

2022 – 2025

AGREEMENT

BETWEEN

**THORNTON FRACTIONAL TOWNSHIP
HIGH SCHOOL DISTRICT #215**

&

LOCAL #683

AMERICAN FEDERATION OF TEACHERS



Thornton Fractional
SCHOOL DISTRICT 215

THORNTON FRACTIONAL TWP HIGH SCHOOL DISTRICT #215

BOARD OF EDUCATION

AND

SUPERINTENDENT OF SCHOOLS

Ms. Rita Oberman	Board President
Ms. Morgan Waller	Board Vice-President
Ms. Andrea Ballard	Board Secretary
Dr. Christopher Dodd	Board Member
Mr. Richard Dust	Board Member
Ms. Diana Jackson	Board Member
Ms. Marcie Wilson	Board Member
Dr. Sophia Jones-Redmond	Superintendent

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ARTICLE I – PREAMBLE

The Board and the Union recognize and pledge that quality education for the children of District #215 is our primary objective and common interest. This contract shall be effective with the first teacher attendance day of the 2022-2023 school term and shall continue until the day immediately preceding the first teacher attendance day of the 2025-2026 school year. Teachers on extended contracts who begin work on or after the 1st of July shall receive salary benefits of this agreement and its addenda for the ensuing year.

This contract, reached as a result of collective bargaining, represents full and complete settlement between the parties and supersedes all the previous contracts between the parties. It is agreed that any matters relating to the current contract shall not be open for negotiations except as the parties may specifically agree thereto. All terms and conditions of employment not covered by this settlement shall continue to be subject to the Board's direction and control provided the Union shall be notified in advance of any changes affecting the Union and its members, given the reason for the change and provided an opportunity to negotiate the matter.

ARTICLE II – LEGAL BASIS

The Union recognizes that the Board has full authority and responsibility under the laws of the State of Illinois, for making decisions as to the employment, tenure or discharge of any of its licensed employees. The Union recognizes the Administration's right to direct the operation of the school.

ARTICLE III – RECOGNITION

- A. The Board recognizes the Union as the sole collective bargaining agent for all regularly employed licensed staff defined as the following, even if titles change: licensed classroom teachers, career development coordinator/counselor, division leaders, deans, English learner specialists, mental health specialists, school counselors, social workers, librarian/media specialists, speech pathologists, school nurses, school psychologists, transition support specialist, and additional licensed, non-administrative positions concerning salaries, fringe benefits, and working conditions.
- B. Union members may authorize the board to deduct union dues and COPE contributions from payroll on a regular basis and remit monthly. Such authorization may be terminated by the individual giving thirty-day written notice to both parties. The Administration will provide a dues deduction list to the Union President by the first day of the school year and by the final day of each grading period. The Union members and/or Local #683 of the AFT agree to save and hold harmless the Board from any and all liabilities incurred as a result of this paragraph.

- C. Any employee may join any employee organization of his/her/their own choosing.
- D. The Union agrees not to strike, nor to picket in any manner which would tend to disrupt the operation of any public secondary school in District No. 215. The benefit of any and all decisions which result from negotiations shall apply equally to all regularly employed licensed personnel, who are members of the bargaining unit.

ARTICLE IV – FAIR PRACTICES

- A. The parties affirm their policy of nondiscrimination by reasons of race, gender, gender identity, sexual orientation, socioeconomic status, ability, home or first language, religion, national origin, immigration status, age, physical appearance, marital status or Union activities.
- B. The parties agree to take no action inconsistent with or in violation of the terms of this Agreement.
- C. Only one (1) official personnel file shall be kept for every employee.
 - 1. Each employee may have access for examination purposes, at reasonable times, to all of the material in his/her/their official personnel file.
 - 2. Every employee shall have the right to have dissenting explanatory material attached to any document on file.
 - 3. An employee shall be notified in writing when any material is added to his/her/their file which relates to the evaluation of his/her/their performance.
 - 4. Reasonable request by employees for copies of material appearing in their files will be honored by the administration.
 - 5. No employee or school officer shall remove any material from the official employee personnel file without notification to the employee in writing and approval by both the employee and the superintendent.
 - 6. Except for Board-ordered remediation documentation, disciplinary materials which are more than four (4) years old shall be removed from an employee's official personnel file. The responsibility to review the file and request the removal of such materials shall rest with the affected employee.

ARTICLE V – NEGOTIATIONS

- A. This agreement shall remain in effect for the period specified in Article I and shall continue in effect from year to year thereafter unless either party notifies the other in writing prior to the 1st of April if possible, of its intention to revise, modify or amend this Agreement.

- B. If any provisions of this agreement are or shall be at any time contrary to law, then such provisions shall not be applicable, enforced or performed except to the extent permitted by law. All other provisions not contrary to law shall continue in effect.
- C. The Union may hold meetings after school hours in any district building by prior arrangement with the building principal. The Union may use employees' mail boxes for distribution of Union materials. A bulletin board at each building shall be provided for Union use. The Union shall pay the school cost of school materials used for Union purposes.
- D. Board/Union Communications
 - 1. Upon reasonable request, the parties agree to share information such as budgetary requirements, allocations, financial resources and any other available information which might be relevant to the success of the negotiations.
 - 2. At least twenty-four (24) hours prior to each regular Board meeting a copy of the Superintendent's Report and the minutes to be approved will be placed in the mailboxes of the Union president and the executive vice-president.
 - 3. The president of the Union or his/her/their designated representative shall be given written notice of any regular or special meetings of the Board identical to that received by the Board members.
 - 4. The administration along with the president and vice president(s) of the Union will meet as mutually agreed in order to discuss items of concern or interest as they relate to the educational program of the district or the negotiated agreement in effect at the time.
- E. Performance Evaluation Reform Act (PERA) Joint Committee - District 215's PERA Joint Committee will meet in good faith to reach agreement on the evaluation instrument by majority vote. Should the parties not reach agreement because of a tie, they shall present their final offers to the Board of Education at the last meeting before February 1st of that year. The Superintendent, as a member of the Committee, shall vote representing the will of the Board of Education.
- F. Reduction in Force (RIF) Joint Committee - District 215's RIF Joint Committee will meet in good faith to reach agreement by majority vote. Should the parties not reach agreement because of a tie, they shall present their final offers to the Board of Education at the last meeting before February 1st of that year. The Superintendent, as a member of the Committee, shall vote representing the will of the Board of Education.

ARTICLE VI – DISCIPLINE

- A. Progressive Discipline – The Board agrees to abide by the tenets of progressive discipline including oral reprimand, written reprimand, suspension with or without pay, docking of pay, change of assignment, Board ordered remediation and dismissal, provided nothing contained herein shall require the Board to exhaust all of the foregoing techniques when circumstances require the appropriate technique be applied singularly in an expeditious fashion in the event the Board determines that discipline is necessary.

Formal Board action to discipline an employee shall be preceded by:

1. Written notice to the employee of the charges and notification of the meeting at which a recommendation will be made to the Board of the contemplated discipline;
 2. The right to Union representation consistent with the provisions of Article VI of this Agreement;
 3. The right of the employee to respond to the charges, including the right to offer information in his/her/their defense and to question the information presented to the Board.
 4. Employees shall be disciplined for just cause.
- B. Fact Finding Meeting – During the commission of an employee's duties, situations may occur which require the administration to conduct an investigation. It is entirely appropriate and consistent with Article VI.C of the Negotiated Agreement for the Administration to engage in a fact-finding meeting. The purpose of this meeting is to determine the circumstances of an employee's actions on matters related to the educational program. Employees will receive 24 hours prior written notice of the fact-finding meeting, using the mutually agreed upon form. This will be communicated to the employee in a confidential and private manner. At any time during the fact-finding meeting either party may call an immediate end to the meeting. Any further meetings called by the Administration must be in compliance with Article VI (Discipline, C, Disciplinary Meeting), using the mutually agreed upon form. This clause shall in no way affect the relationship between the administrators and employees, nor prohibit the administrators from meeting in conference and counsel with employees on matters related to the educational program.
- C. Disciplinary Meeting – An employee requested to appear before an Administrator, the Board of Education or committee of the Board regarding matters related to the discipline of the employee shall receive 24 hours prior written notice of the purpose of such meeting together with a statement of matters to be discussed. This will be communicated to the employee in a confidential and private manner. If the employee believes that the intent of the meeting is disciplinary, the employee shall have the privilege of having a local union representative present to act as a resource person. This clause shall in no way affect the relationship between the administrators and employees nor prohibit

the administrators from meeting in conference and counsel with employees on matters related to the educational program.

- D. Notice – Disciplinary action shall be taken within ninety (90) days of the event giving rise to the action or the Administration's knowledge of the same.

ARTICLE VII – WORKING CONDITIONS

- A. Vacancies – It shall be the policy of the Board and administration to make known all employment vacancies and minimum qualifications within the district. When any position has been filled all applicants shall be notified of the decision.

All vacancies shall be posted on the faculty bulletin boards in both schools and on-line at the District webpage. Interpretation of this clause shall in no manner restrict the authority of either the Board or the Administration in its rights and obligations to make the final decision regarding all employment and staff assignments.

- B. Employment Physicals – Pre-employment physical examinations as required in the Illinois School Code ([105 ILCS 5/24-5](#)) shall be performed by a physician licensed in Illinois or any other state to practice medicine selected by the employee and the cost shall rest with the employee. Additional certificates of physical fitness may be required, as specified in the Illinois School Code ([105 ILCS 5/24-5](#)). The examinations are to be performed by a physician licensed in Illinois to practice medicine. The expense of the examination will be borne by the district.

- C. Class Schedule and Assignments

The administration is responsible for class schedule design and the equitable distribution of assignments. All efforts shall be made to use acceptable standards ([Cognia](#)) of teacher-pupil ratios, average teacher load and recommended counselor load.

1. Class Size – All parties to this agreement jointly recognize that class size is a factor related to instructional effectiveness; therefore, every effort will be made to accomplish the best possible pupil-teacher ratio with an equal distribution of class sizes and/or caseloads. A reasonable effort should be made to achieve class balance by the fifteenth (15th) day of class. To this end, by the tenth (10th) class day of each semester, teachers (including licensed PPS employees and Deans) upon request may meet with a committee consisting of the licensed employee making the request, an appointed Union representative, the Division Leader, the building principal and the assistant principal (for pupil personnel services or building control) to review the complaint. This complaint may be in regard to any specific class size, space limitations, work stations and equipment, student distribution, total class load, number of sections or reasonable and equitable

individual caseloads for licensed PPS employees or Deans. Results of the committee hearing indicating unresolved questions shall be reported to the full Board of Education by the administration outlining alternatives and recommended solutions at the first regularly scheduled board meeting following the hearing. Copies of teacher class loads and average teacher, licensed PPS employee and Dean loads shall be given to the Union president one (1) month after the beginning of each semester.

