

2013 – 2022

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

Mr. Richard Dust	Board President
Ms. LeeAnn Revis	Board Vice-President
Ms. Sheryl Black	Board Secretary
Mr. Michael Bolz	Board Member
Mr. Joe Del Real	Board Member
Ms. Rita Oberman	Board Member
Mr. Roger Yochem	Board Member
Dr. Creg E. Williams	Superintendent

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ARTICLE I – PREAMBLE

The Board and the Union recognize and pledge that quality education for the children of District No. 215 is our primary objective and common interest. This contract shall be effective with the first teacher attendance day of the 2013-2014 school term and shall continue until the day immediately preceding the first teacher attendance day of the 2019-2020 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 certified 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 certified staff defined as the following, even if titles change: certified classroom teachers, division leaders, deans, counselors, social workers, librarians, speech pathologist, nurses, school psychologist, and additional certified, 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 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. All regularly employed certified staff covered by this Agreement who are not members of the Union shall commencing sixty (60) days after their employment or the effective date of this Agreement, whichever is later, and continuing during the term of the Agreement and so long as they remain non-members of the Union pay to the Union each month their proportionate share of the cost of the collective bargaining process and contract administration measured by the amount of dues uniformly required by members of the Union. Such proportionate share payments shall be deducted by the Board from the earnings of the non-member full time employees and be paid to the Union each pay period except as may be provided otherwise by law for those teachers with bona fide religious objections. The Union shall submit to the Board an affidavit which specifies the amount which constitutes said proportionate share, which amount shall not exceed the dues uniformly required of members of the Union.

The Union shall indemnify and hold harmless the Board of Education, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability including but not limited to damages, attorneys' fees and costs that shall arise out of or by reason of action taken by the Board for the purpose of complying with the above provisions of this Article or in reliance on any list, notice, certification, affidavit or assignment furnished under any of such provisions.

- D. Any teacher may join any employee organization of his/her own choosing.
- E. 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 certificated personnel, who are members of the bargaining unit.

ARTICLE IV – FAIR PRACTICES

- A. The parties affirm their policy of nondiscrimination by reasons of race, creed, color, national origin, sex, 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 teacher.
1. Each teacher may have access for examination purposes, at reasonable times, to all of the material in his/her official personnel file.
 2. Every teacher shall have the right to have dissenting explanatory material attached to any document on file.

3. A teacher shall be notified in writing when any material is added to his/her file which relates to the evaluation of his/her performance.
4. Reasonable request by teachers for copies of material appearing in their files will be honored by the administration.
5. No teacher or school officer shall remove any material from the official teacher personnel file without notification to the teacher in writing and approval by both the teacher and the superintendent.
6. Except for Board-ordered remediation documentation, disciplinary materials which are more than four (4) years old shall be removed from a teacher's official personnel file. The responsibility to review the file and request the removal of such materials shall rest with the affected teacher.

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 teachers' 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 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 teachers' 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.

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 a Teacher shall be preceded by:

1. Written notice to the Teacher 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 VII of this Agreement;
3. The right of the Teacher to respond to the charges, including the right to offer information in his/her defense and to question the information presented to the Board.
4. Teachers shall be disciplined for just cause.

- B. Fact Finding Meeting – During the commission of a teacher's duties, situations may occur which require the administration to conduct an investigation. It is entirely appropriate and consistent with Article VII.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 a teacher's actions on matters related to the educational program. Teachers will receive 24 hours prior written notice of the fact-finding meeting, using the mutually agreed upon form. This will be communicated to the certified staff member 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 VII (Discipline, C, Disciplinary Meeting), using the mutually agreed upon form. This clause shall in no way affect the relationship between the administrators and teachers, nor prohibit the administrators from meeting in conference and counsel with staff members on matters related to the educational program.

- C. Disciplinary Meeting – A teacher requested to appear before an Administrator, the Board of Education or committee of the Board regarding matters related to the discipline of the teacher 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 certified staff member in a confidential and private manner. If the teacher believes that the intent of the

meeting is disciplinary, the teacher 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 teachers nor prohibit the administrators from meeting in conference and counsel with staff members 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 School Code 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 School Code. 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 (North Central Association of Secondary Schools and Colleges) 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. 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 counselors) upon request may meet with a committee consisting of the individual teacher making the request, appointed Union representative, chairperson, building principal and assistant principal for pupil personnel services 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 guidance counselor load. 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 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 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 designee.
4. Deans will be appointed 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. The procedure of Article VIII L (reduction in personnel) shall not be applicable to the dean's appointment to the next school year. Incumbent deans not reappointed shall be notified by certified mail postmarked no later than the 1st of March. Incumbent deans wishing to resign for the next school year must submit written notice of intent to resign no later than the 1st of March.
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 days will allow a forty-five (45) minute duty-free lunch. 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.
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.

D. Teaching Procedures

1. All full-time probationary certified staff 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 teachers 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 teachers 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. Teachers 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 a teacher's duty-free lunch period.

5. Teachers shall have emergency lesson plans readily available for use by substitutes.
6. Teachers shall be encouraged to participate in programs arranged by the Board and Administration dealing with community, social and school problems. Teachers 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 a teacher'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.

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 certified teacher assigned by the principal shall substitute one (1) period a day at the rate of \$39 (for 2013-14), \$41 (for 2014-15), and \$43 (for 2015-16) in a related subject. No student teacher may substitute for a regular teacher.

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 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 School Code of Illinois. 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 year fifteen (15) days sick leave shall be credited to each employee. 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 Article 24-5 of The School Code as the basis for pay and that the employee is able to work.
- b. For purposes of this section (J) immediate family shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-

- law, sisters-in-law and legal guardians per Article 24-6 of the School code. 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, quarantine at home, or serious illness in the immediate family or with a permanent resident of the household.
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 a teacher is absent from school as a result of an injury arising out of and in the course of employment that teacher shall receive his/her 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 teacher receive his/her salary if he/she 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. Emergency Leave – Each full-time certificated teacher 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 Christmas/Spring break the purpose of the leave shall be made known to the Superintendent and requires his 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. A teacher who becomes ill and has used up all of his/her 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 teacher to return to duty must be communicated in writing to the superintendent. The teacher may request in writing further extension of the leave of absence provided said teacher shall submit to physical examination by a doctor selected by mutual agreement between the Board and the teacher. The findings and the recommendations for the doctor shall be binding. In accordance with these findings the teacher 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 teacher to qualify for total and permanent disability benefits under the State Teacher's Retirement Act said teacher'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 teacher 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 teacher 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 a teacher to advance on the salary schedule for time spent on leave the

teacher 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 teacher may maintain medical insurance by making timely payments of all premiums to the District Business Office or elsewhere as may be directed.
- f. Any teacher 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 teacher 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 teacher'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 teacher to apply for a child rearing leave. A teacher 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 teacher shall have exhausted accumulated sick leave she shall be granted leave of absence without pay or other benefits during such period of disability. Such teacher shall return to employment immediately following the termination of actual disability as certified by the teacher's physician, or if the Board chooses a physician the Board will pay for the expense of the certification.
- i. A male tenured teacher 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 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 teacher shall receive an available assignment consistent with his/her professional preparation. Leave status will not exempt the teacher from reduction in force (RIF). Placement in his/her previous assignment is not guaranteed.

9. Family and Medical Leave Act (FMLA)

- a. Definitions (as used in this section):
 - 1. Eligible teacher means a teacher 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 teacher is certified and legally qualified to teach with compensation and benefits equal to or better than the compensation and benefits received by an eligible teacher 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 teachers 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 an eligible member unable to perform his/her 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 teacher shall provide the Superintendent at least thirty (30) days’ notice before the date 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. In any case in which the necessity for leave under subparagraph 2 c) of d) is based upon illness or a serious health condition, the eligible teacher 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, certified staff members 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 – Teachers 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 teacher.

13. Sabbatical Leave – As defined by the School Code of Illinois, 105 ILSC 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 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 teacher shall be credited with sick leave accumulated prior to the granting of the leave.
- f. Teachers 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 VIII, 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 teachers have developed materials outside of school time without district funding those teachers 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 teachers to serve on committees. Board members appointed by the Board President are Ad Hoc members of all committees.

- O. Textbooks – Certified staff 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 teacher or a group of teachers 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 teacher 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

A teacher (Grievance Chair or Union President on behalf of a non-tenured teacher) with a grievance will first discuss it with his/her 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 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 teacher 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 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 decision must be based solely upon his/her 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. Teachers 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 employment. Such credit shall be subject to review and changed by mutual agreement of the parties to this contract until such time as subject teacher achieves tenure.

