coach	6	\$2,212
Baseball	Assistant Coach	3	\$1,106
Softball	Head Coach	6	\$2,212
Softball	Assistant Coach	3	\$1,106
8th Grade Boys Basketball	Head Coach	3.75	\$1,382
8th Grade Boys Basketball	Assistant Coach	1.875	\$691
7th Grade Boys Basketball	Head Coach	3.75	\$1,382
7th Grade Boys Basketball	Assistant Coach	1.875	\$691
8th Grade Girls Basketball	Head Coach	3.75	\$1,382
8th Grade Girls Basketball	Assistant Coach	1.875	\$691
7th Grade Girls Basketball	Head Coach	3.75	\$1,382
7th Grade Girls Basketball	Assistant Coach	1.875	\$691
5th & 6th Grade Boys Basketball	Head Coach	2	\$737
5th & 6th Grade Girls Basketball	Head Coach	2	\$737
8th Grade Volleyball	Head Coach	3.25	\$1,198
8th Grade Volleyball	Assistant Coach	1.625	\$599
7th Grade Volleyball	Head Coach	3.25	\$1,198
7th Grade Volleyball	Assistant Coach	1.625	\$599
5th & 6th Grade Volleyball	Head Coach	2	\$737
Boys Track	Head Coach	6	\$2,212
Boys Track	Assistant Coach	3	\$1,106
Girls Track	Head Coach	6	\$2,212
Girls Track	Assistant Coach	3	\$1,106
Cross Country	Head Coach	5	\$1,843
Cross Country	Assistant Coach	2.5	\$922
Cheerleading	Sponsor	5	\$1,843
Instrumental Music	Sponsor	4	\$1,474
Vocal Music	Sponsor	4	\$1,474
Scholastic Bowl	Sponsor	4	\$1,474
Math Team / Mathcounts	Sponsor	2	\$737
Speech Team	Sponsor	3	\$1,106
Student Council	Sponsor	6	\$2,212
Dance Team	Sponsor	3	\$1,106
Drama	Sponsor	3	\$1,106
Drama	Assistant Sponsor	1.5	\$553
Athletic Director	Athletic Director	5	\$1,843
Detention / Homework Assistance	Support	per time	\$15
Athletic Admissions (ticket taking)	Support	per time	\$25
Athletic Supervision (timekeeping/scoring)	Support	per time	\$25
Chess Sponsor	Sponsor	2	\$737
Musical Head Director	Sponsor / Every Other Year	3	\$1,106
Musical Choreographer	Sponsor / Every Other Year	1.5	\$553
Color Guard	Head Coach	1.5	\$553

**CENTRAL SCHOOL DISTRICT 51
EXTRACURRICULAR SALARY SCHEDULE
2018 - 2019**

Teacher Salary Schedule Base Salary	\$35,480
*Extracurricular Multiplier	5.00%
Extracurricular Base Salary	\$37,254

* 1) Five percent was added to the base salary of the teacher salary schedule to establish an extracurricular base salary.

2) Starting salaries for assistant coaches shall be half the percentage rate of the head coach multiplied by the extracurricular base salary.

3) Current incumbent City Math / Math League sponsors will be compensated per this schedule.
Future sponsors will not be compensated per this schedule, and, instead, will be compensated for hours worked outside the regular work day per Article 4, Section 4 of the collective Bargaining Agreement.