2. Class Distribution – Every effort will be made to resolve, on a departmental level, through the cooperative effort of all department members, problems arising in connection with distribution of preparations and ability levels. No teacher shall teach more than three (3) consecutive assignments without the teacher's consent. An effort should be made to minimize teacher preparations to three (3) except where numerous course selections or special circumstances exist. Every ability level constitutes a preparation.
3. Tentative Assignments – Principals shall furnish written tentative course assignments, including the number of sections, for the following year to all teachers by the last day of the second semester and a revised tentative schedule for those teachers affected seven (7) days prior to the beginning of the second semester. The schedule will state the teaching day and the number of sections of each subject to be taught. Should any subsequent changes be necessary, the principal or his/her/their designee will inform the teacher, the immediate supervisor and the union president in writing. The teacher will have the opportunity to discuss these changes with the principal or his/her/their designee.
4. Deans will be recommended by the administration at its sole discretion, except that at least one (1) dean in each school shall be appointed from the tenured staff having a minimum of four (4) years teaching experience in the district. The incumbent dean will be given first consideration for the position based on experience and evaluation. Incumbent deans not reappointed shall be notified by certified mail postmarked no later than the 1st of March. Incumbent deans wishing to resign their Dean position for the next school year must submit written notice of intent to resign no later than the 15th of January.
5. Semester Grades – The grading periods shall be as equal in length as possible.
First Semester Grades: All grades will be due two and one-half (2½) days following the last day of final exams. Failing grades will be submitted by 8 A.M. the next day after the end of final exams.
Second Semester Grades: All grades for senior students will be due no later than 12:00 p.m. on the school day following the last day of twelfth-grader attendance. All other student grades for the second semester will be due two and one-half (2½) days following the last day of final exams. Failing grades will be submitted by 8 A.M. the next day after the end of final exams.

6. Workday – The workday shall consist of seven and one-half (7½) continuous hours including a fifty-five (55) minute duty-free lunch; early dismissal/professional development Wednesdays will allow a forty-five (45) minute duty-free lunch and staff will be dismissed ten (10) minutes early. This shall, in no way, prevent an employee from working or being at school before or beyond these time limitations; and shall in no way prevent an employee from devoting more time than the official school day as may be necessary to perform the employee's duties or assignment. Teachers assigned to the zero period schedule will attend department and faculty meetings. They will be compensated for the time over and above the seven and one-half (7½) hour day at five-sixths (5/6) of the internal substitution rate.

- a. e-Learning Workday – Once initiated, the e-Learning Program will be in effect for no less than the duration of the current grading period. The use of the e-Learning Program will be re-evaluated on a quarter-by-quarter basis. The following work schedule will be in use when the e-Learning Program is in effect:

7:30 a.m. – 7:40 a.m.	Consultation/Planning Period**
7:40 a.m. – 8:20 a.m.	Period 0**
8:00 a.m. – 8:20 a.m.	Consultation/Planning Period
8:25 a.m. – 9:05 a.m.	Period 1
9:10 a.m. – 9:55 a.m.	Period 2
10:00 a.m. – 10:40 a.m.	Period 3
10:45 a.m. – 11:25 a.m.	Period 4
11:30 a.m. – 12:10 p.m.	Period 5
12:15 p.m. – 12:55 p.m.	Period 6
1:00 p.m. – 1:40 p.m.	Period 7
1:40 p.m. – 2:00 p.m.	Consultation/Planning Period
2:00 p.m. – 3:15 p.m.	Teacher Self-Guided Planning/Availability for Students (Mon-Tue-Thu-Fri)***
2:00 pm – 3:15 pm	Professional Development/Department Meetings (Wed)

**** (only for teachers assigned a Period 0 course)**

***** (teachers assigned a Period 0 course are dismissed at 2:45 pm)**

- b. Delayed Start Workday – The following delayed work schedule will be in use when the Superintendent determines that inclement weather prohibits a standard school day schedule:

10:00 a.m. – 10:20 a.m.	Consultation/Planning Period
10:25 a.m. - 11:00 a.m.	Period 1
11:05 a.m. - 11:45 a.m.	Period 2
11:50 a.m. - 12:30 p.m.	Period 3
12:35 p.m. - 1:15 p.m.	Period 4
1:20 p.m. - 2:00 p.m.	Period 5
2:05 p.m. - 2:45 p.m.	Period 6
2:50 p.m. - 3:25 p.m.	Period 7

7. Curriculum – It is recognized that the faculty, Board and administration have an interest in the development of curriculum. The final decision on all curriculum matters rests with the Board. Curriculum proposals may originate from departments provided they are approved by the majority of the department members. Decisions regarding curriculum proposals from the departments shall be communicated to the concerned department in writing giving reasons for actions taken.
8. Long-Term Coverage for Licensed PPS Employees & Deans – In the event there is a request for an extended leave of absence, the school district will make an effort to provide a substitute. The substitute may be, but is not limited to, a long-term substitute, an hourly substitute, and/or sixth assignments for current employees.

D. Teaching Procedures

1. All full-time probationary employees shall be required, as part of the statutory probationary period, to participate and attend orientation programs. Prior to the opening of the regular school term of their first year, all probationary employees shall be required to attend three (3) days of orientation programs without additional pay on days to be designated by the Superintendent. Prior to the opening of the regular school term of their second year, all probationary employees shall be required to attend one day of orientation program without additional pay on a day to be designated by the Superintendent. Additional days required herein shall be scheduled during the week immediately preceding the start of the school year.
2. Employees shall be informed of all tentative special meeting dates, (district, general faculty etc.) and all due dates (grades, failures etc.) at the first faculty meeting of the year.
3. Deviations from the teacher assigned schedule shall be made only with the approval of the administration.
4. Consultation – planning periods should be used for instructional preparation, curriculum development, student/parent conferences scheduled 24 hours in advance, and substitution. This provision shall not infringe on an employee's duty-free lunch period.
5. Teachers shall have emergency lesson plans readily available for use by substitutes.
6. Employees shall be encouraged to participate in programs arranged by the Board and Administration dealing with community, social and school problems. Employees who are unable to attend the annual open house shall be required to notify the principal by noon of the day of the open house.
7. The Administration may assign teaching personnel to positions of supervision at any school functions, which occur during the teaching day, and such personnel shall be held responsible for proper action during that time. This provision shall not infringe on an employee's duty-free lunch period and/or planning period.

8. The School Board may schedule, on an annual basis, as many as two (2) parental institutes for the purpose of parent and teacher communication. These two parental institutes shall be included among the 185 teacher attendance days. Personal leave on either of those two days shall require the approval of the Superintendent five (5) working days in advance, except in emergency situations.
9. During the months of September through April, special education teachers shall be permitted to use the third professional development session of that month for special education case management purposes. The special education teacher must notify their immediate supervisor that they will use the time for case management duties no less than 48 hours prior to the session.

E. School Calendar

1. The school calendar shall conform to the State law and shall include no more than one hundred seventy-eight (178) pupil attendance days and one hundred eighty-five (185) teacher days.
2. It is recognized that the Board of Education has final authority to determine the school calendar and such calendar shall be adopted at the earliest practical date.
3. Prior to adoption by the Board the Superintendent shall meet with officials designated by the Union to discuss the following school year's calendar. This meeting shall take place in an atmosphere of good faith.
4. There shall be established a School Day Committee for the length of the negotiated agreement and for the purpose of continuing the study of the school day. The committee shall be constituted by an equal number of members designated by the President of the Board of Education and the President of the Union.

F. Assigned Periods – Each teacher shall have no more than five (5) assigned periods with a consultation-planning period daily. Cafeteria/hall supervision (full periods) is considered an assignment.

G. Teacher Substitution – Any teacher assigned by the principal shall substitute one (1) period per day at the rate of \$53 for 2022-2023, \$54 for 2023-2024, and \$55 for 2024-2025 in a related subject. No student teacher may substitute for a regular teacher. Homebound teachers will receive \$54 per hour for the duration of this Agreement.

H. Transfers – Transfer between schools shall be made using the following criteria. Transfer steps one (1) and two (2) shall be followed unless the best interests of the school District require otherwise in which case the Superintendent shall convene a meeting with the Union President to explain the basis of the transfer decision. In the event the Union President is not satisfied with such explanation he/she/they may discuss the decision with the Superintendent and Board. If steps one (1) and two (2) do not provide a qualified person step three (3) shall be used. A qualified person is defined as an individual who meets the standards of the State Board of Education. If the transfer is made under step

three (3), the person lowest in seniority who falls within the guidelines shall be the one transferred. Extra-curricular activities shall not be a determinant in the decision-making process criteria.

1. Voluntary by administration notice
2. Involuntary within the affected department on the basis of least district seniority provided teacher is qualified to teach assignment.
3. Involuntary by assignment made after meeting between the teacher and building principal, at which time the teacher will be notified of reason for transfer.

I. Legal Support for Discipline

1. The Board affirms its responsibility to give support to the maintenance of control and discipline in the school through its legal authority and liability insurance covering teachers as prescribed in the Illinois School Code ([105 ILCS 5/10-20.20](#)). Any assault upon a teacher shall be promptly reported to the immediate supervisor who shall in turn notify the proper authorities. In cases involving contemplated civil or criminal court action by an employee of the Board of Education resulting from an altercation or assault the services of an attorney representing the Board shall be made available to such employee for legal consultation prior to the filing of such action.
2. The Board will make no effort to restrict any employee from bringing civil or criminal charges against a student.
3. There shall be at least one (1) meeting each year of a committee to evaluate current practices in discipline. The committee shall be made up of administration, special services, a parent and union representatives. The committee shall make recommendations to improve current discipline practices. Committee recommendations shall be in writing and shall be submitted to the Board of Education. If the administration makes any modifications or changes to the committee recommendations the committee recommendations shall also be submitted to the Board in original form.

J. LEAVES – Temporary

1. Sick Leave

- a. At the beginning of each school year, sick leave shall be credited to each employee as follows:

Years 1 through 10 of District 215 employment	15 days of sick leave
Years 11 through 20 of District 215 employment	20 days of sick leave
Years 21 through 30 of District 215 employment	25 days of sick leave
Years 31+ of District 215 employment	30 days of sick leave.

Sick leave accumulation shall be unlimited. Intervening legal holidays are not chargeable to sick leave. The Board may require a physician's certificate as provided by Illinois School Code ([105 ILCS 5/24-6](#)) as the basis for pay and that the employee is able to work. The number of days of sick leave credited in the first year of employment shall be pro-rated based on the employee's hire date.