B. Annual Increments

Annual salary increments are granted to all teachers who manifest efficiency in assignments. Pursuant to the School Code, 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 a teacher and correction of same is not satisfied. Before a teacher is denied advancement on the salary schedule, the teacher shall be entitled to a hearing at the Board level. A non-tenured teacher 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 certified staff member 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 teacher 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 (North Central Association, 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). 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. A teacher 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. Teachers 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 certified staff member agrees to remain fully employed in District 215 for at least one (1) school year, unless the teacher is released through reduction-in-force or unsatisfactory performance. Failure to meet this employment requirement will result in the certified staff member returning the entire school year tuition reimbursement amount to District 215 or consent to a salary withholding for the same.
7. The teacher 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%).
2. Interschool Travel – Certified staff members who travel between school buildings daily to fulfill their teaching assignments will be paid a stipend of \$700 per semester.
3. Consulting Teacher – Consulting teachers shall be paid internal substitute rate of pay whenever their consulting service is necessary.

G. Per Diem Salary – Teachers 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 teachers 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:
1. If he/she teaches one (1) period per day, the teacher would receive 1/6.5 of his/her per diem salary plus 1/3 of a planning period, 3 sick days and 1 emergency day.
 2. If he/she teaches two (2) periods per day, the teacher would receive 2/6.5 of his/her per diem salary plus 2/3 of a planning period, 6 sick days and 1 emergency day.
 3. If he/she teaches three (3) periods per day, the teacher would receive 3/6.5 of his/her per diem salary plus one full planning period, 9 sick days and 2 emergency days.
 4. A part-time teacher will not receive fringe benefits (health insurance, tuition reimbursement and wellness).
 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 certified staff member 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 for regularly employed personnel and their dependents. The employee will share the cost of such insurance at the following monthly rates:

	2013-2014			2014-2015 and 2015-2016		
PLAN	SINGLE	2-PARTY	FAMILY	SINGLE	2-PARTY	FAMILY
Medical PPO	\$135.00	n/a	\$355.00	\$145.00	n/a	\$374.00
Medical HMO	\$127.00	n/a	\$280.00	\$137.00	n/a	\$315.00
Dental PPO High	\$37.83	\$72.02	\$120.49	\$39.72	\$75.62	\$126.51
Dental PPO Low	\$22.09	\$41.37	\$65.24	\$23.20	\$43.44	\$68.50
Vision	\$4.46	\$8.64	\$12.68	\$4.68	\$9.07	\$13.31

2. The Board of Education shall provide \$50,000 in Basic Life and Accidental Death & Dismemberment Insurance for regularly employed, full-time personnel. Teachers 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 ($\frac{1}{2}$) 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.

- M. Printing of Contract – The Board shall reproduce and distribute a copy of the contract to each teacher 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 a certificated full-time staff member in writing, the Board must deduct money from his/her pay and remit this money each pay period to a tax-sheltered annuity program the staff member elects. The certificated full-time staff member 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, who is not already a participant as of July 1, 1984, 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) staff members wish to participate in a plan which is not on the approved list.
- P. Sick Day Payment – Teachers 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 \$45 per day, less any days of sick leave credited to the Teachers' Retirement System. The above benefits shall be paid to the teacher's beneficiary or estate if the teacher dies during his/her employment.
- Q. Retirement Stipend – For the duration of this contract, a certificated employee who is eligible to retire under the Illinois Teacher Retirement System (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 teacher personally or not used to enhance retirement) shall be paid to the retired teacher no later than six (6) months following retirement from the District. To qualify, a teacher must submit a letter of intent to retire by the 1st of February. If a teacher 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. Appointments shall be based upon subject certification and a rating of Proficient or Excellent on the most recent performance evaluation, or any staff member who has successfully completed a professional growth or remediation plan; not to exclude any staff member who has yet to receive his/her summative evaluation.
- C. Summer school and Credit Recovery positions shall be appointed as follows:
1. The first opportunity to teach a subject shall be afforded to faculty who have a majority of their teaching assignment in the subject department and who are assigned to the school at which the subject will be taught. The appointment shall be rotated through said eligible faculty on a district seniority basis until all said eligible faculty have had the opportunity to teach a summer/Credit Recovery session at which point the rotation shall return to the beginning.
 2. If in making appointments in any year, the appointments cannot be filled using the procedure of paragraph C.1., then the opportunity shall be afforded to faculty who have a minority of their teaching assignments in the subject department and who are assigned to the school at which the subject will be taught. The appointment shall be rotated through said eligible faculty on a district seniority basis until all said eligible faculty have had the opportunity to teach a summer session at which point the rotation shall return to the beginning.
 3. If in making appointments in any year, the appointments cannot be filled using the procedures of paragraphs C.1. and C.2., then the opportunity shall be afforded to faculty who are assigned to the school at which the subject will be taught. The appointment shall be rotated through said eligible faculty on a district seniority basis until all said eligible faculty have had the opportunity to teach a summer/Credit Recovery session at which point the rotation shall return to the beginning.
 4. If in making appointments in any year, the appointments cannot be filled using the procedure for paragraphs C.1, C.2., and C.3., then the opportunity shall be afforded to faculty of the other school(s) as follows:
 - a. Faculty who have a majority of their teaching assignment in the subject department.
 - b. In any year the appointments cannot be filled using the procedure in subparagraph C.4.a., then the opportunity shall be afforded to faculty who have a minority of their teaching assignment in the subject department.

- c. In any year the appointments cannot be filled using the procedure in subparagraphs C.4.a. and C.4.b., then the opportunity shall be afforded to all remaining faculty.
- d. In applying subparagraphs C.4.a., b., and c. respectively, the summer/Credit Recovery appointments shall be rotated through said eligible faculty on a district seniority basis until all said eligible faculty have had the opportunity to teach a summer/Credit Recovery session, at which point the rotation shall return to the beginning.

D. 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 year.
- 2. The salary for the summer program shall be as follows: \$5,655 for 2013-14, \$5,822 for 2014-15, and \$5,997 for 2015-16.
 - 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. Teachers without a teaching contract for the immediate prior school term at Thornton Fractional shall start at the first step depending on their teaching degree.
 - c. The Fourth of July holiday, in accordance with Federal regulations, shall be a paid holiday.
 - 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 program teachers shall be as follows: \$49/hour for 2013-14, \$51/hour for 2014-15, and \$53/hour for 2015-16.

ARTICLE XI – 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 (1 through 6 and 8 through 13), M, O

Article VIII – Complete article

Article IX – J, K, M, N, O, P, Q

- 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.
2. Work Day: The school nurses' work day shall consist of eight (8) continuous hours.
3. Salary:
 - a. Certificated nurses shall be placed on the Bachelor degree lane of the salary schedule. Initial placement on the lane shall be at the sole discretion of the Board. Annual salary increments are granted to all certificated nurses who manifest efficiency in their assignments. Advancement is subject to the approval of the Board of Education upon the recommendation of the Superintendent.
 - b. Non-Certificated nurses shall be placed on the initial step of the Bachelor lane. There shall be no step advancement.

APPENDIX A – SALARY SCHEDULES

Teacher's salary pension contributions to the Teachers' Retirement System 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 (2013-2014) – (2014-2015) – (2015-2016)

SALARY SCHEDULE
THORNTON FRACTIONAL TOWNSHIP HIGH SCHOOL DISTRICT NO. 215
YEAR: 2013 - 2014

Base Amount '12-13	\$ 43,095
% of Current Base	3%
2013-14 Base Salary	\$ 44,388

Year	Level I Bachelor's		Level II B + 15 Hours		Level III Masters		Level IV M + 15 Hours		Level V M + 30 Hours		Level VI M + 45 Hours	
	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount
1	1.0500	46,607	1.1000	48,827	1.1600	51,490	1.2100	53,709	1.2600	55,929	1.3100	58,148
2	1.1000	48,827	1.1500	51,046	1.2100	53,709	1.2600	55,929	1.3100	58,148	1.3600	60,367
3	1.1500	51,046	1.2000	53,265	1.2600	55,929	1.3100	58,148	1.3600	60,367	1.4100	62,587
4	1.2050	53,487	1.2550	55,707	1.3150	58,370	1.3650	60,589	1.4150	62,809	1.4650	65,028
5	1.2600	55,929	1.3100	58,148	1.3700	60,811	1.4200	63,031	1.4700	65,250	1.5200	67,470
6	1.3150	58,370	1.3650	60,589	1.4250	63,253	1.4750	65,472	1.5250	67,691	1.5750	69,911
7	1.3700	60,811	1.4200	63,031	1.4800	65,694	1.5300	67,913	1.5800	70,133	1.6300	72,352
8	1.4250	63,253	1.4750	65,472	1.5350	68,135	1.5850	70,355	1.6350	72,574	1.6850	74,794
9	1.4800	65,694	1.5300	67,913	1.5900	70,577	1.6400	72,796	1.6900	75,015	1.7400	77,235
10	1.5350	68,135	1.5850	70,355	1.6450	73,018	1.6950	75,237	1.7450	77,457	1.7950	79,676
11	1.5900	70,577	1.6400	72,796	1.7000	75,459	1.7500	77,679	1.8000	79,898	1.8500	82,118
12	1.6450	73,018	1.6950	75,237	1.7550	77,901	1.8050	80,120	1.8550	82,339	1.9050	84,559
13	1.7000	75,459	1.7550	77,901	1.8150	80,564	1.8650	82,783	1.9150	85,003	1.9650	87,222
14	1.8375	81,563	1.8150	80,564	1.8750	83,227	1.9250	85,447	1.9750	87,666	2.0250	89,885
15	1.9071	84,652	1.8750	83,227	1.9350	85,890	1.9850	88,110	2.0350	90,329	2.0850	92,549
16			2.0273	89,987	1.9950	88,554	2.0450	90,773	2.0950	92,993	2.1450	95,212
17			2.0969	93,077	2.0550	91,217	2.1050	93,436	2.1550	95,656	2.2050	97,875
18					2.1150	93,880	2.1650	96,100	2.2150	98,319	2.2650	100,538
19					2.2954	101,888	2.3512	104,365	2.4071	106,846	2.4629	109,323
L					2.3650	104,977	2.4208	107,454	2.4767	109,935	2.5325	112,412