Sport or Activity	Position	% of Base Salary	Compensation Amt
Baseball	Head Coach	6	\$2,235
Baseball	Assistant Coach	3	\$1,118
Softball	Head Coach	6	\$2,235
Softball	Assistant Coach	3	\$1,118
8th Grade Boys Basketball	Head Coach	3.75	\$1,397
8th Grade Boys Basketball	Assistant Coach	1.875	\$699
7th Grade Boys Basketball	Head Coach	3.75	\$1,397
7th Grade Boys Basketball	Assistant Coach	1.875	\$699
8th Grade Girls Basketball	Head Coach	3.75	\$1,397
8th Grade Girls Basketball	Assistant Coach	1.875	\$699
7th Grade Girls Basketball	Head Coach	3.75	\$1,397
7th Grade Girls Basketball	Assistant Coach	1.875	\$699
5th & 6th Grade Boys Basketball	Head Coach	2	\$745
5th & 6th Grade Girls Basketball	Head Coach	2	\$745
8th Grade Volleyball	Head Coach	3.25	\$1,211
8th Grade Volleyball	Assistant Coach	1.625	\$605
7th Grade Volleyball	Head Coach	3.25	\$1,211
7th Grade Volleyball	Assistant Coach	1.625	\$605
5th & 6th Grade Volleyball	Head Coach	2	\$745
Boys Track	Head Coach	6	\$2,235
Boys Track	Assistant Coach	3	\$1,118
Girls Track	Head Coach	6	\$2,235
Girls Track	Assistant Coach	3	\$1,118
Cross Country	Head Coach	5	\$1,863
Cross Country	Assistant Coach	2.5	\$931
Cheerleading	Sponsor	5	\$1,863
Instrumental Music	Sponsor	4	\$1,490
Vocal Music	Sponsor	4	\$1,490
Scholastic Bowl	Sponsor	4	\$1,490
Math Team / Mathcounts	Sponsor	2	\$745
Speech Team	Sponsor	3	\$1,118
Student Council	Sponsor	6	\$2,235
Dance Team	Sponsor	3	\$1,118
Drama	Sponsor	3	\$1,118
Drama	Assistant Sponsor	1.5	\$559
Athletic Director	Athletic Director	5	\$1,863
Detention / Homework Assistance	Support	per time	\$15
Athletic Admissions (ticket taking)	Support	per time	\$25
Athletic Supervision (timekeeping/scoring)	Support	per time	\$25
Chess Sponsor	Sponsor	2	\$745
Musical Head Director	Sponsor / Every Other Year	3	\$1,118
Musical Choreographer	Sponsor / Every Other Year	1.5	\$559
Color Guard	Head Coach	1.5	\$559

**CENTRAL SCHOOL DISTRICT 51
EXTRACURRICULAR SALARY SCHEDULE
2019 - 2020**

Teacher Salary Schedule Base Salary	\$35,880
*Extracurricular Multiplier	5.00%
Extracurricular Base Salary	\$37,674

* 1) Five percent was added to the base salary of the teacher salary schedule to establish an extracurricular base salary.

2) Starting salaries for assistant coaches shall be half the percentage rate of the head coach multiplied by the extracurricular base salary.

3) Current incumbent City Math / Math League sponsors will be compensated per this schedule.
Future sponsors will not be compensated per this schedule, and, instead, will be compensated for hours worked outside the regular work day per Article 4, Section 4 of the collective Bargaining Agreement.

Sport or Activity	Position	% of Base Salary	Compensation Amt
Baseball	Head Coach	6	\$2,260
Baseball	Assistant Coach	3	\$1,130
Softball	Head Coach	6	\$2,260
Softball	Assistant Coach	3	\$1,130
8th Grade Boys Basketball	Head Coach	3.75	\$1,413
8th Grade Boys Basketball	Assistant Coach	1.875	\$706
7th Grade Boys Basketball	Head Coach	3.75	\$1,413
7th Grade Boys Basketball	Assistant Coach	1.875	\$706
8th Grade Girls Basketball	Head Coach	3.75	\$1,413
8th Grade Girls Basketball	Assistant Coach	1.875	\$706
7th Grade Girls Basketball	Head Coach	3.75	\$1,413
7th Grade Girls Basketball	Assistant Coach	1.875	\$706
5th & 6th Grade Boys Basketball	Head Coach	2	\$753
5th & 6th Grade Girls Basketball	Head Coach	2	\$753
8th Grade Volleyball	Head Coach	3.25	\$1,224
8th Grade Volleyball	Assistant Coach	1.625	\$612
7th Grade Volleyball	Head Coach	3.25	\$1,224
7th Grade Volleyball	Assistant Coach	1.625	\$612
5th & 6th Grade Volleyball	Head Coach	2	\$753
Boys Track	Head Coach	6	\$2,260
Boys Track	Assistant Coach	3	\$1,130
Girls Track	Head Coach	6	\$2,260
Girls Track	Assistant Coach	3	\$1,130
Cross Country	Head Coach	5	\$1,884
Cross Country	Assistant Coach	2.5	\$942
Cheerleading	Sponsor	5	\$1,884
Instrumental Music	Sponsor	4	\$1,507
Vocal Music	Sponsor	4	\$1,507
Scholastic Bowl	Sponsor	4	\$1,507
Math Team / Mathcounts	Sponsor	2	\$753
Speech Team	Sponsor	3	\$1,130
Student Council	Sponsor	6	\$2,260
Dance Team	Sponsor	3	\$1,130
Drama	Sponsor	3	\$1,130
Drama	Assistant Sponsor	1.5	\$565
Athletic Director	Athletic Director	5	\$1,884
Detention / Homework Assistance	Support	per time	\$15
Athletic Admissions (ticket taking)	Support	per time	\$25
Athletic Supervision (timekeeping/scoring)	Support	per time	\$25
Chess Sponsor	Sponsor	2	\$753
Musical Head Director	Sponsor / Every Other Year	3	\$1,130
Musical Choreographer	Sponsor / Every Other Year	1.5	\$565
Color Guard	Head Coach	1.5	\$565

**CENTRAL SCHOOL DISTRICT 51
EXTRACURRICULAR SALARY SCHEDULE
2020 - 2021**

Teacher Salary Schedule Base Salary	\$36,280
*Extracurricular Multiplier	5.00%
Extracurricular Base Salary	\$38,094

* 1) Five percent was added to the base salary of the teacher salary schedule to establish an extracurricular base salary.