- b. For purposes of this section (J) immediate family shall include: parents, step-parents, spouse, domestic partner, brothers, sisters, children, step-children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and legal guardians per Illinois School Code ([105 ILCS 5/24-6](#)). Special situations of merit may be considered and granted by the Superintendent as needed.
 - c. Sick leave as referred to in this section shall be interpreted to mean personal illness, medical appointment, quarantine at home, serious illness or death in the immediate family or with a permanent resident of the household, or the birth, adoption, placement for adoption, or the acceptance of a child in need of foster care. Employees may use up to 30 days of their available sick leave because of the birth of a child that is not dependent on the need to recover from childbirth.
 - d. Employees who qualify for leave under the Family & Medical Leave Act (FMLA) will be granted up to 10 additional days of paid sick leave for the birth of a child, or placement of a child with the employee for adoption or foster care, and to bond with the newborn or newly-placed child.
 - e. The school board may require a certificate from a physician licensed in Illinois to practice medicine and surgery in all its branches, a chiropractic physician licensed under the Medical Practice Act of 1987, a licensed advanced practice registered nurse, a licensed physician assistant, or, if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith as a basis for pay during leave after an absence of three days for personal illness or as the school board may deem necessary in other cases.
2. Bereavement – Death in the family. This leave, emergency in nature, shall be granted as needed up to a maximum of five (5) days per incident. This is not charged to sick leave. Immediate family shall be the same as in J. 1. b. above. Special situations of merit are to be considered and may be granted by the Superintendent as needed.
 3. Workers' Compensation – Whenever an employee is absent from school as a result of an injury arising out of and in the course of employment that employee shall receive his/her/their salary for a period of time equal to thirty (30) school days if needed. Such absence shall not be charged against sick leave. In no event shall the employee receive his/her/their salary if he/she/they is declared physically able to return to work by a Board appointed physician. Any amount of salary payable pursuant to this section shall be reduced by the amount of any Workers' Compensation payments for temporary disability due to the said injury for the period in which such salary is paid.
 4. Jury Duty – Personnel called for this duty shall receive regular pay.

5. Personal Leave – Each full-time employee shall be granted up to three (3) days leave per year chargeable to sick leave for the purpose of attending to matters which require absence during school hours. Notice of intent to take leave shall be made known in writing to the building administrator at least one (1) school day (except in emergency situations) in advance of the date of the proposed absence. If this leave is to be used before/after a legal holiday or Winter/Spring break the purpose of the leave shall be made known to the Superintendent and requires his/her/their approval on a mutually agreed form at least one (1) school day in advance of the date of the proposed leave.
6. Sick Leave Bank – The Board of Education, in cooperation with the Union, shall establish a Sick Leave Bank on a voluntary basis. The Union shall administer the Sick Leave Bank and shall establish rules for the implementation of the Bank. A copy of the established rules shall be on file in the District personnel office. The union shall provide to the District personnel office the names of participating members and the subsequent charges against the Bank. The union agrees to hold harmless the Board of Education for any claim, damages or legal actions initiated pursuant to the Section. Procedures in effect during the 1988-92 collective bargaining agreement shall remain in effect unless the Board approves changes in these procedures submitted by the Union.
7. Extended Illness
 - a. An employee who becomes ill and has used up all of his/her/their accumulated sick leave including leave from the Sick Leave Bank and whose claim of sickness is supported by medical evidence satisfactory to the Board shall be granted sick leave of absence automatically, without pay and fringe benefits, except that insurance can be kept in effect at the expense of the employee. Such leave of absence shall not exceed five (5) calendar months. At least one (1) month prior to the expiration of the leave the intent of the employee to return to duty must be communicated in writing to the superintendent. The employee may request in writing further extension of the leave of absence provided said employee shall submit to physical examination by a doctor selected by mutual agreement between the Board and the employee. The findings and the recommendations for the doctor shall be binding. In accordance with these findings the employee shall be granted further leave, without pay or fringe benefits, except that insurance can be kept in effect at the expense of the employee. The extension shall not exceed five (5) calendar months. Any additional leave of absence shall be granted at the discretion of the Board without pay and fringe benefits except that insurance can be kept in effect at the expense of the employee. If, at any time the findings of the doctor are such as to enable the employee to qualify for total and permanent disability benefits under the State Teacher's Retirement Act said employee's contract shall be terminated.

- b. An employee who has been absent more than two (2) weeks because of illness or nervous disorder may be required by the superintendent to present a certificate of ableness to perform assigned duties upon return to work. This certificate shall be filed by a physician licensed in the State of Illinois or any other state to practice medicine and surgery in all its branches.
8. Parent/Child Rearing Leave – A tenured employee shall be granted parental/child rearing leave without pay or other benefits subject to the following conditions:
- a. Application for parental/child rearing leave shall be made in writing to the Superintendent at least sixty (60) calendar days before the proposed commencement of such leave.
 - b. The leave shall not exceed the duration of two (2) years. Every effort shall be made to have such leave terminate immediately prior to the start of a new school year. Leaves granted hereunder commencing in the school year in which the leave is requested shall be for no less than the remainder of that school year.
 - c. Sick leave shall not be applicable during the period of parental/child rearing leave. Any accumulated sick leave available at the commencement of the leave shall be available to the employee upon termination of the leave or if otherwise qualified for payment per Article IX P. (Sick Day Payment).
 - d. When a leave has been granted under this paragraph tenure shall not be interrupted. In order for an employee to advance on the salary schedule for time spent on leave the employee must have taught at least ninety (90) days in the year(s) for which salary schedule credit is requested.
 - e. With the consent of the insurance carrier, the employee may maintain medical insurance by making timely payments of all premiums to the District Business Office or elsewhere as may be directed.
 - f. Any employee on child/parental rearing leave shall notify the Superintendent in writing by the 1st of March of intent to return to employment in the following year.
 - g. Any employee desiring adoption leave as a result of becoming an adoptive parent shall notify the Superintendent in writing upon the later of the initiation of the legal proceedings therefore or the employee's acceptance by an adoption agency whichever shall be applicable. Leave shall be granted upon written notification to the Superintendent of the date the child is expected to be received. It shall be the responsibility of the applicant to keep the Superintendent informed of the status of the proceedings and as soon as known the expected day of receipt of the child.
 - h. Nothing in this section shall be construed as requiring any employee to apply for a child rearing leave. An employee not eligible for or not desiring such leave may utilize accumulated sick leave during any period of disability related to her pregnancy and/or to the delivery of the child. If such employee shall have exhausted accumulated sick leave she shall be granted

leave of absence without pay or other benefits during such period of disability. Such employee shall return to employment immediately following the termination of actual disability as certified by the employee's physician, or if the Board chooses a physician the Board will pay for the expense of the certification.

- i. A tenured employee shall be entitled to a child rearing leave of absence. Such leave shall be unpaid and shall be subject to all of the applicable notice and other requirements as set forth in this section. Eligibility for such leave shall rest upon the anticipated birth of the child or upon his/her/their planned adoption of a child.
- j. An employee granted a leave of absence hereunder shall agree in all cases, as a condition precedent to the granting of such leave, to waive any claim to unemployment compensation. In the event such waiver is not effective the employee agrees to reimburse the Board for any resultant unemployment compensation costs incurred by the Board.
- k. Upon return to employment from leave, the employee shall receive an available assignment consistent with his/her/their professional preparation. Leave status will not exempt the employee from reduction in force (RIF). Placement in his/her/their previous assignment is not guaranteed.

9. Family and Medical Leave Act (FMLA)

a. Definitions (as used in this section):

- 1. Eligible employee is an employee who has been employed in a full-time capacity with the district for at least one (1) academic term and has at least 1,250 hours of service with the district during the previous academic term.
- 2. Academic term means that portion of the school year, July 1 to the following June 30, when school is in actual session.
- 3. The term "equivalent position" shall mean any position for which an eligible employee is licensed and legally qualified to teach with compensation and benefits equal to or better than the compensation and benefits received by an eligible employee prior to being granted a leave under this section.
- 4. Other terms shall be defined in the [Family and Medical Leave Act](#); rules and regulations are as promulgated by the United States Department of Labor.

b. Leaves

Eligible employees shall be granted unpaid leave, totaling up to twelve (12) weeks during any academic year, and in cases of b.1 and b. 2 any available additional paid sick leave, for one or more of the following reasons:

- 1. The birth of a child and to care for such child.
- 2. The adoption or foster placement of a child.
- 3. The care of a spouse, son, daughter, or parent who has a serious health condition.
- 4. A serious health condition that makes the employee unable to perform his/her/their

essential job functions. The eligible teacher may elect to substitute accrued paid sick leave to care for a seriously ill immediate family member or for the teacher's own serious health condition for all or part of the period of the leave, but such leave shall be included as part of FMLA leave granted herein.

c. Notification

In any case in which the necessity for the leave under subparagraphs 2 a) or b) is based upon an expected birth or placement, the eligible employee shall provide the Superintendent at least thirty (30) days' notice before the date the leave is to begin, of the employee's intention to take leave under such subparagraph. Where, due to unforeseen circumstances, such notice is not practicable, said employee shall provide as early a notice as practicable. In any case in which the necessity for leave under subparagraph 2 c) or d) is based upon illness or a serious health condition, the eligible employee shall make every reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the educational program of the district, subject to the approval of the health care provider. The eligible teacher shall provide the Superintendent with not less than thirty (30) days' notice before the date of the leave is to begin, of the teacher's intention to take leave under such subparagraph. Where, due to unforeseen circumstances, such notice is not practicable, said teacher shall provide as early a notice as practicable.

d. Restoration to position

Upon return from FMLA leave, employees will be restored to their original or an equivalent position.

e. Repealer

In the event that the Family and Medical Leave Act is repealed, then the provisions in this contract pertaining to the Family and Medical Leave Act shall, as of the date of repeal, no longer be in force and effect, in whole or in part, except those leaves that had already been approved.

f. Continuation of Health Coverage

The Board shall maintain health coverage for the duration of the 12-week family and medical leave period at the same level and under the same conditions as though the leave had not occurred. Thereafter, with the approval of the insurance carrier, health care coverage may be continued at the sole expense of the eligible teacher.

10. Military – Persons entering or called to the service of the United States shall be granted leave as provided by law.

11. Union Leave – Employees who are elected or appointed to full-time Union position with the American Federation of Teachers, or the Illinois Federation of Teachers with which they are affiliated, upon proper application, may be granted leaves of absence for the purpose of accepting

these positions. This leave shall be granted under general leave provisions without salary, without salary advancement, without teacher retirement and without all fringe benefits for a maximum of two (2) years. Intent to return to work or to extend the leave to the second year, if applicable, must be submitted by the 1st of March of each year prior to the next fall opening of school. Failure to submit a letter of intent by the 1st of March date shall result in termination of employment.

12. Other – Leaves may be granted by the Board for such reasons as Peace Corps, Job Corps, exchange teacher programs, foreign and/or military teaching. Such leave requests should be submitted prior to the 1st of July preceding the next school year. This leave shall be granted under general leave provisions without salary, without salary advancement, without teacher retirement, and without all fringe benefits except for insurance which can be paid by the employee.

13. Sabbatical Leave – As defined by the Illinois School Code ([105 ILCS 5/24-6.1](#)).

14. Leave Provisions

- a. Leaves shall not be granted when it is determined that financial gain is the major purpose.
- b. Except as otherwise provided, there is no guarantee after the duration of the leave that the same position shall be open.
- c. Certification of fitness may be required for return to duty. The employee has the right to select his/her/their own physician.
- d. Approved leaves or extensions shall indicate the term, whether it is with or without pay, whether it is to be charged to sick leave and whether salary schedule advancement is provided.
- e. Upon return from any approved leave, the employee shall be credited with sick leave accumulated prior to the granting of the leave.
- f. Employees on approved unpaid leave shall not accrue seniority.