SALARY SCHEDULE
THORNTON FRACTIONAL TOWNSHIP HIGH SCHOOL DISTRICT NO. 215
YEAR: 2014 - 2015

Base Amount '13-14	\$ 44,388
% of Current Base	3%
2014-15 Base Salary	\$ 45,719

Year	Level I Bachelor's		Level II B + 15 Hours		Level III Masters		Level IV M + 15 Hours		Level V M + 30 Hours		Level VI M + 45 Hours	
	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount
1	1.0500	48,005	1.1000	50,291	1.1600	53,035	1.2100	55,321	1.2600	57,607	1.3100	59,893
2	1.1000	50,291	1.1500	52,577	1.2100	55,321	1.2600	57,607	1.3100	59,893	1.3600	62,179
3	1.1500	52,577	1.2000	54,863	1.2600	57,607	1.3100	59,893	1.3600	62,179	1.4100	64,464
4	1.2050	55,092	1.2550	57,378	1.3150	60,121	1.3650	62,407	1.4150	64,693	1.4650	66,979
5	1.2600	57,607	1.3100	59,893	1.3700	62,636	1.4200	64,922	1.4700	67,208	1.5200	69,494
6	1.3150	60,121	1.3650	62,407	1.4250	65,150	1.4750	67,436	1.5250	69,722	1.5750	72,008
7	1.3700	62,636	1.4200	64,922	1.4800	67,665	1.5300	69,951	1.5800	72,237	1.6300	74,523
8	1.4250	65,150	1.4750	67,436	1.5350	70,179	1.5850	72,465	1.6350	74,751	1.6850	77,037
9	1.4800	67,665	1.5300	69,951	1.5900	72,694	1.6400	74,980	1.6900	77,266	1.7400	79,552
10	1.5350	70,179	1.5850	72,465	1.6450	75,209	1.6950	77,495	1.7450	79,781	1.7950	82,066
11	1.5900	72,694	1.6400	74,980	1.7000	77,723	1.7500	80,009	1.8000	82,295	1.8500	84,581
12	1.6450	75,209	1.6950	77,495	1.7550	80,238	1.8050	82,524	1.8550	84,810	1.9050	87,096
13	1.7000	77,723	1.7550	80,238	1.8150	82,981	1.8650	85,267	1.9150	87,553	1.9650	89,839
14	1.8375	84,010	1.8150	82,981	1.8750	85,724	1.9250	88,010	1.9750	90,296	2.0250	92,582
15	1.9071	87,192	1.8750	85,724	1.9350	88,467	1.9850	90,753	2.0350	93,039	2.0850	95,325
16			2.0273	92,687	1.9950	91,210	2.0450	93,496	2.0950	95,782	2.1450	98,068
17			2.0969	95,869	2.0550	93,954	2.1050	96,240	2.1550	98,526	2.2050	100,811
18					2.1150	96,697	2.1650	98,983	2.2150	101,269	2.2650	103,555
19					2.2954	104,945	2.3512	107,496	2.4071	110,051	2.4629	112,603
L					2.3650	108,127	2.4208	110,678	2.4767	113,233	2.5325	115,785

SALARY SCHEDULE
THORNTON FRACTIONAL TOWNSHIP HIGH SCHOOL DISTRICT NO. 215
YEAR: 2015 - 2016

Base Amount '14-15	\$ 45,719
% of Current Base	3%
2015-16 Base Salary	\$ 47,091

Year	Level I Bachelor's		Level II B + 15 Hours		Level III Masters		Level IV M + 15 Hours		Level V M + 30 Hours		Level VI M + 45 Hours	
	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount
1	1.0500	49,446	1.1000	51,800	1.1600	54,626	1.2100	56,980	1.2600	59,335	1.3100	61,689
2	1.1000	51,800	1.1500	54,155	1.2100	56,980	1.2600	59,335	1.3100	61,689	1.3600	64,044
3	1.1500	54,155	1.2000	56,509	1.2600	59,335	1.3100	61,689	1.3600	64,044	1.4100	66,398
4	1.2050	56,745	1.2550	59,099	1.3150	61,925	1.3650	64,279	1.4150	66,634	1.4650	68,988
5	1.2600	59,335	1.3100	61,689	1.3700	64,515	1.4200	66,869	1.4700	69,224	1.5200	71,578
6	1.3150	61,925	1.3650	64,279	1.4250	67,105	1.4750	69,459	1.5250	71,814	1.5750	74,168
7	1.3700	64,515	1.4200	66,869	1.4800	69,695	1.5300	72,049	1.5800	74,404	1.6300	76,758
8	1.4250	67,105	1.4750	69,459	1.5350	72,285	1.5850	74,639	1.6350	76,994	1.6850	79,348
9	1.4800	69,695	1.5300	72,049	1.5900	74,875	1.6400	77,229	1.6900	79,584	1.7400	81,938
10	1.5350	72,285	1.5850	74,639	1.6450	77,465	1.6950	79,819	1.7450	82,174	1.7950	84,528
11	1.5900	74,875	1.6400	77,229	1.7000	80,055	1.7500	82,409	1.8000	84,764	1.8500	87,118
12	1.6450	77,465	1.6950	79,819	1.7550	82,645	1.8050	84,999	1.8550	87,354	1.9050	89,708
13	1.7000	80,055	1.7550	82,645	1.8150	85,470	1.8650	87,825	1.9150	90,179	1.9650	92,534
14	1.8375	86,530	1.8150	85,470	1.8750	88,296	1.9250	90,650	1.9750	93,005	2.0250	95,359
15	1.9071	89,807	1.8750	88,296	1.9350	91,121	1.9850	93,476	2.0350	95,830	2.0850	98,185
16			2.0273	95,468	1.9950	93,947	2.0450	96,301	2.0950	98,656	2.1450	101,010
17			2.0969	98,745	2.0550	96,772	2.1050	99,127	2.1550	101,481	2.2050	103,836
18					2.1150	99,598	2.1650	101,952	2.2150	104,307	2.2650	106,661
19					2.2954	108,093	2.3512	110,721	2.4071	113,353	2.4629	115,981
L					2.3650	111,370	2.4208	113,998	2.4767	116,630	2.5325	119,258

APPENDIX B – EXTRA DUTY & EXTRA-CURRICULAR 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 teachers for extra duty jobs. These jobs are defined as all supervisory assignments beyond a teacher's five (5) required assignments.
2. No teacher shall hold more than one extra duty job during any given school year.
3. Compensation for hall duty supervision (per semester) shall be \$2,133 for 2013-14, \$2,194 for 2014-15, and \$2,263 for 2015-16. Teachers chosen for these jobs must perform duties in the building where they spend the majority of their teaching day.
4. Every teacher 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 staff member will remain in his/her present position until all others on the list are offered the position. On second refusal, the staff member 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	2013-14	2014-15	2015-16
Athletic Crowd Control	\$64	\$66	\$68
Bus Chaperone - Athletics	\$64	\$66	\$68
Concerts, Plays, Follies, Dances (Except After-Activity Dances)	\$64	\$66	\$68
After-Activity Dances	\$50	\$52	\$54
Other Activities	\$54	\$56	\$58
Athletic Associate Officials:			
Track/Swimming	\$64	\$66	\$68
Football (1 Game)	\$50	\$52	\$54
Football (2 Games)			
Public Address	\$64	\$66	\$68
Scorer	\$68	\$70	\$72
Scoreboard/Timer	\$68	\$70	\$72
Filming	\$64	\$66	\$68
Chain Gang	\$68	\$70	\$72
Basketball (1 Game)	\$50	\$52	\$54
Basketball (2 Games)			
Public Address	\$64	\$66	\$68
Scorer	\$68	\$70	\$72
Scoreboard/Timer	\$68	\$70	\$72
Filming	\$64	\$66	\$68
Wrestling			
Scoreboard/Timer (single match)	\$50	\$52	\$54
Scoreboard/Timer (dual match)	\$64	\$66	\$68
Swimming			
Scorer	\$68	\$70	\$72
Baseball/Softball			
Public Address - Varsity	\$50	\$52	\$54
Scorer	\$64	\$66	\$68
Scoreboard/Timer	\$64	\$66	\$68
Volleyball			
Scorer	\$68	\$70	\$72
Scoreboard/Timer	\$68	\$70	\$72
Athletic Ticket Takers	\$64	\$66	\$68
Auditorium Manager (Hourly Rate for Non-School Functions)	\$50	\$52	\$54
Pool Supervisor (Hourly Rate for Non-School Functions)	\$50	\$52	\$54
Detention Supervisor (Hourly Rate for After School/Saturday)	\$49	\$51	\$53