2) Starting salaries for assistant coaches shall be half the percentage rate of the head coach multiplied by the extracurricular base salary.

3) Current incumbent City Math / Math League sponsors will be compensated per this schedule.
Future sponsors will not be compensated per this schedule, and, instead, will be compensated for hours worked outside the regular work day per Article 4, Section 4 of the collective Bargaining Agreement.

Sport or Activity	Position	% of Base Salary	Compensation Amt
Baseball	Head Coach	6	\$2,286
Baseball	Assistant Coach	3	\$1,143
Softball	Head Coach	6	\$2,286
Softball	Assistant Coach	3	\$1,143
8th Grade Boys Basketball	Head Coach	3.75	\$1,429
8th Grade Boys Basketball	Assistant Coach	1.875	\$714
7th Grade Boys Basketball	Head Coach	3.75	\$1,429
7th Grade Boys Basketball	Assistant Coach	1.875	\$714
8th Grade Girls Basketball	Head Coach	3.75	\$1,429
8th Grade Girls Basketball	Assistant Coach	1.875	\$714
7th Grade Girls Basketball	Head Coach	3.75	\$1,429
7th Grade Girls Basketball	Assistant Coach	1.875	\$714
5th & 6th Grade Boys Basketball	Head Coach	2	\$762
5th & 6th Grade Girls Basketball	Head Coach	2	\$762
8th Grade Volleyball	Head Coach	3.25	\$1,238
8th Grade Volleyball	Assistant Coach	1.625	\$619
7th Grade Volleyball	Head Coach	3.25	\$1,238
7th Grade Volleyball	Assistant Coach	1.625	\$619
5th & 6th Grade Volleyball	Head Coach	2	\$762
Boys Track	Head Coach	6	\$2,286
Boys Track	Assistant Coach	3	\$1,143
Girls Track	Head Coach	6	\$2,286
Girls Track	Assistant Coach	3	\$1,143
Cross Country	Head Coach	5	\$1,905
Cross Country	Assistant Coach	2.5	\$952
Cheerleading	Sponsor	5	\$1,905
Instrumental Music	Sponsor	4	\$1,524
Vocal Music	Sponsor	4	\$1,524
Scholastic Bowl	Sponsor	4	\$1,524
Math Team / Mathcounts	Sponsor	2	\$762
Speech Team	Sponsor	3	\$1,143
Student Council	Sponsor	6	\$2,286
Dance Team	Sponsor	3	\$1,143
Drama	Sponsor	3	\$1,143
Drama	Assistant Sponsor	1.5	\$571
Athletic Director	Athletic Director	5	\$1,905
Detention / Homework Assistance	Support	per time	\$15
Athletic Admissions (ticket taking)	Support	per time	\$25
Athletic Supervision (timekeeping/scoring)	Support	per time	\$25
Chess Sponsor	Sponsor	2	\$762
Musical Head Director	Sponsor / Every Other Year	3	\$1,143
Musical Choreographer	Sponsor / Every Other Year	1.5	\$571
Color Guard	Head Coach	1.5	\$571

**MEMORANDUM OF AGREEMENT
BETWEEN THE BOARD OF EDUCATION OF WASHINGTON CENTRAL
SCHOOL DISTRICT NO. 51 AND THE WASHINGTON 51 EDUCATION
ASSOCIATION, IEA-NEA**

WHEREAS, the Washington 51 Education Association and the Board of Education of Washington Central School District No. 51 have entered into a collective bargaining agreement that addresses wages, hours and other terms and conditions of employment for full-time and regularly employed part-time certified employees;

WHEREAS, in addition to classroom teachers and other certificated personnel, the Board of Education employs certified Speech Language Pathologists that are covered by the parties' collective bargaining agreement.