- K. School Related Business

1. Workshop, IHSA Tournaments, or Attendance at Workshops and other approved activities. Professional growth is encouraged by the District. After district approval, the following will be paid by the Board of Education:
 - a. Salary
 - b. Travel at the current IRS rate to be determined at the beginning of the budget year. Parking and toll fees shall be reimbursed upon presentation of receipts.
 - c. Conference registration fees (excluding individual membership dues).
 - d. Reasonable lodging.
 - e. Reimbursement for meals not to exceed \$25 per diem. When conference meals are part of the registration the charge per diem will be limited to \$15. Reimbursement shall be based on

receipts for expenditures or other acceptable verification. Applications for attendance of workshop or conferences shall be made through the principal to insure equitable distribution among the staff. A written report must be submitted when requested to the immediate supervisor, principal, superintendent and the Board members.

2. Teacher Supervision, Scouting and Chaperoning

Expenses for these activities shall be paid as in Article VII, K1 (a-e above) upon prior approval by the principal.

- L. Union Business – Union officers or their designees shall receive a total of ten (10) days release time per school year for the purpose of attending state conventions or union workshops. A maximum of three (3) people per building per day will be given this release time. The cost of substitutes will be paid by the Union.
- M. Copyright – The district shall have property rights in original works for those materials developed for pay or for which the district provided release time. In those cases where employees have developed materials outside of school time without district funding those employees shall be provided copyright releases by the district.
- N. Committees – The Superintendent shall notify the Union President of all committees involving bargaining unit members and the purpose of the committee(s). The Union President shall be allowed to recommend names of employees to serve on committees. Board members appointed by the Board President are Ad Hoc members of all committees.
- O. Textbooks – Employees will assist with the distribution and collection of textbooks used by their students.

ARTICLE VIII – GRIEVANCE PROCEDURE

A. Definition

- 1. A "grievance" is a claim by a regularly employed employee or a group of employees that there has been a violation, misinterpretation or inequitable application of any of the provisions of this Agreement. Persons not members of the Union, however who are members of the bargaining unit, have the right to present grievances.
- 2. Working days as used in this grievance procedure shall refer to teacher attendance days and all days during the summer when the District 215 business office is regularly open to conduct official school business.

B. Purpose

1. This procedure is designed to secure, at the lowest possible administrative level, equitable solutions to grievances which may arise. Both parties agree that these proceedings will be kept informal and confidential at all levels of the procedure.
2. Nothing contained herein shall limit the right of any employee to resolve a grievance informally with any appropriate supervisor or administrator, provided the solution is consistent with the terms of this Agreement.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum. Every effort should be made to expedite the process. The time limit specified at any level may be extended by mutual agreement between the superintendent and the president of the Union. No grievance shall be initiated more than twenty-five (25) working days after the cause thereof has occurred or been discovered.
2. All decisions rendered at all levels of the formal grievance procedure will be in writing setting forth the decision and the reasons therefore and will be transmitted promptly to the grievant, the president of the Union and the grievance chairperson of the respective building.
3. When appropriate, and by mutual agreement between the Union president and the superintendent, a grievance may proceed directly to level two (2).
4. At all formal hearings, of the grievance, a representative or representatives of the Union shall be present.

D. Informal Process

An employee (Grievance Chair or Union President on behalf of a non-tenured employee) with a grievance will first discuss it with his/her/their immediate administrative supervisor who will respond within ten (10) working days.

E. Formal Process

All formal grievances shall be in writing.

1. Level One – If the grievance cannot be resolved informally the grievant will be required to present to the principal his/her/their grievance in writing on the proper form within ten (10) working days after receiving the response of the administrative supervisor. No response from the administrative supervisor shall constitute a negative response. If the grievance is not presented within this time limit the grievance shall be deemed to be waived and shall not be subject to further discussion or appeal. The principal shall have ten (10) working days to meet with the grievant and respond to the grievance.
2. Level Two – If the grievant is not satisfied with the written disposition of the grievance at level one (1), or if no decision has been rendered within ten (10) working days after presentation of the

grievance, the grievance may be submitted in writing with the superintendent within ten (10) working days. If the grievance is not referred to the superintendent within this time limit the grievance shall be deemed to be waived and shall not be subject to further discussion or appeal. Within ten (10) working days after receiving the written grievance, the superintendent will meet with the grievant for the purpose of resolving the grievance.

3. Level Three – If the grievant is not satisfied with the written disposition of the grievance at level two (2), or if no decision has been rendered within ten (10) working days after the presentation of the grievance, the grievance may be submitted in writing with the Board of Education within ten (10) working days. If the grievance is not submitted to the Board of Education within these time limits the grievance shall be deemed to be waived and shall not be subject to further discussion or appeal. The Board of Education shall schedule a hearing on the grievance within twenty-five (25) working days or receipt of the written grievance. The employee and Union shall be notified in writing at least three (3) days prior to the hearing by the Board. The Board shall hear the aggrieved, the Union grievance committee and such other persons as the Board and Union may deem necessary for the resolution of the grievance. The Board shall report its findings through the superintendent within ten (10) working days of the hearing. The report shall include the decision of the Board and any information which is pertinent to the grievance.
4. Level Four – If the grievance is not resolved to the satisfaction of the Union, the Union may within ten (10) working days after receiving the decision of the Board submit in writing a notice of intent to enter into binding arbitration. If the notice is not filed within ten (10) working days, the grievance shall be deemed withdrawn. A list of seven (7) arbitrators shall be secured from the American Arbitration Association. Final selection of the arbitrator shall be made by the parties alternately striking a name from the list until one (1) name remains and this person shall serve as arbitrator. The party eligible for the first deletion shall be determined by chance. If the selected arbitrator is unable to serve a new list shall be requested from the AAA.

The following governs the arbitration process:

- a. The decision of the arbitrator shall be final and binding on both parties.
- b. Full disclosure of all evidence will be made by both parties prior to the meeting with the arbitrator.
- c. It is agreed that the arbitrator shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. His/her/their authority will be strictly limited to deciding only the issue or issues presented to him at any hearing or in writing by the Board and the Union. His/her/their decision must be based solely upon his/her/their interpretation of the meaning or application of the express relevant language of the Agreement.
- d. Each party shall bear the full cost for its representation in arbitration. Expenses for the arbitrator's services and expenses which are common to both parties to the arbitration shall be borne equally by the Board and the Union.

- e. Should either party request a transcript of the proceedings said party shall bear the full costs for that transcript. Should both parties request a transcript the cost of the two (2) transcripts shall be divided equally between the parties.

F. Grievance Records

1. All documents, communications and records dealing with the processing of a grievance will be filed in a separate grievance file and will not be kept in the personnel file of any of the participants.
2. Upon final action, the original will be placed in the grievance file maintained in the Administrative Center unless the grievance is dropped.

ARTICLE IX – SALARY SCHEDULE PROVISIONS

A. Placement

1. Employees at the time of initial employment by District 215 shall be given credit on the salary schedule for verified full years of prior teaching experience to a maximum of ten (10) years. Such credit may include up to a maximum of two (2) years verified military service that interrupted teaching service on a one (1) for one (1) basis.
2. Credit for prior teaching and military service shall be determined at time of initial employment.
3. No employee will be allowed to enter into Level II Bachelor's Plus 15 Hours after October 1, 2019. This agreement in no way prohibits any employee from moving into Level III Masters upon completing the necessary course work and paperwork as established in Article IX, Section C.

B. Annual Increments

Annual salary increments are granted to all employees who manifest efficiency in assignments. Pursuant to the Illinois School Code ([105 ILCS 5/10-20.7](#)), placement on the schedule and advancement are subject to approval by the Board of Education, upon recommendation of the superintendent. Retention at a given salary level may occur if notice of deficiencies and remediation is given an employee and correction of same is not satisfied. Before an employee is denied advancement on the salary schedule, the employee shall be entitled to a hearing at the Board level. A non-tenured employee must work 120 school days in order to advance on the salary schedule for the following year.

C. Advancement to Higher Level

To advance to the next horizontal lane on the salary schedule, the employee must present the required hours supported by official transcripts and/or a diploma to the personnel office not later than October 1. Midyear lane changes must be submitted to the personnel office not later than February 1. Movement from the Bachelor's level to the Master's level requires a Master's Degree. A

employee may advance no more than one horizontal lane per school year. Failure to meet these deadlines will result in no lane advancement until the next opportunity for lane changes.

D. In-Service Growth

1. Only those graduate level credits earned after the date on which the Master's Degree was conferred shall count toward the "Masters Plus" on the salary schedule.
2. Graduate credit shall be earned at an educational institution accredited to grant graduate degrees by the appropriate regional accrediting association ([Higher Learning Commission](#), etc.). Courses offered through third party providers may be approved only at the Superintendent's discretion.
3. Subject to pre-approval guidelines, reimbursement of actual tuition costs for successful completion of courses shall be a maximum of \$1,000 for the school year (September to August), or \$2,000 for priority positions as determined by Administration on a case-by-case basis. The intent here is to support the improvement of instruction. Graduate courses in an approved Master's or Doctoral Degree program qualify for advancement on the salary schedule. An employee may advance no more than one horizontal lane per school year.
4. Unless part of a pre-approved Masters or Doctoral program, a maximum of two (2) online (web-based) courses (6 semester hours) are permitted for tuition reimbursement but will not be recognized for advancement on the salary schedule. Undergraduate level courses will not qualify for tuition reimbursement or advancement on the salary schedule.
5. Employees seeking tuition reimbursement shall submit pre-approval forms with requested documentation to the Superintendent/designee as follows:

<u>Term</u>	<u>Deadline for submission of approval</u>
Summer session	May 31
Fall session	August 31
Spring session	December 31

The Superintendent/designee shall reply within (15) calendar days. Application deadlines may be extended at the discretion of the Superintendent/designee for extenuating circumstances. Such discretion shall not create a past practice.

6. Upon receiving reimbursement, the employee agrees to remain fully employed in District 215 for at least one (1) school year, unless the employee is released through reduction-in-force or unsatisfactory performance. Failure to meet this employment requirement will result in the employee returning the entire school year tuition reimbursement amount to District 215 or consent to a salary withholding for the same.
7. The employee must receive a final grade of an A, B or PASS in any course considered for reimbursement.

8. Advancement on the salary schedule shall be for the hours earned subsequent to the last degree conferred.

E. Additional Education Related Compensation

Any education related planning/supervision assignments will be compensated at the internal substitution rate as per the negotiated agreement.