Activities that exceed four hours will be paid an additional \$15 per duty; Activities that exceed six hours will be paid an additional \$30 per duty; Activities that exceed eight hours will be paid an additional \$40 per duty; Activities that exceed 10 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 (G)	Cheerleading	Bowling (G)
Basketball (B) (G)	Soccer (B) (G)	Cross Country (B) (G)	Soccer (B) (G)	Cross Country (B) (G)
Football (B)	Softball (G)	Golf (B)	Softball (G)	Golf (B)
Swimming (B) (G)	Track (B) (G)	Tennis (B) (G)	Track (B) (G)	Tennis (B) (G)
Volleyball (B) (G)		Assistant Coaches:		
Wrestling (B)		Basketball (B) (G)		
		Football (B)		
		Swimming (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%)	Assistant Speech Coach	Assistant Drama Coach (2 sem)	A.F.S.	Publicity Director	Academic Decathlon
Band Activities Director	Student Council	Junior Class Sponsor	Auditorium Manager	Club Sponsors:	Adventure Club
Choral Activities Director	Yearbook Advisor	Newspaper Advisor	B.P.A.	Contest Play Director	Ambassador Club
Drama Coach (2 sem)		Pom Pon Coach	Chess Team Coach	Drama Club	Best Buddies
Speech Coach		Senior Class Sponsor	C.W.T.	Monogram Club/Pep Club	Big Brothers Big Sisters
			I.C.E.	National Honor Society	Environmental Club (Science)
			Mathletes Coach	Peer Mediators	Friends of Rachel
			Philanthropy Club	Readers Theater / Group Interpretation	GSA
			Scholastic Bowl Coach	Sponsors:	History Club
			Tri-S	Foreign Language/Cultural Exploration	Know Your Heritage
			Vocational Clubs:	Freshman Class	Literary Magazine
			Auto Mechanics	Sophomore Class	Poetry Slam
			Auto Technology		Powerlifting Club
			C.A.D.		S.A.D.D.
					STEP Club
					TV Production

APPENDIX B

ATHLETICS SALARY SCHEDULE					
YEAR: 2013 - 2014					
	LEVELS				
	A	B	C	D	E
Year	Amount	Amount	Amount	Amount	Amount
1	5,737	4,781	3,825	3,585	3,346
2	6,118	5,115	4,158	3,872	3,585
3	6,501	5,449	4,493	4,158	3,777
4	6,884	5,784	4,828	4,446	4,015
5	7,266	6,118	5,162	4,733	4,207
6	7,649	6,453	5,497	5,019	4,446
7	8,031	6,788	5,832	5,306	4,636
8	8,413	7,122	6,167	5,593	4,876
9	8,796	7,457	6,501	5,784	5,067
10	9,082	7,649	6,693	5,975	5,259

CLUBS & NON-ATHLETIC SALARY SCHEDULE						
YEAR: 2013 - 2014						
	LEVELS					
	A	B	C	D	E	F
Year	Amount	Amount	Amount	Amount	Amount	Amount
1	5,737	4,781	3,397	3,186	2,464	1,699
2	6,118	5,115	3,695	3,441	2,675	1,911
3	6,501	5,449	3,992	3,695	2,845	2,081
4	6,884	5,784	4,289	3,950	3,058	2,294
5	7,266	6,118	4,587	4,205	3,228	2,464
6	7,649	6,453	4,884	4,460	3,441	2,675
7	8,031	6,788	5,182	4,714	3,610	2,845
8	8,413	7,122	5,479	4,969	3,822	3,058
9	8,796	7,457	5,777	5,139	3,992	3,228
10	9,082	7,649	5,946	5,309	4,163	3,397

APPENDIX B

ATHLETICS SALARY SCHEDULE					
YEAR: 2014 - 2015					
	LEVELS				
	A	B	C	D	E
Year	Amount	Amount	Amount	Amount	Amount
1	5,909	4,924	3,939	3,692	3,447
2	6,302	5,268	4,283	3,988	3,692
3	6,696	5,613	4,628	4,283	3,890
4	7,090	5,958	4,973	4,579	4,136
5	7,484	6,302	5,317	4,875	4,333
6	7,878	6,647	5,662	5,170	4,579
7	8,272	6,992	6,007	5,466	4,776
8	8,666	7,336	6,352	5,760	5,022
9	9,060	7,681	6,696	5,958	5,219
10	9,355	7,878	6,894	6,155	5,416

CLUBS & NON-ATHLETIC SALARY SCHEDULE						
YEAR: 2014 - 2015						
	LEVELS					
	A	B	C	D	E	F
Year	Amount	Amount	Amount	Amount	Amount	Amount
1	5,909	4,924	3,499	3,281	2,537	1,750
2	6,302	5,268	3,806	3,544	2,756	1,968
3	6,696	5,613	4,112	3,806	2,930	2,143
4	7,090	5,958	4,418	4,068	3,150	2,363
5	7,484	6,302	4,724	4,331	3,325	2,537
6	7,878	6,647	5,030	4,594	3,544	2,756
7	8,272	6,992	5,338	4,856	3,719	2,930
8	8,666	7,336	5,644	5,118	3,937	3,150
9	9,060	7,681	5,950	5,293	4,112	3,325
10	9,355	7,878	6,125	5,468	4,288	3,499

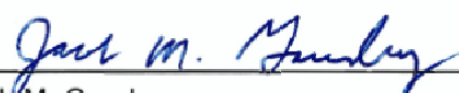
APPENDIX B

ATHLETICS SALARY SCHEDULE					
YEAR: 2015 - 2016					
	LEVELS				
	A	B	C	D	E
Year	Amount	Amount	Amount	Amount	Amount
1	6,086	5,072	4,057	3,803	3,550
2	6,491	5,426	4,412	4,108	3,803
3	6,897	5,781	4,767	4,412	4,007
4	7,303	6,137	5,122	4,716	4,260
5	7,709	6,491	5,477	5,021	4,463
6	8,115	6,846	5,832	5,325	4,716
7	8,520	7,202	6,187	5,630	4,919
8	8,926	7,556	6,543	5,933	5,173
9	9,332	7,911	6,897	6,137	5,375
10	9,635	8,115	7,100	6,339	5,579


CLUBS & NON-ATHLETIC SALARY SCHEDULE						
YEAR: 2015 - 2016						
	LEVELS					
	A	B	C	D	E	F
Year	Amount	Amount	Amount	Amount	Amount	Amount
1	6,086	5,072	3,604	3,380	2,614	1,803
2	6,491	5,426	3,920	3,650	2,838	2,028
3	6,897	5,781	4,235	3,920	3,018	2,208
4	7,303	6,137	4,550	4,190	3,244	2,434
5	7,709	6,491	4,866	4,461	3,424	2,614
6	8,115	6,846	5,181	4,732	3,650	2,838
7	8,520	7,202	5,498	5,001	3,830	3,018
8	8,926	7,556	5,813	5,272	4,055	3,244
9	9,332	7,911	6,129	5,452	4,235	3,424
10	9,635	8,115	6,309	5,632	4,416	3,604

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 No. 215, Cook County, Illinois; and the Thornton Fractional Teachers' Federation, Local No. 683, of the American Federation of Teachers.



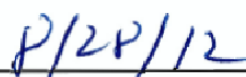
Jacob M. Gourley
President
Local #683



Date



Richard C. Dust
President
Board of Education



Date

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

The Board of Education of District 215 agrees to the following summer camp timelines and salaries as shown below. This agreement will not be the status quo for future bargaining and will terminate as of the last date of the contract.

Head Coaches will receive \$110 per three-hour day;

Assistant Coaches will receive \$90 per three-hour day;

Volleyball, Badminton, Girls' and Boys' Basketball, and Wrestling will be 10 days in length;

Band will be 14 days in length;

Baseball and Football will be 15 days in length;

Drama will be 5 days in length.

Agreed to this 22 day of June, 2012

Craig Willey

J. Hunsley

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

The Board of Education of District 215 will release certified staff ten (10) minutes early on Professional Development Wednesdays; however, the total time of the lunch period on these days and the amount of time lost for early dismissal is not to exceed fifty-five (55) minutes. This agreement will not be the status quo for future bargaining and will terminate as of the last date of the contract.