NOW THEREFORE, the parties hereto are desirous of continuing the Speech Language Pathologist stipend on a non-contractual basis for the duration of the 2016 - 2021 collective bargaining agreement, pursuant to the following terms:

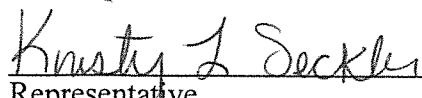
1. Current Speech Language Pathologists working full time shall continue to receive their stipends as per past practice for the duration of this collective bargaining agreement.
2. The SLP shall be paid for an extra period per day for 180 days each school year. The SLP's hourly rate is equal to one period and shall be multiplied by 180 days to determine the stipend amount.
3. This agreement will expire at the conclusion of the current 2016-2021 collective bargaining agreement, and must be extended upon the mutual agreement of the parties hereto.
4. This agreement shall not constitute precedent or prejudice in the disposition of any other employee's request or claim that he or she is entitled to a monetary stipend.

This agreement is signed this 21 day of June, 2016.

IN WITNESS WHEREOF:


Washington 51 Education Association
No. 51 Board of Education


Representative


Representative

Washington Central School District


President


Attest: Secretary

**MEMORANDUM OF AGREEMENT
BETWEEN THE BOARD OF EDUCATION OF WASHINGTON CENTRAL
SCHOOL DISTRICT NO. 51 AND THE WASHINGTON 51 EDUCATION
ASSOCIATION, IEA-NEA**

WHEREAS, the Washington 51 Education Association and the Board of Education of Washington Central School District No. 51 have entered into a collective bargaining agreement that addresses wages, hours and other terms and conditions of employment for full-time and regularly employed part-time certified employees;

WHEREAS, during negotiations over a successor collective bargaining agreement, the Association proposed that staff be granted one-half day per month to complete teacher directed responsibilities, including, but not limited to, curriculum mapping and design, data collection and analysis, team meetings and fundamental learning area (FLA) meetings;

WHEREAS, the parties were unable to reach agreement on the Association's proposal, and, instead, agreed to defer the subject for further study during the duration of the 2016-2017 school term.

NOW THEREFORE, the parties hereto have reached agreement to the following terms:


1. An ad hoc committee consisting of 1 board member, 2 administrators, the Association President and a teacher from each building shall be created in the 2016-2017 school year to study options related to early release days for the purpose of completing teacher directed responsibilities, including, but not limited to, curriculum mapping and design, data collection and analysis, team meetings and FLA meetings.
2. The ad hoc committee shall report its findings and recommendations to the Board of Education for consideration of further action at the School Board's discretion, prior to the Board of Education approving the 2017-2018 school year calendar.

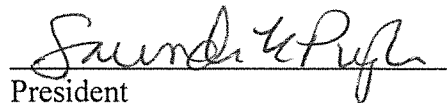
This agreement is signed this 21 day of June, 2016.

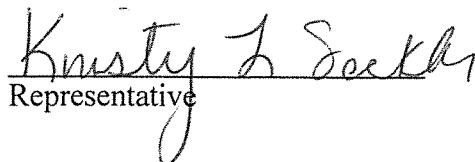
IN WITNESS WHEREOF:


Washington 51 Education Association
No. 51 Board of Education

Washington Central School District


Representative


President


Representative


Attest: Secretary



CENTRAL SCHOOL DISTRICT 51

Encourage Excellence Every Day with Compassion, Commitment, and Community

**Memorandum of Understanding Between
Washington Central 51 Education Association And
Central School District 51 Board of Education**

The signatures below indicate a mutual understanding that when an e-Learning Day is utilized for school closings due to severe weather or other emergency (5 Maximum) according to the Board-approved plan for such days of instruction, the following rules will apply to teachers. The signatures below also indicate a mutual understanding that the Board of Education and Washington Central 51 Education Association will address the topic of e-Learning in general, as part of the next collective bargaining negotiations. Furthermore signatory parties acknowledge that any Board of Education approval of an e-Learning plan for the 2019-20 school year shall remain in place for a three year period according to School Code provided that annual review of the program is expected and revisions are implemented which may be required to address findings.