F. Stipends

1. Deans – Deans shall be paid a stipend at seven percent (7%) of the base salary for current year to perform duties as outlined under present policies and procedures. An additional one percent (1%) per year will be added to the stipend for each year of service in the position not to exceed an additional six percent (6%). A current employee who substitutes for a Dean on an extended leave of absence will receive this stipend, prorated based on the number of days serving in this role divided by 180.
2. Interschool Travel – Employees who travel between school buildings daily to fulfill their teaching assignments will be paid a stipend of \$800 per semester.
3. Consulting Teacher – Consulting teachers shall be paid internal substitute rate of pay whenever their consulting service is necessary.
4. Advanced Placement (AP) Coordinator - T.F. North and T.F. South are required annually to designate an Advanced Placement (AP) Coordinator. This individual must complete any and all College Board training requirements to serve in this role. Some of the AP Coordinator duties will fall outside of the contractual workday; therefore, the District will pay the Credit Recovery Teacher hourly rate of pay for up to 30 hours per school year to the AP Coordinator. These additional hours should be scheduled in advance with the Assistant Principal of Pupil Personnel Services and submitted for payment biweekly via the District's current timesheet submission process.
5. Homework Center – Homework Center Tutors will be paid \$62 per hour for hours worked for the duration of this Agreement.

- G. Per Diem Salary – Employees who begin work after the school year starts or leave prior to the end of the school year shall be paid their per diem salary. The per diem salary shall be based on teacher attendance days worked times daily rate, (1/180 of the annual salary). Provisions of this paragraph shall not apply to employees on extended contracts.

- H. Additional Teaching Assignment Compensation – Any teacher requested to teach additional classes above the normal teaching load shall be paid at the substitute rate for twenty (20) consecutive teaching days and shall thereafter be paid 1/6.5 of their per diem salary (1/180) and will be paid such rate retroactively to the date said teacher began said assignment.

- I. Part-Time Teachers – A part-time teacher shall be compensated using the following formula, which includes payment for the consultation and planning period:
1. If he/she/they teaches one (1) period per day, and works 1/3 of a planning period, the teacher receives 20.51% of his/her/their per diem salary, and receives three (3) sick days and one (1) personal day.
 2. If he/she/they teaches two (2) periods per day, and works 2/3 of a planning period, the teacher receives 41.02% of his/her/their per diem salary, and receives six (6) sick days and (1) personal day.
 3. If he/she/they teaches three (3) periods per day, and works one planning period, the teacher receives 61.54% of his/her/their per diem salary, and receives nine (9) sick days and two (2) personal days.
 4. A part-time teacher will not receive fringe benefits (health insurance, life insurance, tuition reimbursement, etc.).
 5. The Board of Education will make every effort to hire full-time teachers; however, from time to time it may be necessary to hire part-time teachers due to a critical shortage in content areas or other unforeseen circumstances. In these circumstances, the Superintendent will inform the Union President. However, nothing herein restricts the Board of Education from their legal responsibility to employ.
- J. Pay Periods – The employee may elect twenty-one (21) or twenty-six (26) pay periods. Payrolls are paid on alternate Fridays. When the payday is scheduled on a non-attendance day every effort shall be made to provide the payroll on the last working day prior to the regularly scheduled day.
- K. Insurance
1. The Board of Education shall offer medical, dental, and vision insurance, as well as flexible spending accounts (FSA), for regularly employed personnel and their dependents. The medical plan(s) will include tiered prescription coverage, costing subscribers \$15 for generic, \$20 for formulary brand, and \$35 for non-formulary brand. The employee will share the cost of such insurance at the following monthly rates:

PLAN	2022-2023			2023-2024 and 2024-2025		
	SINGLE	2-PARTY	FAMILY	SINGLE	2-PARTY	FAMILY
Medical PPO	\$205	n/a	\$492	\$215	n/a	\$512
Medical HMO	\$197	n/a	\$465	\$207	n/a	\$485
Dental PPO High	Cost	Cost	Cost	Cost	Cost	Cost
Dental PPO Low	Cost	Cost	Cost	Cost	Cost	Cost
Vision	Cost	Cost	Cost	Cost	Cost	Cost

2. The Board of Education shall provide \$50,000 in Basic Life and Accidental Death & Dismemberment Insurance for regularly employed, full-time personnel. Employees shall have the option of purchasing additional life insurance through payroll deduction.
3. Available insurance benefits are as defined by the carrier chosen by the Board of Education. See provider/carrier benefits brochure made available to each employee and dependent covered by the plan each year. During the life of this agreement, the Board shall have the right to change insurance carriers, and/or third-party administrators.
4. Employees who choose to decline comprehensive medical insurance benefits will receive \$1,000 annually (as two \$500 payments biannually).

L. Payment for Coaching/Extra-Curricular Assignments

1. Payment for coaching assignments shall be made only at the activity's completion or in two (2) equal payments. The second payment follows the activity's completion. The choice for either of these payments shall be on the part of the individual involved.
2. Personnel moving to a different level within an activity shall retain all experience in that activity. New personnel and present personnel who had previously accrued experience in a particular activity outside the district shall be entitled to one-half (½) of the years of experience acquired in that activity if verified in writing by previous employers.
3. Written reports shall be filed with the principal by each sponsor of an extracurricular activity and each athletic coach of such activity at the end of each activity and/or at the end of each sport season. If any recommendations are made a response shall be given to the sponsor or coach.
4. Designation, appointment and retention of all athletic coaches and activity sponsors shall be made at the discretion of the Board.
 - a. For purposes of implementing the required notice of employment status to coaches and activity sponsors the required notice shall be provided as follows:

<u>Season or Activity</u>	
<u>Scheduled in:</u>	<u>Board Action by:</u>
Fall	December Board Meeting
Winter	April Board Meeting
Spring	July Board meeting

- The coach/sponsor will be notified by at least fourteen (14) calendar days after Board action.
- b. The Union agrees the Board is under no obligation to offer sports, activities or maintain prior staffing levels. In cases where additional coaches/sponsors were added due to increased enrollment and there is a decrease in enrollment below the prior seasons level the above notice schedule is waived providing the reduced enrollment became known after the schedule action/notice date. Such coach/sponsor shall be notified as soon as practicable.

5. It shall be the duty and responsibility of the assigned chaperones at all extracurricular functions to supervise the conduct of the students in attendance at such activities.
 6. Pay for extra duties shall be certified by the student activities director to the principal for approval, except for cafeteria supervision.
 7. Qualified licensed employees shall be given priority consideration when applying for vacant coaching or extracurricular positions. This shall not prevent administration from making decisions on the retention of coaches and sponsors.
 8. Summer Camp head coaches will receive \$130 per three-hour day and assistant coaches will receive \$110 per three-hour day for the duration of this Agreement.
- M. Printing of Contract – The Board shall reproduce and distribute a copy of the contract to each employee at the first meeting of the professional staff at the beginning of the school year or as soon as it is practical after ratification by both parties.
- N. Credit Union – Upon authorization of a credit union member in writing the Board must deduct money from payroll and remit it each pay period. Such authorization may be terminated by the individual giving thirty (30) days written notice to the Board of Education. The credit union member agrees to save and hold harmless the Board from any and all liabilities of the credit union incurred as a result of this paragraph.
- O. Annuity Program – Upon authorization of an employee in writing, the Board must deduct money from his/her/their pay and remit this money each pay period to a tax-sheltered annuity program the employee elects. The employee agrees to save and hold harmless the Board from any and all liabilities of the annuity program incurred as a result of this paragraph. It is agreed that any member of the staff who wishes to participate in such a plan shall choose a plan from an approved list submitted to the Board by the Union. The list submitted by the Union shall be limited to five (5) plans which may be expanded to a maximum of eight (8) plans provided a minimum of five (5) employees wish to participate in a plan which is not on the approved list.
- P. Sick Day Payment – Employees who retire or who are dismissed as a result of a reduction in force and who have at least ten (10) years of full-time service in the District shall receive compensation for their accumulated sick leave at the rate of \$50 per day, less any days of sick leave credited to the Teachers' Retirement System. The above benefits shall be paid to the employee's beneficiary or estate if the employee dies during his/her/their employment.
- Q. Retirement Stipend – For the duration of this contract, an employee who is eligible to retire under the Teachers' Retirement System of the State of Illinois (TRS) and has completed a minimum of fifteen (15) years of full time, continuous, not including unpaid leave time, service in District 215 shall receive,

irrespective of any salary schedule set forth herein, the sum of six percent (6%) increased for not more than two school years. This yearly increase shall not be in addition to any salary schedule placement, and shall not compound any other creditable compensation for TRS purposes. Any sick leave (unused by the employee personally or not used to enhance retirement) shall be paid to the retired employee no later than six (6) months following retirement from the District. To qualify, an employee must submit a letter of intent to retire by the 1st of February. If an employee submits a letter of intent to retire by the 1st of February, three (3) years prior to retirement, the retirement stipend as stated above will be spread over the final two (2) years of employment. The retirement stipend payments made pursuant to this section must be paid during the life of the contract.

- R. New Activities/Clubs – All new activities and clubs shall be placed on the respective schedules and on a lane and step appropriate to the activity.

ARTICLE X – SUMMER SCHOOL & CREDIT RECOVERY

- A. Summer School and Credit Recovery may be held at the discretion of the Board.
- B. Summer School teachers and Credit Recovery teachers must be licensed in the subject to be taught and must have earned a rating of Proficient or Excellent on the most recent performance evaluation (teachers who have yet to earn a summative evaluation rating will not be excluded).
- C. Summer School teachers shall be recommended based on the following order (except for Behind-the-Wheel teachers, who are selected based on availability and best fit as determined by the Principal or designee):
 - 1. Teachers who have a majority of their teaching assignments in the subject department will be offered the position based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning.
 - 2. Teachers who have a minority of their teaching assignments in the subject department will be offered the position based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning.
 - 3. Any teacher who meets the requirements in section B (above) will be offered the position based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning.
- D. Credit Recovery teachers shall be recommended based on the following order (except for Behind-the-Wheel teachers, who are selected based on availability and best fit as determined by the Principal or designee):
 - 1. Teachers who have a majority of their teaching assignments in the subject department, and who are assigned to the school at which the subject will be taught, will be offered the position based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning. T.F. Center for Alternative Learning and T.F. Center for

Academics & Technology will be considered one campus as it pertains to teaching assignments.

2. Teachers who have a minority of their teaching assignments in the subject department are assigned to the school at which the subject will be taught, will be offered the position based on a district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning.
 3. Employees who are assigned to the school at which the subject will be taught, will be offered the position based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning.
 4. Employees will be offered the position based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning.
- E. Explanation of Summer School/Credit Recovery Rotation/Salary
1. Every teacher is placed on a wheel based on seniority. The wheel is continuously rotated. The rotation begins where it stopped the previous selection cycle.
 2. The salary for the summer program shall be as follows: \$7,358 for 2023, \$7,579 for 2024, and \$7,806 for 2025. Behind-the-Wheel teachers will receive \$52 per hour for hours worked.
 - a. This schedule is based on a five (5) hour teaching day, four (4) days per week (Monday – Thursday); this will include a daily fifteen (15) minute break.
 - b. The Fourth of July holiday, in accordance with Federal regulations, shall be a paid holiday, if the holiday falls within the teacher's workweek.
 - d. All summer school teachers shall have one sick/personal day available per semester. Any unused days are forfeited and are not available for use after summer session ends. Driver education teachers shall not be paid nor work for more than the total number of instructional days scheduled for driver education in the summer session.
 3. The hourly wage for Credit Recovery teachers, including Behind-the-Wheel teachers, shall be \$62 per hour for the duration of this Agreement.