Agreed to this 27 day of June, 2012

Craig Willey

J. Gundry

LETTER OF AGREEMENT

BETWEEN


THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

The Board of Education of District 215 will restructure prescription coverage in the current medical plan in order to offer a debit card option for the existing Flexible Spending Account (FSA) beginning with the 2013-2014 plan year. The prescription coverage will be a tiered plan with generic prescriptions costing subscribers \$15, formulary-brand prescriptions costing \$20, and non-formulary brand prescriptions costing \$35 for the 2013-2014 plan year. The Board of Education will also match employees' FSA contributions up to \$100 per participant.

Agreed to this 1st day of August, 2012





LETTER OF AGREEMENT

BETWEEN


THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

District 215's Joint Committee for Honorable Dismissal Sequence List Grouping 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.

Agreed to this 1st day of August, 2012





LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

District 215's Evaluation Instrument Revision 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.

Agreed to this 1st day of August, 2012

J. Gundry

Greg Wilby

LETTER OF AGREEMENT


BETWEEN

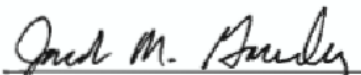
THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

Beginning with the 2012-2013 school year and continuing through the termination of the current collective bargaining agreement (2013-2016), the Board of Education of District 215 and Local #683 agree that should the Assistant Athletic Director position (Lane A on the Athletics Salary Schedule) be divided among multiple personnel, the stipend shall be pro-rated at the following percentages: 30% for the fall athletic season, 40% for the winter athletic season, and 30% for the spring athletic season.

 2/26/13
Richard C. Dust, President (Date)
Board of Education

 2/26/13
Jake Gourley, President (Date)
Local #683 Teachers' Union

LETTER OF AGREEMENT

BETWEEN

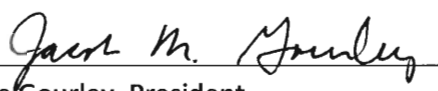
THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

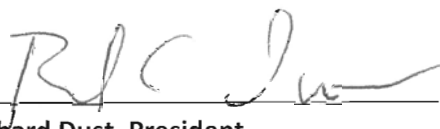
LOCAL #683 AMERICAN FEDERATION OF TEACHERS

Beginning with the 2013-2014 school year, the Board of Education agrees to post and fill a position entitled "Digital Media Manager" at the North and South campuses to be paid a stipend in accordance with placement on Lane E of the Clubs & Non-Athletic Salary Schedule. Local #683 agrees that the terms of employment portion of the Librarian job description will be amended from "Regular school year plus ten (10) days" to "Ten month work year."

Agreed to this 23rd day July of 2013



Jake Gourley, President
AFT, Local #683



Richard Dust, President
Board of Education, District 215

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

Beginning with the 2013-2014 school year, in recognition of the IHSA adoption of "competitive dance" as a sport, the Board of Education and Local #683 agree that the position of "Pom Pon Coach" as listed in Appendix B "Activities, Clubs, and Non-Athletics" will be deleted and renamed "Competitive Dance" and placed on Lane C of the "Athletics" Schedule of Payments.

Agreed to this 22nd day of October, 2013

Jack M. Munday

Phil C. Lo

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

The Board of Education agrees to extend the current 2013-2016 contract (including Letters of Agreement) three years, through the day immediately preceding the first teacher attendance day of the 2019-2020 school year. The Board and Union recognize that this Agreement supersedes any and all prior agreements, practices, and policies concerning subjects contained herein.

The Board of Education agrees to offer medical, dental, and vision insurance for regularly employed personnel and their dependents. The employee will share the cost of such insurance at the following monthly rates:

	2016-2017			2017-2018 and 2018-2019		
PLAN	SINGLE	2-PARTY	FAMILY	SINGLE	2-PARTY	FAMILY
Medical PPO	\$155	n/a	\$393	\$165	n/a	\$412
Medical HMO	\$147	n/a	\$350	\$157	n/a	\$385
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

The Board of Education agrees to pay any certified teacher assigned by the principal to substitute one (1) period a day: \$45 for 2016-17, \$47 for 2017-18, and \$49 for 2018-19.

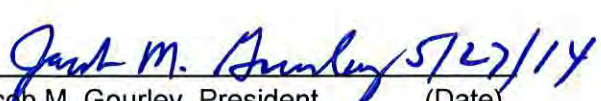
The Board of Education agrees to pay the following salary for the summer program: \$6,177 for 2016-17, \$6,362 for 2017-18, and \$6,553 for 2018-19.

The Board of Education agrees to pay the following hourly wage for Credit Recovery program teachers: \$55/hour for 2016-17, \$57/hour for 2017-18, and \$59/hour for 2018-19.

The Board of Education agrees to pay the following rates for hall duty supervision (per semester): \$2,331 for 2016-17, \$2,401 for 2017-18, and \$2,473 for 2018-19.


Richard C. Dust, President
Board of Education

(Date)


Jacob M. Gourley, President
AFT/IFT Local #683

(Date)

SALARY SCHEDULE
THORNTON FRACTIONAL TOWNSHIP HIGH SCHOOL DISTRICT NO. 215
YEAR: 2016 - 2017

Base Amount '15-16	\$ 47,091
% of Current Base 2016-17 Base	3%
Salary	\$ 48,504

Year	Level I Bachelor's		Level II B + 15 Hours		Level III Masters		Level IV M + 15 Hours		Level V M + 30 Hours		Level VI M + 45 Hours	
	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount
1	1.0500	50,929	1.1000	53,354	1.1600	56,264	1.2100	58,690	1.2600	61,115	1.3100	63,540
2	1.1000	53,354	1.1500	55,779	1.2100	58,690	1.2600	61,115	1.3100	63,540	1.3600	65,965
3	1.1500	55,779	1.2000	58,205	1.2600	61,115	1.3100	63,540	1.3600	65,965	1.4100	68,390
4	1.2050	58,447	1.2550	60,872	1.3150	63,783	1.3650	66,208	1.4150	68,633	1.4650	71,058
5	1.2600	61,115	1.3100	63,540	1.3700	66,450	1.4200	68,875	1.4700	71,301	1.5200	73,726
6	1.3150	63,783	1.3650	66,208	1.4250	69,118	1.4750	71,543	1.5250	73,968	1.5750	76,393
7	1.3700	66,450	1.4200	68,875	1.4800	71,786	1.5300	74,211	1.5800	76,636	1.6300	79,061
8	1.4250	69,118	1.4750	71,543	1.5350	74,453	1.5850	76,879	1.6350	79,304	1.6850	81,729
9	1.4800	71,786	1.5300	74,211	1.5900	77,121	1.6400	79,546	1.6900	81,971	1.7400	84,397
10	1.5350	74,453	1.5850	76,879	1.6450	79,789	1.6950	82,214	1.7450	84,639	1.7950	87,064
11	1.5900	77,121	1.6400	79,546	1.7000	82,456	1.7500	84,882	1.8000	87,307	1.8500	89,732
12	1.6450	79,789	1.6950	82,214	1.7550	85,124	1.8050	87,549	1.8550	89,975	1.9050	92,400
13	1.7000	82,456	1.7550	85,124	1.8150	88,034	1.8650	90,460	1.9150	92,885	1.9650	95,310
14	1.8375	89,126	1.8150	88,034	1.8750	90,945	1.9250	93,370	1.9750	95,795	2.0250	98,220
15	1.9071	92,502	1.8750	90,945	1.9350	93,855	1.9850	96,280	2.0350	98,705	2.0850	101,130
16			2.0273	98,332	1.9950	96,765	2.0450	99,190	2.0950	101,615	2.1450	104,041
17			2.0969	101,708	2.0550	99,675	2.1050	102,101	2.1550	104,526	2.2050	106,951
18					2.1150	102,586	2.1650	105,011	2.2150	107,436	2.2650	109,861
19					2.2954	111,336	2.3512	114,042	2.4071	116,754	2.4629	119,460
L					2.3650	114,711	2.4208	117,418	2.4767	120,129	2.5325	122,836