Furthermore, on an e-Learning Day, the 7 hour and 30 minute workday for teachers shall be scheduled as follows:

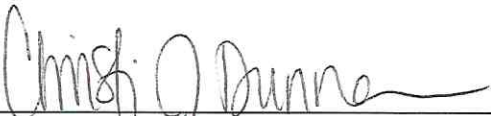
- 8:00-9:00 - Planning / Preparation
- 9:00-2:30 - Available via email for student and parent communication. Other activities could include: student engagement, instruction, supervision, support, monitoring, or working on learning packets.
- 2:30-3:00 - Verification, assessment, recording, attendance reporting

Teacher Expectations:

- Engaged with students as outlined in the e-learning plan that was shared through a Google document the week of October 28, 2019 to teachers by building administrators.
- If a sick day is needed, section 7.1 from the contract applies.
- If unable to complete the duties due to an issue with the internet or something else out of a teacher's control, the teacher must immediately contact their principal.
- If a teacher is not available on an e-learning day, he or she may be charged a personal day.
- If a teacher is currently unable to perform his/her duties due to a lack of internet and/or does not have the ability to have email on his/her cell phone, he or she must notify his/her principal by email prior to ***Monday, November 18, 2019.***


Approved on November 14, 2019

For the Washington Central 51 Education Association



President

For the Board of Education of Central School District 51



President



CENTRAL SCHOOL DISTRICT 51

Encourage Excellence Every Day with Compassion, Commitment, and Community

Memorandum of Understanding Between Washington Central 51 Education Association And Central School District 51 Board of Education

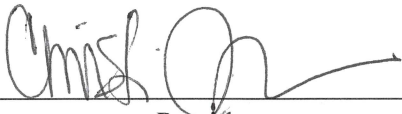
The signatures below indicate a mutual understanding regarding the school transition and reopening plan during the COVID-19 Pandemic as follows:

1. This memorandum will remain in place for the duration of the pandemic, with the option to review and amend based upon circumstances surrounding the COVID-19 pandemic.
2. The Board and the Association agree to the Central 51 Return to School Plan for the Fall of 2020 that was recommended by the District Transition Team and was Board approved on August 4, 2020, with an understanding that the plan may change based on the guidance from the Illinois State Board of Education, Illinois Department of Health, Illinois Elementary School Association, Tazewell County Health Department or specific district needs.
3. COVID-19 Exposure
 - a. Expanded FMLA per the Families First Coronavirus Response Act (FFCRA) will be in place for teachers. Information on the Act is attached.
 - b. If a teacher is asked to quarantine due to a non-school related contact and the teacher is able to work remotely, the time off will not be deducted from accumulated sick leave or from any remaining Emergency Paid Sick Leave as provided by the FFCRA .
 - c. If a teacher is asked to quarantine due to a school related contact, the teacher is expected to work with students remotely if possible. The time off will not be deducted from accumulated sick leave or from any remaining Emergency Paid Sick Leave as provided by the FFCRA .
 - d. If a teacher is unable to work due to COVID-19 exposure or possible exposure, he or she should contact their building principal immediately.
 - e. Expectations for working from home will be as directed by the school principal as duties will depend on the teachers grade level and course schedule.
 - f. The administration will review absence reason assignments on a case by case basis if a teacher exceeds the 80 hours of Emergency Paid Sick Leave due to non-school related exposure to COVID-19.
4. If Central 51 returns to all remote learning during the 2020-2021 school year, teachers will follow the guidelines outlined in the Central 51 Return to School Plan for the Fall of 2020.
 - a. Teachers will communicate their availability (breaks, lunch, etc) with students, families and administration via email and post this on their Google Classroom. Teachers should be available and working from 8:00 a.m. to 3:00 p.m. daily while under full remote learning.

- b. If a teacher is not available due to an appointment or illness, the teacher should enter the absence in Frontline. If a sick day is needed, section 7.1 from the contract applies.
 - c. If a teacher is unable to complete the duties due to an issue with the internet or something else out of a teacher's control, the teacher must immediately contact their principal.
 - d. Teachers will connect with students daily via Google Meets, GoGuardian Chats, email, phone calls, etc. and offer at least one Google Meets (visual contact with students) each day. Multiple sessions of visual contact and direct instruction with students is suggested daily. The direct instruction may include the whole group, small group, individual instruction or a combination of these.
 - e. The District will provide access for teachers to teach remotely from their classrooms if allowed by the Tazewell County Health Department.
- 5. Employees teaching a remote learning section will not sub during their remote learning period.
 - 6. Athletic coaches and extracurricular sponsors will be paid the scheduled stipend through the 2020-2021 school year, even if their season is canceled. The expectation of the Board is to continue engaging student participants and providing some level of mentoring and activity.
 - 7. Educators utilizing recording devices to aid remote learning instruction, shall not be disciplined for contents of recording, without probable cause. The Washington Central 51 Education Association will be notified of cause to review recordings.
 - 8. For teachers who need to be evaluated in a remote environment, all standard practices regarding meetings and observations will be followed as outlined by the PERA Team in the Teacher Evaluation Plan amended on September 21, 2020.

Approved on October 8, 2020

For the Washington Central 51 Education Association



President

For the Board of Education of Central School District 51



President