ARTICLE XI – SCHOOL NURSES

- A. The following sections shall be the only sections of the contract which apply to the school nurses:

Articles I, II, III, IV, V, VI – Complete articles

Article VII – A, B, D, E, I, J, K, L, M, N, O

Article VIII – Complete article

Article IX – A, B, C, D, E, F, G, J, K, L, M, N, O, P, Q, R

- B. The following provisions shall apply to school nurses:

1. Work Year: The school nurses' work year shall include all days of teacher attendance plus pre-school book pick-up days and up to four summer days at the request of the Principal. Compensation for these additional work days will be paid at the school nurse's regular hourly rate of pay.
2. Work Day: The school nurses' work day shall consist of eight (8) continuous hours, including a fifty-five (55) minute duty-free lunch; early dismissal/professional development days will allow a forty-five (45) minute duty-free lunch.
3. Salary: ISBE-licensed school nurses shall advance on the salary schedule in the same manner and under the same terms as teachers advance on the salary schedule. Non-licensed school nurses shall be placed on the initial step of the Bachelor lane, and there shall be no step advancement.

APPENDIX A – SALARY SCHEDULES

Teacher's salary pension contributions to the Teachers' Retirement System of the State of Illinois shall be tax sheltered by the Board to the maximum allowed by law.

The Union agrees to save and hold the Board harmless from all ramifications of withholding the tax-sheltered funds. The Board shall not be liable for any tax liability relating to this shelter.

SALARY SCHEDULES FOR (2022-2023) – (2023-2024) – (2024-2025)

SALARY SCHEDULE 2022-2023								
	Level I		Level II		Level III	Level IV	Level V	Level VI
Year	Bachelor's	Year	B+15	Year	Master's	M+ 15	M+30	M+45
0	\$ 51,458	0	\$ 54,016	0	\$ 57,085	\$ 59,643	\$ 62,201	\$ 64,759
1	\$ 54,016	1	\$ 56,574	1	\$ 59,643	\$ 62,201	\$ 64,759	\$ 67,317
2	\$ 56,574	2	\$ 59,132	2	\$ 62,201	\$ 64,759	\$ 67,317	\$ 69,875
3	\$ 59,132	3	\$ 61,690	3	\$ 64,759	\$ 67,317	\$ 69,875	\$ 72,433
4	\$ 61,945	4	\$ 64,503	4	\$ 67,573	\$ 70,131	\$ 72,689	\$ 75,246
5	\$ 64,759	5	\$ 67,317	5	\$ 70,386	\$ 72,944	\$ 75,502	\$ 78,060
6	\$ 67,573	6	\$ 70,131	6	\$ 73,200	\$ 75,758	\$ 78,316	\$ 80,874
7	\$ 70,386	7	\$ 72,944	7	\$ 76,014	\$ 78,572	\$ 81,130	\$ 83,688
8	\$ 73,200	8	\$ 75,758	8	\$ 78,828	\$ 81,385	\$ 83,943	\$ 86,501
9	\$ 76,014	9	\$ 78,572	9	\$ 81,641	\$ 84,199	\$ 86,757	\$ 89,315
10	\$ 78,828	10	\$ 81,385	10	\$ 84,455	\$ 87,013	\$ 89,571	\$ 92,129
11	\$ 81,641	11	\$ 84,199	11	\$ 87,269	\$ 89,827	\$ 92,384	\$ 94,942
12	\$ 84,455	12	\$ 87,013	12	\$ 90,082	\$ 92,640	\$ 95,198	\$ 97,756
13	\$ 87,269	13	\$ 90,082	13	\$ 93,152	\$ 95,710	\$ 98,268	\$ 100,825
13A (14)	\$ 89,622	14	\$ 93,152	14	\$ 96,221	\$ 98,779	\$ 101,337	\$ 103,895
13B (15)	\$ 91,924	15	\$ 96,221	15	\$ 99,291	\$ 101,849	\$ 104,407	\$ 106,964
14 (16)	\$ 94,303	15A (16)	\$ 98,820	16	\$ 102,360	\$ 104,918	\$ 107,476	\$ 110,034
L (17)	\$ 97,863	15B (17)	\$ 101,419	17	\$ 105,430	\$ 107,988	\$ 110,545	\$ 113,103
L2 (18)	\$ 99,863	16 (18)	\$ 104,013	18	\$ 108,499	\$ 111,057	\$ 113,615	\$ 116,173
L3 (19)	\$ 101,863	L (19)	\$ 107,573	18A (19)	\$ 111,574	\$ 114,229	\$ 116,889	\$ 119,498
L4 (20)	\$ 103,863	L2 (20)	\$ 109,573	18B (20)	\$ 114,653	\$ 117,401	\$ 120,163	\$ 122,823
21	\$ 105,863	L3 (21)	\$ 111,573	19 (21)	\$ 117,728	\$ 120,583	\$ 123,442	\$ 126,297
		L4 (22)	\$ 113,573	L (22)	\$ 121,289	\$ 124,143	\$ 127,003	\$ 129,858
				L2 (23)	\$ 123,289	\$ 126,143	\$ 129,003	\$ 131,858
				L3 (24)	\$ 125,289	\$ 128,143	\$ 131,003	\$ 133,858
				L4 (25)	\$ 127,289	\$ 130,143	\$ 133,003	\$ 135,858
				26	\$ 129,289	\$ 132,143	\$ 135,003	\$ 137,858

All staff shall receive a \$400 retention bonus at the start of the 2022-2023 school term, except for the following staff who shall receive an \$800 retention bonus:

Staff on BA Level Years 18-21, Staff on BA+15 Level Years 20-22, Staff on Masters+ Levels Years 23-26

Level I Legend	Level II Legend	Level III -VI Legend
13A becomes 14	15A becomes 16	18A becomes 19
13B becomes 15	15B becomes 17	18B becomes 20
14 becomes 16	16 becomes 18	19 becomes 21
L becomes 17	L becomes 19	L becomes 22
L2 becomes 18	L2 becomes 20	L2 becomes 23
L3 becomes 19	L3 becomes 21	L3 becomes 24
L4 becomes 20	L4 becomes 22	L4 becomes 25

SALARY SCHEDULE 2023-2024									
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	Level I		Level II		Level III	Level IV	Level V	Level VI
Year	Bachelor's	Year	B+15	Year	Master's	M+ 15	M+30	M+45
0	\$ 51,958	0	\$ 54,516	0	\$ 57,585	\$ 60,143	\$ 62,701	\$ 65,259
1	\$ 54,516	1	\$ 57,074	1	\$ 60,143	\$ 62,701	\$ 65,259	\$ 67,817
2	\$ 57,074	2	\$ 59,632	2	\$ 62,701	\$ 65,259	\$ 67,817	\$ 70,375
3	\$ 59,632	3	\$ 62,190	3	\$ 65,259	\$ 67,817	\$ 70,375	\$ 72,933
4	\$ 62,445	4	\$ 65,003	4	\$ 68,073	\$ 70,631	\$ 73,189	\$ 75,746
5	\$ 65,259	5	\$ 67,817	5	\$ 70,886	\$ 73,444	\$ 76,002	\$ 78,560
6	\$ 68,073	6	\$ 70,631	6	\$ 73,700	\$ 76,258	\$ 78,816	\$ 81,374
7	\$ 70,886	7	\$ 73,444	7	\$ 76,514	\$ 79,072	\$ 81,630	\$ 84,188
8	\$ 73,700	8	\$ 76,258	8	\$ 79,328	\$ 81,885	\$ 84,443	\$ 87,001
9	\$ 76,514	9	\$ 79,072	9	\$ 82,141	\$ 84,699	\$ 87,257	\$ 89,815
10	\$ 79,328	10	\$ 81,885	10	\$ 84,955	\$ 87,513	\$ 90,071	\$ 92,629
11	\$ 82,141	11	\$ 84,699	11	\$ 87,769	\$ 90,327	\$ 92,884	\$ 95,442
12	\$ 84,955	12	\$ 87,513	12	\$ 90,582	\$ 93,140	\$ 95,698	\$ 98,256
13	\$ 87,769	13	\$ 90,582	13	\$ 93,652	\$ 96,210	\$ 98,768	\$ 101,325
13A (14)	\$ 90,122	14	\$ 93,652	14	\$ 96,721	\$ 99,279	\$ 101,837	\$ 104,395
13B (15)	\$ 92,424	15	\$ 96,721	15	\$ 99,791	\$ 102,349	\$ 104,907	\$ 107,464
14 (16)	\$ 94,803	15A (16)	\$ 99,320	16	\$ 102,860	\$ 105,418	\$ 107,976	\$ 110,534
L (17)	\$ 98,363	15B (17)	\$ 101,919	17	\$ 105,930	\$ 108,488	\$ 111,045	\$ 113,603
L2 (18)	\$ 100,363	16 (18)	\$ 104,513	18	\$ 108,999	\$ 111,557	\$ 114,115	\$ 116,673
L3 (19)	\$ 102,363	L (19)	\$ 108,073	18A (19)	\$ 112,074	\$ 114,729	\$ 117,389	\$ 119,998
L4 (20)	\$ 104,363	L2 (20)	\$ 110,073	18B (20)	\$ 115,153	\$ 117,901	\$ 120,663	\$ 123,323
21	\$ 106,363	L3 (21)	\$ 112,073	19 (21)	\$ 118,228	\$ 121,083	\$ 123,942	\$ 126,797
22	\$ 108,363	L4 (22)	\$ 114,073	L (22)	\$ 121,789	\$ 124,643	\$ 127,503	\$ 130,358
				L2 (23)	\$ 123,789	\$ 126,643	\$ 129,503	\$ 132,358
				L3 (24)	\$ 125,789	\$ 128,643	\$ 131,503	\$ 134,358
				L4 (25)	\$ 127,789	\$ 130,643	\$ 133,503	\$ 136,358
				26	\$ 129,789	\$ 132,643	\$ 135,503	\$ 138,358
				27	\$ 131,789	\$ 134,643	\$ 137,503	\$ 140,358
Level I Legend			Level II Legend			Level III -VI Legend		
13A becomes 14			15A becomes 16			18A becomes 19		
13B becomes 15			15B becomes 17			18B becomes 20		
14 becomes 16			16 becomes 18			19 becomes 21		
L becomes 17			L becomes 19			L becomes 22		
L2 becomes 18			L2 becomes 20			L2 becomes 23		
L3 becomes 19			L3 becomes 21			L3 becomes 24		
L4 becomes 20			L4 becomes 22			L4 becomes 25		