SALARY SCHEDULE
THORNTON FRACTIONAL TOWNSHIP HIGH SCHOOL DISTRICT NO. 215
YEAR: 2017 - 2018

Base Amount '16-17	\$ 48,504
% of Current Base	3%
2017-18 Base Salary	\$ 49,959

Year	Level I Bachelor's		Level II B + 15 Hours		Level III Masters		Level IV M + 15 Hours		Level V M + 30 Hours		Level VI M + 45 Hours	
	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount
1	1.0500	52,457	1.1000	54,955	1.1600	57,952	1.2100	60,450	1.2600	62,948	1.3100	65,446
2	1.1000	54,955	1.1500	57,453	1.2100	60,450	1.2600	62,948	1.3100	65,446	1.3600	67,944
3	1.1500	57,453	1.2000	59,951	1.2600	62,948	1.3100	65,446	1.3600	67,944	1.4100	70,442
4	1.2050	60,200	1.2550	62,698	1.3150	65,696	1.3650	68,194	1.4150	70,692	1.4650	73,190
5	1.2600	62,948	1.3100	65,446	1.3700	68,444	1.4200	70,942	1.4700	73,440	1.5200	75,938
6	1.3150	65,696	1.3650	68,194	1.4250	71,191	1.4750	73,689	1.5250	76,187	1.5750	78,685
7	1.3700	68,444	1.4200	70,942	1.4800	73,939	1.5300	76,437	1.5800	78,935	1.6300	81,433
8	1.4250	71,191	1.4750	73,689	1.5350	76,687	1.5850	79,185	1.6350	81,683	1.6850	84,181
9	1.4800	73,939	1.5300	76,437	1.5900	79,435	1.6400	81,933	1.6900	84,431	1.7400	86,929
10	1.5350	76,687	1.5850	79,185	1.6450	82,182	1.6950	84,680	1.7450	87,178	1.7950	89,676
11	1.5900	79,435	1.6400	81,933	1.7000	84,930	1.7500	87,428	1.8000	89,926	1.8500	92,424
12	1.6450	82,182	1.6950	84,680	1.7550	87,678	1.8050	90,176	1.8550	92,674	1.9050	95,172
13	1.7000	84,930	1.7550	87,678	1.8150	90,675	1.8650	93,173	1.9150	95,671	1.9650	98,169
14	1.8375	91,800	1.8150	90,675	1.8750	93,673	1.9250	96,171	1.9750	98,669	2.0250	101,167
15	1.9071	95,277	1.8750	93,673	1.9350	96,670	1.9850	99,168	2.0350	101,666	2.0850	104,164
16			2.0273	101,282	1.9950	99,668	2.0450	102,166	2.0950	104,664	2.1450	107,162
17			2.0969	104,759	2.0550	102,666	2.1050	105,164	2.1550	107,661	2.2050	110,159
18					2.1150	105,663	2.1650	108,161	2.2150	110,659	2.2650	113,157
19					2.2954	114,676	2.3512	117,463	2.4071	120,256	2.4629	123,044
L					2.3650	118,153	2.4208	120,941	2.4767	123,733	2.5325	126,521

SALARY SCHEDULE
THORNTON FRACTIONAL TOWNSHIP HIGH SCHOOL DISTRICT NO. 215
YEAR: 2018 - 2019

Base Amount '17-18	\$	49,959
% of Current Base		2.40%
2018-19 Base Salary	\$	51,158

Year	Level I Bachelor's		Level II B + 15 Hours		Level III Masters		Level IV M + 15 Hours		Level V M + 30 Hours		Level VI M + 45 Hours	
	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount
1	1.0500	53,716	1.1000	56,274	1.1600	59,343	1.2100	61,901	1.2600	64,459	1.3100	67,017
2	1.1000	56,274	1.1500	58,832	1.2100	61,901	1.2600	64,459	1.3100	67,017	1.3600	69,575
3	1.1500	58,832	1.2000	61,390	1.2600	64,459	1.3100	67,017	1.3600	69,575	1.4100	72,133
4	1.2050	61,645	1.2550	64,203	1.3150	67,273	1.3650	69,831	1.4150	72,389	1.4650	74,946
5	1.2600	64,459	1.3100	67,017	1.3700	70,086	1.4200	72,644	1.4700	75,202	1.5200	77,760
6	1.3150	67,273	1.3650	69,831	1.4250	72,900	1.4750	75,458	1.5250	78,016	1.5750	80,574
7	1.3700	70,086	1.4200	72,644	1.4800	75,714	1.5300	78,272	1.5800	80,830	1.6300	83,388
8	1.4250	72,900	1.4750	75,458	1.5350	78,528	1.5850	81,085	1.6350	83,643	1.6850	86,201
9	1.4800	75,714	1.5300	78,272	1.5900	81,341	1.6400	83,899	1.6900	86,457	1.7400	89,015
10	1.5350	78,528	1.5850	81,085	1.6450	84,155	1.6950	86,713	1.7450	89,271	1.7950	91,829
11	1.5900	81,341	1.6400	83,899	1.7000	86,969	1.7500	89,527	1.8000	92,084	1.8500	94,642
12	1.6450	84,155	1.6950	86,713	1.7550	89,782	1.8050	92,340	1.8550	94,898	1.9050	97,456
13	1.7000	86,969	1.7550	89,782	1.8150	92,852	1.8650	95,410	1.9150	97,968	1.9650	100,525
14	1.8375	94,003	1.8150	92,852	1.8750	95,921	1.9250	98,479	1.9750	101,037	2.0250	103,595
15	1.9071	97,563	1.8750	95,921	1.9350	98,991	1.9850	101,549	2.0350	104,107	2.0850	106,664
16			2.0273	103,713	1.9950	102,060	2.0450	104,618	2.0950	107,176	2.1450	109,734
17			2.0969	107,273	2.0550	105,130	2.1050	107,688	2.1550	110,245	2.2050	112,803
18					2.1150	108,199	2.1650	110,757	2.2150	113,315	2.2650	115,873
19					2.2954	117,428	2.3512	120,283	2.4071	123,142	2.4629	125,997
L					2.3650	120,989	2.4208	123,843	2.4767	126,703	2.5325	129,558

APPENDIX B
EXTRA DUTY ASSIGNMENT COMPENSATION SCHEDULE

ACTIVITY	2016-17	2017-18	2018-19
Athletic Crowd Control	\$70	\$72	\$74
Bus Chaperone - Athletics	\$70	\$72	\$74
Concerts, Plays, Follies, Dances (Except After-Activity Dances)	\$70	\$72	\$74
After-Activity Dances	\$56	\$58	\$60
Other Activities	\$60	\$62	\$64
Athletic Associate Officials:			
Track/Swimming	\$70	\$72	\$74
Football (1 Game)	\$56	\$58	\$60
Football (2 Games)			
Public Address	\$70	\$72	\$74
Scorer	\$74	\$76	\$78
Scoreboard/Timer	\$74	\$76	\$78
Filming	\$70	\$72	\$74
Chain Gang	\$74	\$76	\$78
Basketball (1 Game)	\$56	\$58	\$60
Basketball (2 Games)			
Public Address	\$70	\$72	\$74
Scorer	\$74	\$76	\$78
Scoreboard/Timer	\$74	\$76	\$78
Filming	\$70	\$72	\$74
Wrestling			
Scoreboard/Timer (single match)	\$56	\$58	\$60
Scoreboard/Timer (dual match)	\$70	\$72	\$74
Swimming			
Scorer	\$74	\$76	\$78
Baseball/Softball			
Public Address - Varsity	\$56	\$58	\$60
Scorer	\$70	\$72	\$74
Scoreboard/Timer	\$70	\$72	\$74
Volleyball			
Scorer	\$74	\$76	\$78
Scoreboard/Timer	\$74	\$76	\$78
Athletic Ticket Takers	\$70	\$72	\$74
Auditorium Manager (Hourly Rate for Non-School Functions)	\$56	\$58	\$60
Pool Supervisor (Hourly Rate for Non-School Functions)	\$56	\$58	\$60
Detention Supervisor (Hourly Rate for After School/Saturday)	\$55	\$57	\$59

Activities that exceed four hours will be paid an additional \$15 per duty; Activities that exceed six hours will be paid an additional \$30 per duty; Activities that exceed eight hours will be paid an additional \$40 per duty; Activities that exceed 10 hours will be paid an additional \$50 per duty

APPENDIX B

ATHLETICS SALARY SCHEDULE					
YEAR: 2016 - 2017					
	LEVELS				
	A	B	C	D	
Year	Amount	Amount	Amount	Amount	Amount
1	6,269	5,224	4,179	3,917	3,657
2	6,686	5,589	4,544	4,231	3,917
3	7,104	5,955	4,910	4,544	4,127
4	7,522	6,321	5,276	4,858	4,388
5	7,940	6,686	5,641	5,172	4,597
6	8,358	7,052	6,007	5,485	4,858
7	8,775	7,418	6,373	5,798	5,066
8	9,193	7,783	6,739	6,111	5,328
9	9,612	8,149	7,104	6,321	5,537
10	9,924	8,358	7,314	6,529	5,746

CLUBS & NON-ATHLETIC SALARY SCHEDULE						
YEAR: 2016 - 2017						
	LEVELS					
	A	B	C	D	E	F
Year	Amount	Amount	Amount	Amount	Amount	Amount
1	6,269	5,224	3,713	3,481	2,692	1,857
2	6,686	5,589	4,037	3,760	2,923	2,088
3	7,104	5,955	4,362	4,037	3,109	2,274
4	7,522	6,321	4,687	4,316	3,342	2,507
5	7,940	6,686	5,012	4,595	3,527	2,692
6	8,358	7,052	5,337	4,874	3,760	2,923
7	8,775	7,418	5,663	5,151	3,945	3,109
8	9,193	7,783	5,988	5,430	4,177	3,342
9	9,612	8,149	6,312	5,615	4,362	3,527
10	9,924	8,358	6,498	5,801	4,549	3,713

APPENDIX B

ATHLETICS SALARY SCHEDULE					
YEAR: 2017 - 2018					
	LEVELS				
	A	B	C	D	
Year	Amount	Amount	Amount	Amount	Amount
1	6,457	5,381	4,305	4,035	3,766
2	6,886	5,756	4,680	4,358	4,035
3	7,317	6,133	5,057	4,680	4,251
4	7,748	6,510	5,434	5,004	4,519
5	8,178	6,886	5,810	5,327	4,735
6	8,609	7,263	6,187	5,649	5,004
7	9,038	7,640	6,564	5,972	5,218
8	9,469	8,016	6,941	6,294	5,488
9	9,900	8,393	7,317	6,510	5,703
10	10,222	8,609	7,533	6,725	5,919

CLUBS & NON-ATHLETIC SALARY SCHEDULE						
YEAR: 2017 - 2018						
	LEVELS					
	A	B	C	D	E	F
Year	Amount	Amount	Amount	Amount	Amount	Amount
1	6,457	5,381	3,824	3,585	2,773	1,913
2	6,886	5,756	4,158	3,873	3,011	2,151
3	7,317	6,133	4,493	4,158	3,202	2,342
4	7,748	6,510	4,828	4,446	3,442	2,582
5	8,178	6,886	5,162	4,733	3,633	2,773
6	8,609	7,263	5,497	5,020	3,873	3,011
7	9,038	7,640	5,833	5,306	4,064	3,202
8	9,469	8,016	6,167	5,593	4,302	3,442
9	9,900	8,393	6,502	5,784	4,493	3,633
10	10,222	8,609	6,693	5,975	4,685	3,824

APPENDIX B

ATHLETICS SALARY SCHEDULE YEAR: 2018 - 2019					
LEVELS					
Year	A Amount	B Amount	C Amount	D Amount	E Amount
1	6,612	5,510	4,408	4,132	3,857
2	7,052	5,895	4,793	4,463	4,132
3	7,493	6,281	5,179	4,793	4,353
4	7,934	6,667	5,565	5,124	4,628
5	8,375	7,052	5,950	5,455	4,849
6	8,816	7,438	6,336	5,785	5,124
7	9,255	7,824	6,722	6,116	5,344
8	9,696	8,208	7,108	6,446	5,620
9	10,138	8,595	7,493	6,667	5,840
10	10,467	8,816	7,714	6,887	6,061

CLUBS & NON-ATHLETIC SALARY SCHEDULE YEAR: 2018 - 2019						
LEVELS						
Year	A Amount	B Amount	C Amount	D Amount	E Amount	F Amount
1	6,612	5,510	3,916	3,671	2,839	1,958
2	7,052	5,895	4,258	3,966	3,083	2,203
3	7,493	6,281	4,601	4,258	3,279	2,398
4	7,934	6,667	4,943	4,552	3,524	2,644
5	8,375	7,052	5,286	4,846	3,720	2,839
6	8,816	7,438	5,629	5,140	3,966	3,083
7	9,255	7,824	5,973	5,433	4,161	3,279
8	9,696	8,208	6,315	5,727	4,405	3,524
9	10,138	8,595	6,658	5,923	4,601	3,720
10	10,467	8,816	6,853	6,118	4,798	3,916

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

The Board of Education agrees to the following hourly wage for Drivers Education teachers during the regular school term:

\$51/hour for 2014-15

\$53/hour for 2015-16

\$55/hour for 2016-17

\$57/hour for 2017-18

\$59/hour for 2018-19.

Teacher selection for full-time summer school Drivers Education Teacher(s) will follow the selection procedures as described in Article X of the Current Negotiated Agreement, with the following exception: If enrollment is insufficient at either campus alone, the enrollment may be combined and the course offered at one campus, in which case priority will not be given to teachers who are assigned at the school at which the subject will be taught. Said teacher(s) will receive the contractual summer school stipend.

Additional teachers may be needed for summer Behind-the-Wheel instruction and teacher selection will not follow Article X but will be based on availability and best fit as determined by the Principal or designee. The Board of Education agrees to the following hourly wage (equivalent to the summer school salary) for these Drivers Education teachers beginning the day immediately after the regular school term ends through the day preceding the next regular school term:

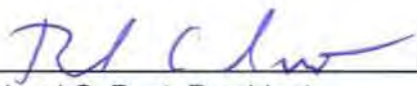
\$42/hour for 2014-15

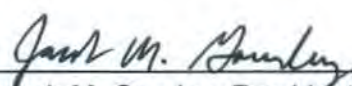
\$43/hour for 2015-16

\$44/hour for 2016-17

\$45/hour for 2017-18

\$47/hour for 2018-19.

 12/16/14
Richard C. Dust, President (Date)
Board of Education

 12/9/14
Jacob M. Gourley, President (Date)
AFT/IFT Local #683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

The Board of Education agrees to the following hourly wage for Homebound Teachers:

\$43/hour for 2014-15

\$45/hour for 2015-16

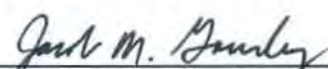
\$47/hour for 2016-17

\$49/hour for 2017-18

\$51/hour for 2018-19.

 12/16/14

Richard C. Dust, President (Date)
Board of Education

 12/9/14

Jacob M. Gourley, President (Date)
AFT/IFT Local #683

LETTER OF AGREEMENT
BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

The Board of Education agrees to extend the current 2013-2019 contract (including Letters of Agreement) three years, through the day immediately preceding the first teacher attendance day of the 2022-2023 school year. The Board and Union recognize that this Agreement supersedes any and all prior agreements, practices, and policies concerning subjects contained herein.

The Board of Education agrees to offer medical, dental, and vision insurance for regularly employed personnel and their dependents. The employee will share the cost of such insurance at the following monthly rates:


PLAN	2019-2020 and 2020-2021			2021-2022		
	SINGLE	2-PARTY	FAMILY	SINGLE	2-PARTY	FAMILY
Medical PPO	\$185	n/a	\$452	\$205	n/a	\$492
Medical HMO	\$177	n/a	\$425	\$197	n/a	\$465
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

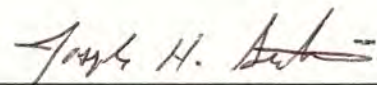
The Board of Education agrees to pay any certified teacher assigned by the principal to substitute one (1) period a day: \$50 for 2019-2020, \$51 for 2020-21, and \$52 for 2021-22.

The Board of Education agrees to pay the following salary for the summer program: \$6,750 for 2019-20, \$6,947 for 2020-21, and \$7,144 for 2021-22.

The Board of Education agrees to pay the following hourly wage for Credit Recovery program teachers: \$60/hour for 2019-20, \$61/hour for 2020-21, and \$62/hour for 2021-22.

The Board of Education agrees to pay \$2,473 for hall duty supervision per semester for 2019-20, 2020-21, and 2021-22.

 12/7/18
Richard C. Dust, President (Date)
Board of Education

 12-6-18
Joseph H. Stephan III, President (Date)
Local #683 AFT

SALARY SCHEDULE
THORNTON FRACTIONAL TOWNSHIP HIGH SCHOOL DISTRICT NO. 215
YEAR: 2019-2020

Year	Level I Bachelor's Amount	Year	Level II* B + 15 Hours Amount	Year	Level III Masters Amount	Level IV M + 15 Hours Amount	Level V M + 30 Hours Amount	Level VI M + 45 Hours Amount
0	51,158	0	53,716	0	56,785	59,343	61,901	64,459
1	53,716	1	56,274	1	59,343	61,901	64,459	67,017
2	56,274	2	58,832	2	61,901	64,459	67,017	69,575
3	58,832	3	61,390	3	64,459	67,017	69,575	72,133
4	61,645	4	64,203	4	67,273	69,831	72,389	74,946
5	64,459	5	67,017	5	70,086	72,644	75,202	77,760
6	67,273	6	69,831	6	72,900	75,458	78,016	80,574
7	70,086	7	72,644	7	75,714	78,272	80,830	83,388
8	72,900	8	75,458	8	78,528	81,085	83,643	86,201
9	75,714	9	78,272	9	81,341	83,899	86,457	89,015
10	78,528	10	81,085	10	84,155	86,713	89,271	91,829
11	81,341	11	83,899	11	86,969	89,527	92,084	94,642
12	84,155	12	86,713	12	89,782	92,340	94,898	97,456
13	86,969	13	89,782	13	92,852	95,410	97,968	100,525
13A	89,322	14	92,852	14	95,921	98,479	101,037	103,595
13B	91,624	15	95,921	15	98,991	101,549	104,107	106,664
14	94,003	15A	98,520	16	102,060	104,618	107,176	109,734
L	97,563	15B	101,119	17	105,130	107,688	110,245	112,803
L2	99,563	16	103,713	18	108,199	110,757	113,315	115,873
				18A	111,274	113,929	116,589	119,198
				18B	114,353	117,101	119,863	122,523
				19	117,428	120,283	123,142	125,997
				L	120,989	123,843	126,703	129,558
				L2	122,989	125,843	128,703	131,558
				* Closed to new enrollees as of 10/1/2019				