SALARY SCHEDULE 2024-2025									
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	Level I		Level II		Level III	Level IV	Level V	Level VI
Year	Bachelor's	Year	B+15	Year	Master's	M+ 15	M+30	M+45
0	\$ 52,158	0	\$ 54,716	0	\$ 57,785	\$ 60,343	\$ 62,901	\$ 65,459
1	\$ 54,716	1	\$ 57,274	1	\$ 60,343	\$ 62,901	\$ 65,459	\$ 68,017
2	\$ 57,274	2	\$ 59,832	2	\$ 62,901	\$ 65,459	\$ 68,017	\$ 70,575
3	\$ 59,832	3	\$ 62,390	3	\$ 65,459	\$ 68,017	\$ 70,575	\$ 73,133
4	\$ 62,645	4	\$ 65,203	4	\$ 68,273	\$ 70,831	\$ 73,389	\$ 75,946
5	\$ 65,459	5	\$ 68,017	5	\$ 71,086	\$ 73,644	\$ 76,202	\$ 78,760
6	\$ 68,273	6	\$ 70,831	6	\$ 73,900	\$ 76,458	\$ 79,016	\$ 81,574
7	\$ 71,086	7	\$ 73,644	7	\$ 76,714	\$ 79,272	\$ 81,830	\$ 84,388
8	\$ 73,900	8	\$ 76,458	8	\$ 79,528	\$ 82,085	\$ 84,643	\$ 87,201
9	\$ 76,714	9	\$ 79,272	9	\$ 82,341	\$ 84,899	\$ 87,457	\$ 90,015
10	\$ 79,528	10	\$ 82,085	10	\$ 85,155	\$ 87,713	\$ 90,271	\$ 92,829
11	\$ 82,341	11	\$ 84,899	11	\$ 87,969	\$ 90,527	\$ 93,084	\$ 95,642
12	\$ 85,155	12	\$ 87,713	12	\$ 90,782	\$ 93,340	\$ 95,898	\$ 98,456
13	\$ 87,969	13	\$ 90,782	13	\$ 93,852	\$ 96,410	\$ 98,968	\$101,525
13A (14)	\$ 90,322	14	\$ 93,852	14	\$ 96,921	\$ 99,479	\$102,037	\$104,595
13B (15)	\$ 92,624	15	\$ 96,921	15	\$ 99,991	\$102,549	\$105,107	\$107,664
14 (16)	\$ 95,003	15A (16)	\$ 99,520	16	\$103,060	\$105,618	\$108,176	\$110,734
L (17)	\$ 98,563	15B (17)	\$102,119	17	\$106,130	\$108,688	\$111,245	\$113,803
L2 (18)	\$100,563	16 (18)	\$104,713	18	\$109,199	\$111,757	\$114,315	\$116,873
L3 (19)	\$102,563	L (19)	\$108,273	18A (19)	\$112,274	\$114,929	\$117,589	\$120,198
L4 (20)	\$104,563	L2 (20)	\$110,273	18B (20)	\$115,353	\$118,101	\$120,863	\$123,523
21	\$106,563	L3 (21)	\$112,273	19 (21)	\$118,428	\$121,283	\$124,142	\$126,997
22	\$108,563	L4 (22)	\$114,273	L (22)	\$121,989	\$124,843	\$127,703	\$130,558
23	\$110,563			L2 (23)	\$123,989	\$126,843	\$129,703	\$132,558
				L3 (24)	\$125,989	\$128,843	\$131,703	\$134,558
				L4 (25)	\$127,989	\$130,843	\$133,703	\$136,558
				26	\$129,989	\$132,843	\$135,703	\$138,558
				27	\$131,989	\$134,843	\$137,703	\$140,558
				28	\$133,989	\$136,843	\$139,703	\$142,558

Level I Legend		Level II Legend		Level III -VI Legend
13A becomes 14		15A becomes 16		18A becomes 19
13B becomes 15		15B becomes 17		18B becomes 20
14 becomes 16		16 becomes 18		19 becomes 21
L becomes 17		L becomes 19		L becomes 22
L2 becomes 18		L2 becomes 20		L2 becomes 23
L3 becomes 19		L3 becomes 21		L3 becomes 24
L4 becomes 20		L4 becomes 22		L4 becomes 25

APPENDIX B – Extra Duty & Extracurricular Salary Schedules

EXTRA DUTY

The following guidelines and considerations are to be followed by administrative personnel in making assignments of extra duty positions in Category I as specified herein.

1. This provision applies only to the selection of employees for extra duty jobs. These jobs are defined as all supervisory assignments beyond a teacher's five (5) required assignments.
2. No employee shall hold more than one extra duty job during any given school year.
3. Compensation for hall duty supervision (per semester) shall be \$2,547 for 2022-2023, \$2,623 for 2023-2024, and \$2,702 for 2024-2025. Employees chosen for these jobs must perform duties in the building where they spend the majority of their teaching day.
4. Every employee is placed on a wheel based on seniority. The wheel is continuously rotated. The rotation begins where it stopped the previous year. Awarding these positions shall be based on district seniority within the building unless the best interests of the school District require otherwise in which case the Superintendent shall convene a meeting with the Union President to explain the basis of the decision. Where the appointment of these positions ends the selection process shall commence in the following year.
5. Upon refusal of a position, the employee will remain in his/her/their present position until all others on the list are offered the position. On second refusal, the employee will move to the bottom of the hall supervision list.
6. It is understood that conflicts between extra duty assignments and the regular class schedule shall in no way influence the formation of the teacher's regular class schedule.

APPENDIX B - Extra Duty Assignment Compensation Schedule

ACTIVITY	2022-2023	2023-2024	2024-2025
Athletic Crowd Control	\$ 78	\$ 79	\$ 80
Bus Chaperone - Athletics	\$ 78	\$ 79	\$ 80
Concerts, Plays, Follies, Dances (Except After-Activity Dances)	\$ 78	\$ 79	\$ 80
After-Activity Dances	\$ 64	\$ 65	\$ 66
Other Activities	\$ 68	\$ 69	\$ 70
Athletic Associate Officials:			
Track/Swimming	\$ 78	\$ 79	\$ 80
Football (1 Game)	\$ 64	\$ 65	\$ 66
Football (2 Games)			
Public Address	\$ 78	\$ 79	\$ 80
Scorer	\$ 82	\$ 83	\$ 84
Scoreboard/Timer	\$ 82	\$ 83	\$ 84
Filming	\$ 78	\$ 79	\$ 80
Chain Gang	\$ 82	\$ 83	\$ 84
Basketball (1 Game)	\$ 64	\$ 65	\$ 66
Basketball (2 Games)			
Public Address	\$ 78	\$ 79	\$ 80
Scorer	\$ 82	\$ 83	\$ 84
Scoreboard/Timer	\$ 82	\$ 83	\$ 84
Filming	\$ 78	\$ 79	\$ 80
Wrestling			
Scoreboard/Timer (single match)	\$ 64	\$ 65	\$ 66
Scoreboard/Timer (dual match)	\$ 78	\$ 79	\$ 80
Swimming			
Scorer	\$ 82	\$ 83	\$ 84
Baseball/Softball			
Public Address - Varsity	\$ 64	\$ 65	\$ 66
Scorer	\$ 78	\$ 79	\$ 80
Scoreboard/Timer	\$ 78	\$ 79	\$ 80
Volleyball			
Scorer	\$ 82	\$ 83	\$ 84
Scoreboard/Timer	\$ 82	\$ 83	\$ 84
Athletic Ticket Takers	\$ 78	\$ 79	\$ 80
Auditorium Manager (Hourly Rate for Non-School Functions)	\$ 64	\$ 65	\$ 66
Pool Supervisor (Hourly Rate for Non-School Functions)	\$ 64	\$ 65	\$ 66
Detention Supervisor (Hourly Rate for After School/Saturday)	\$ 63	\$ 64	\$ 65
• Activities that exceed three (3) hours will be paid an additional \$15 per duty • Activities that exceed five (5) hours will be paid an additional \$30 per duty • Activities that exceed seven (7) hours will be paid an additional \$40 per duty • Activities that exceed nine (9) hours will be paid an additional \$50 per duty			

APPENDIX B

Athletics Key to Extra-Curricular Schedule of Payment

LANE A	LANE B	LANE C	LANE D	LANE E
Assistant Athletic Director	Head Coaches:	Head Coaches:	Assistant Coaches:	Assistant Coaches:
Athletic Trainer (120%)	Baseball (B)	Badminton (G)	Baseball (B)	Badminton (G)
Head Coaches:	Cheerleading	Bowling (B) (G)	Cheerleading	Bowling (B) (G)
Basketball (B) (G)	Soccer (B) (G)	Competitive Dance	Soccer (B) (G)	Cross Country (B) (G)
Football (B)	Softball (G)	Cross Country (B) (G)	Softball (G)	Golf (B)
Swimming (B) (G)		Golf (B)		Tennis (B) (G)
Track (B) (G)		Tennis (B) (G)		
Volleyball (B) (G)		Assistant Coaches:		
Wrestling (B)		Basketball (B) (G)		
		Football (B)		
		Swimming (B) (G)		
		Track (B) (G)		
		Volleyball (B) (G)		
		Wrestling (B)		

APPENDIX B

Activities, Clubs, and Non-Athletics Key to Extra-Curricular Schedule of Payment

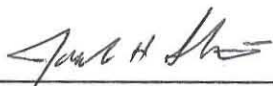
LANE A	LANE B	LANE C	LANE D	LANE E	LANE F
Activities Director (120%)	Band Assistant Director	Digital Media Manager	Auditorium Manager (2 sem)	Contest Play Director	Art/Visual Arts Club Sponsor
Band Director	Connections Club Sponsor	Drama Assistant Coach (2 sem)	Auto Collision Repair Club Sponsor	Cultural Exploration Club Sponsor	Best Buddies Club Sponsor
Choral Director	Student Action Team Sponsor	Future Teachers of America Sponsor	Auto Mechanics Club Sponsor	Drama Club Sponsor	Brother 2 Brother Club Sponsor
Drama Head Coach (2 sem)	Speech Assistant Coach	Junior Class Sponsor	Chess Sponsor	Dreamers Club Sponsor	Environmental/Science Club Sponsor
Speech Head Coach	Student Council Sponsor	Newspaper Advisor	Computer-Aided Design (CAD) Club Sponsor	Freshman Class Sponsor	History Club Sponsor
	Yearbook Advisor	Senior Class Sponsor	Cooperative Work Training (CWT) Sponsor	Freshman/Sophomore Class Sponsor	Literary Magazine Sponsor
		Student Equity Leadership Club Sponsor	Interdisciplinary Cooperative Education (ICE) Sponsor	Gender & Sexuality Alliance (GSA) / People Respecting Individuality Diversity & Equity (PRIDE) Sponsor	Mock Trial Club Sponsor
			Mathletes Sponsor	Group Interpretation Sponsor	Powerlifting Club Sponsor
			Scholastic Bowl Sponsor	Latin Dance Crew Sponsor	Senior Ambassadors Club
				Monogram Club/Pep Club Sponsor	STARS/Girls Club Sponsor
				National Honor Society (NHS) Sponsor	Students Against Destructive Decisions (SADD) Sponsor
				Peer Mediators Sponsor	TV Production Club Sponsor
				Publicity Director	
				Sophomore Class Sponsor	

APPENDIX B – Athletics & Clubs/Non-Athletics Salary Schedules

ATHLETICS SALARY SCHEDULE						CLUBS & NON-ATHLETICS SALARY SCHEDULE							
LEVELS						LEVELS							
Year	A	B	C	D	E	Year	A	B	C	D	E	F	
1	\$ 6,810	\$ 5,675	\$ 4,540	\$ 4,256	\$ 3,972	1	\$ 6,810	\$ 5,675	\$ 4,033	\$ 3,781	\$ 2,925	\$ 2,018	
2	\$ 7,263	\$ 6,071	\$ 4,936	\$ 4,597	\$ 4,256	2	\$ 7,263	\$ 6,071	\$ 4,386	\$ 4,085	\$ 3,175	\$ 2,269	
3	\$ 7,718	\$ 6,468	\$ 5,333	\$ 4,936	\$ 4,484	3	\$ 7,718	\$ 6,468	\$ 4,739	\$ 4,386	\$ 3,377	\$ 2,470	
4	\$ 8,172	\$ 6,866	\$ 5,731	\$ 5,278	\$ 4,766	4	\$ 8,172	\$ 6,866	\$ 5,092	\$ 4,690	\$ 3,631	\$ 2,723	
5	\$ 8,625	\$ 7,263	\$ 6,127	\$ 5,619	\$ 4,994	5	\$ 8,625	\$ 7,263	\$ 5,445	\$ 4,992	\$ 3,832	\$ 2,925	
6	\$ 9,080	\$ 7,660	\$ 6,525	\$ 5,959	\$ 5,278	6	\$ 9,080	\$ 7,660	\$ 5,798	\$ 5,294	\$ 4,085	\$ 3,175	
7	\$ 9,533	\$ 8,058	\$ 6,924	\$ 6,298	\$ 5,503	7	\$ 9,533	\$ 8,058	\$ 6,152	\$ 5,596	\$ 4,287	\$ 3,377	
8	\$ 9,987	\$ 8,454	\$ 7,321	\$ 6,638	\$ 5,789	8	\$ 9,987	\$ 8,454	\$ 6,504	\$ 5,899	\$ 4,537	\$ 3,631	
9	\$ 10,442	\$ 8,852	\$ 7,718	\$ 6,866	\$ 6,015	9	\$ 10,442	\$ 8,852	\$ 6,858	\$ 6,101	\$ 4,739	\$ 3,832	
10	\$ 10,781	\$ 9,080	\$ 7,945	\$ 7,093	\$ 6,243	10	\$ 10,781	\$ 9,080	\$ 7,060	\$ 6,302	\$ 4,941	\$ 4,033	
A (11)	\$ 10,943	\$ 9,216	\$ 8,064	\$ 7,199	\$ 6,337	A (11)	\$ 10,943	\$ 9,216	\$ 7,166	\$ 6,397	\$ 5,015	\$ 4,093	
B (12)	\$ 11,261	\$ 9,484	\$ 8,299	\$ 7,410	\$ 6,521	B (12)	\$ 11,261	\$ 9,484	\$ 7,375	\$ 6,583	\$ 5,161	\$ 4,212	
C (13)	\$ 11,580	\$ 9,752	\$ 8,533	\$ 7,620	\$ 6,706	C (13)	\$ 11,580	\$ 9,752	\$ 7,584	\$ 6,770	\$ 5,307	\$ 4,331	
• Years A, B & C have been renamed Years 11-13; Years 11-13 are closed to new enrollees. • Staff on Year 10 in 2021-2022 remain on Year 10 for 2022-2023 forward. Staff on Year A in 2021-2022 move to Year 12 in 2022-2023. • Staff on Step B in 2021-2022 move to Year 13 in 2022-2023. Staff on Year C in 2021-2022 remain on Year 13 in 2022-2023.													
• Assistant Athletic Director stipend is prorated as follows: 30% fall, 40% winter, 30% spring (athletic seasons). • Assistant Athletic Directors who complete a single season (fall, winter, or spring) will advance to the next year on the above salary schedule.													

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties have caused this Agreement to the contract as proposed herein between the Board of Education of Thornton Fractional Township High School District #215, Cook County, Illinois; and the Thornton Fractional Teachers' Federation, Local #683, of the American Federation of Teachers.



Joseph H. Stephan III
President
Local #683

4-27-22

Date



Rita Oberman
President
Board of Education

4/26/2022

Date

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

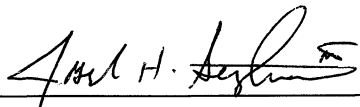
SALARY LANE PLACEMENT FOR ESPORTS TEAM & ESPORTS CLUB

The Board of Education and Local #683 agree that the position of Esports Team Head Coach will be placed on Lane C of the Athletics Salary Schedule of Payment in Appendix B of the current Agreement.

The Board of Education and Local #683 further agree that the position of Esports Club Sponsor will be placed on Lane E of the Activities, Clubs, and Non-Athletics Schedule of Payments in Appendix B of the current Agreement.



Rita Oberman, President (Date)
Board of Education



Joseph H. Stephan III, President (Date)
AFT/IFT Local #683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

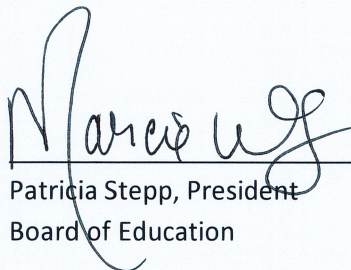
AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

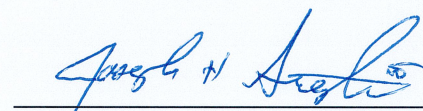
SALARY LANE PLACEMENT FOR ANIME CLUB

The Board of Education and Local #683 agree that the position of Anime Club Sponsor will be placed on Lane E of the Activities, Clubs, and Non-Athletics Schedule of Payments in Appendix B of the current Agreement.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of Local #683 and the Board.

 9/26/2023

Patricia Stepp, President (Date)
Board of Education

 9/27/23

Joseph H. Stephan III, President (Date)
AFT/IFT Local #683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

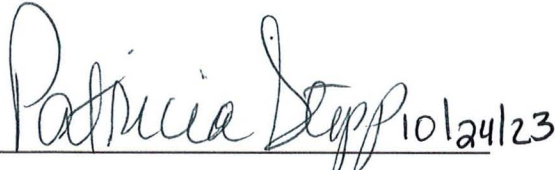
LOCAL #683 AMERICAN FEDERATION OF TEACHERS

ASYNCHRONOUS LEARNING FOR STATE TESTING DAYS

During the two days of State testing in the Spring, District 215 will provide asynchronous, remote learning to the student groups who are not testing on that particular day.

This letter of agreement shall expire at the end of the current Agreement and the terms and conditions of this letter are non-precedential.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of Local #683 and the Board.

 10/24/23

Patricia Stepp, President (Date)
Board of Education District 215

 10/24/23

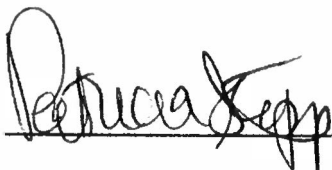
Joseph H. Stephan III, President (Date)
AFT/IFT Local #683

LETTER OF AGREEMENT
BETWEEN
THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215
AND
LOCAL #683 AMERICAN FEDERATION OF TEACHERS
CTE DIVISION LEADER

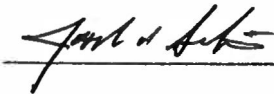
For the 2024-2025 school year, the CTE (Center/South) division leader position will be divided into two positions: One at the Center with one period release for the division leader and one at the South campus with one period release for South division leader.

This letter of agreement shall expire at the end of the current Agreement and the terms and conditions of this letter are non-precedential.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of Local #683 and the Board.

 5/28/24

Patricia Stepp, President (Date)
Board of Education District 215

 5/29/24

Joseph H. Stephan III, President (Date)
AFT/IFT Local #683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

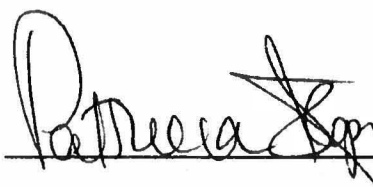
E-Learning Plan

For the 2024-2025 school year, all parties agree upon the following for Article VII # 6a under working conditions:

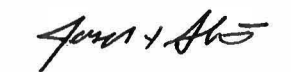
- The clause that states "the e-learning program will be in effect for no less than the duration of the current grading period" does NOT refer to the Superintendent's ability to designate a remote learning day when conditions won't allow students and/or staff to safely attend school in-person.
- A remote learning day as deemed necessary by the Superintendent would then follow the approved e-learning plan that is on file with the State. It would not follow the outlined e-learning workday in Article VII #6a of the contract.

This letter of agreement shall expire at the end of the current Agreement and the terms and conditions of this letter are non-precedential.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of Local #683 and the Board.

 5/28/24

Patricia Stepp, President (Date)
Board of Education District 215

 5/29/24

Joseph H. Stephan III, President (Date)
AFT/IFT Local #683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

PRIVACY

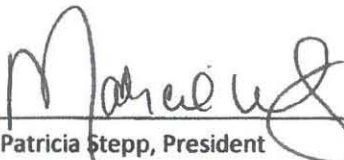
The Board of Education agrees to the following terms related to members of this bargaining unit:

Notices to Remedy and other notices of formal discipline for bargaining unit members shall not be posted on BoardBook for public viewing.

Disciplinary documents for bargaining unit members shall remain confidential and shall only be made public in accordance with the law.

This letter of agreement shall expire at the end of the current Agreement and the terms and conditions of this letter are non-precedential.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of Local #683 and the Board.


Patricia Stepp, President (Date)
Board of Education

 6/26/24
Joseph H. Stephan III, President (Date)
AFT/IFT Local #683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

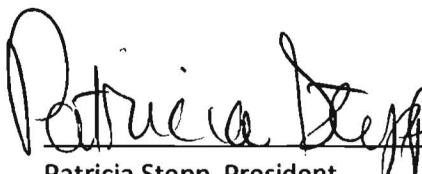
LOCAL #683 AMERICAN FEDERATION OF TEACHERS

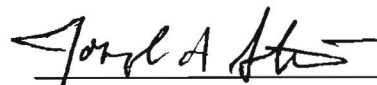
SUBSTITUTE TEACHING ASSIGNMENTS

The Board of Education agrees not to require a teacher who is scheduled to teach three consecutive preparations to substitute teach for the period immediately preceding or following the three consecutive preparations, or if their teacher preparations exceed three. This does not preclude the Board from asking for the teacher's consent to substitute teach in such a situation.

This letter of agreement shall expire at the end of the current Agreement and the terms and conditions of this letter are non-precedential.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of Local #683 and the Board.


Patricia Stepp, President
Board of Education
7/23/24
(Date)


Joseph H. Stephan III, President
AFT/IFT Local #683
7/20/24
(Date)