PCJ
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SALARY SCHEDULE
THORNTON FRACTIONAL TOWNSHIP HIGH SCHOOL DISTRICT NO. 215
YEAR: 2020-2021

Year	Level I Bachelor's Amount	Year	Level II* B + 15 Hours Amount	Year	Level III Masters Amount	Level IV M + 15 Hours Amount	Level V M + 30 Hours Amount	Level VI M + 45 Hours Amount
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	89,622	14	93,152	14	96,221	98,779	101,337	103,895
13B	91,924	15	96,221	15	99,291	101,849	104,407	106,964
14	94,303	15A	98,820	16	102,360	104,918	107,476	110,034
L	97,863	15B	101,419	17	105,430	107,988	110,545	113,103
L2	99,863	16	104,013	18	108,499	111,057	113,615	116,173
L3	101,863	L	107,573	18A	111,574	114,229	116,889	119,498
* Closed to new enrollees as of 10/1/2019				18B	114,653	117,401	120,163	122,823
				19	117,728	120,583	123,442	126,297
				L	121,289	124,143	127,003	129,858
				L2	123,289	126,143	129,003	131,858
				L3	125,289	128,143	131,003	133,858

* Closed to new enrollees as of 10/1/2019

Red
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SALARY SCHEDULE
THORNTON FRACTIONAL TOWNSHIP HIGH SCHOOL DISTRICT NO. 215
YEAR: 2021-2022

Year	Level I Bachelor's Amount	Year	Level II* B + 15 Hours Amount	Year	Level III Masters Amount	Level IV M + 15 Hours Amount	Level V M + 30 Hours Amount	Level VI M + 45 Hours Amount
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	89,622	14	93,152	14	96,221	98,779	101,337	103,895
13B	91,924	15	96,221	15	99,291	101,849	104,407	106,964
14	94,303	15A	98,820	16	102,360	104,918	107,476	110,034
L	97,863	15B	101,419	17	105,430	107,988	110,545	113,103
L2	99,863	16	104,013	18	108,499	111,057	113,615	116,173
L3	101,863	L	107,573	18A	111,574	114,229	116,889	119,498
L4	103,863	L2	109,573	18B	114,653	117,401	120,163	122,823
* Closed to new enrollees as of 10/1/2019				19	117,728	120,583	123,442	126,297
				L	121,289	124,143	127,003	129,858
				L2	123,289	126,143	129,003	131,858
				L3	125,289	128,143	131,003	133,858
				L4	127,289	130,143	133,003	135,858

Red
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APPENDIX B			
EXTRA DUTY ASSIGNMENT COMPENSATION SCHEDULE			
ACTIVITY	2019-20	2020-21	2021-22
Athletic Crowd Control	\$75	\$76	\$77
Bus Chaperone - Athletics	\$75	\$76	\$77
Concerts, Plays, Follies, Dances (Except After-Activity Dances)	\$75	\$76	\$77
After-Activity Dances	\$61	\$62	\$63
Other Activities	\$65	\$66	\$67
Athletic Associate Officials:			
Track/Swimming	\$75	\$76	\$77
Football (1 Game)	\$61	\$62	\$63
Football (2 Games)			
Public Address	\$75	\$76	\$77
Scorer	\$79	\$80	\$81
Scoreboard/Timer	\$79	\$80	\$81
Filming	\$75	\$76	\$77
Chain Gang	\$79	\$80	\$81
Basketball (1 Game)	\$61	\$62	\$63
Basketball (2 Games)			
Public Address	\$75	\$76	\$77
Scorer	\$79	\$80	\$81
Scoreboard/Timer	\$79	\$80	\$81
Filming	\$75	\$76	\$77
Wrestling			
Scoreboard/Timer (single match)	\$61	\$62	\$63
Scoreboard/Timer (dual match)	\$75	\$76	\$77
Swimming			
Scorer	\$79	\$80	\$81
Baseball/Softball			
Public Address - Varsity	\$61	\$62	\$63
Scorer	\$75	\$76	\$77
Scoreboard/Timer	\$75	\$76	\$77
Volleyball			
Scorer	\$79	\$80	\$81
Scoreboard/Timer	\$79	\$80	\$81
Athletic Ticket Takers	\$75	\$76	\$77
Auditorium Manager (Hourly Rate for Non-School Functions)	\$61	\$62	\$63
Pool Supervisor (Hourly Rate for Non-School Functions)	\$61	\$62	\$63
Detention Supervisor (Hourly Rate for After School/Saturday)	\$60	\$61	\$62
Activities that exceed four hours will be paid an additional \$15 per duty; Activities that exceed six hours will be paid an additional \$30 per duty; Activities that exceed eight hours will be paid an additional \$40 per duty; Activities that exceed 10 hours will be paid an additional \$50 per duty			

PCB
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ATHLETIC SALARY SCHEDULE					
YEAR: 2019-2022					
Add 3 steps at 3% of Step 10					
LEVELS					
	A	B	C	D	E
Year	Amount	Amount	Amount	Amount	Amount
1	6,612	5,510	4,408	4,132	3,856
2	7,051	5,894	4,792	4,463	4,132
3	7,493	6,280	5,178	4,792	4,353
4	7,934	6,666	5,564	5,124	4,627
5	8,374	7,051	5,949	5,455	4,849
6	8,816	7,437	6,335	5,785	5,124
7	9,255	7,823	6,722	6,115	5,343
8	9,696	8,208	7,108	6,445	5,620
9	10,138	8,594	7,493	6,666	5,840
10	10,467	8,816	7,714	6,886	6,061
A	10,781	9,080	7,945	7,093	6,243
B	11,095	9,344	8,176	7,300	6,425
C	11,409	9,608	8,407	7,507	6,607

CLUBS & NON-ATHLETIC SALARY SCHEDULE						
YEAR: 2019-2022						
Add 3 steps at 3% of Step 10						
LEVELS						
	A	B	C	D	E	F
Year	Amount	Amount	Amount	Amount	Amount	Amount
1	6,612	5,510	3,916	3,671	2,840	1,959
2	7,051	5,894	4,258	3,966	3,083	2,203
3	7,493	6,280	4,601	4,258	3,279	2,398
4	7,934	6,666	4,944	4,553	3,525	2,644
5	8,374	7,051	5,286	4,847	3,720	2,840
6	8,816	7,437	5,629	5,140	3,966	3,083
7	9,255	7,823	5,973	5,433	4,162	3,279
8	9,696	8,208	6,315	5,727	4,405	3,525
9	10,138	8,594	6,658	5,923	4,601	3,720
10	10,467	8,816	6,854	6,118	4,797	3,916
A	10,781	9,080	7,060	6,302	4,941	4,033
B	11,095	9,344	7,266	6,486	5,085	4,150
C	11,409	9,608	7,472	6,670	5,229	4,267

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LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

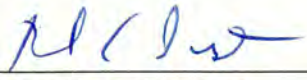
The Board of Education agrees to the following hourly wage for Drivers Education teachers during the regular school term:

\$60/hour for 2019-20
\$61/hour for 2020-21
\$62/hour for 2021-22.

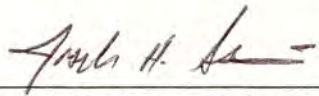
Teacher selection for full-time summer school Drivers Education Teacher(s) will follow the selection procedures as described in Article X of the Current Negotiated Agreement, with the following exception: If enrollment is insufficient at either campus alone, the enrollment may be combined and the course offered at one campus, in which case priority will not be given to teachers who are assigned at the school at which the subject will be taught. Said teacher(s) will receive the contractual summer school stipend.

Additional teachers may be needed for summer behind-the-wheel instruction and teacher selection will not follow Article X but will be based on availability and best fit as determined by the Principal or designee. The Board of Education agrees to the following hourly wage (equivalent to the summer school salary) for these Drivers Education teachers beginning the day immediately after the regular school term ends through the day preceding the next regular school term:

\$48/hour for 2019-20
\$49/hour for 2020-21
\$50/hour for 2021-22.

 12/7/18

Richard C. Dust, President (Date)
Board of Education

 12-6-18

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

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND


LOCAL #683 AMERICAN FEDERATION OF TEACHERS

The Board of Education agrees to the following hourly wage for Homebound Teachers:

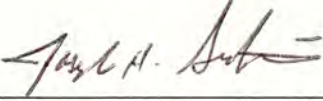
\$52/hour for 2019-20

\$53/hour for 2020-21

\$54/hour for 2021-22.

 12/7/18

Richard C. Dust, President (Date)
Board of Education

 12-6-18

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

LETTER OF AGREEMENT


BETWEEN

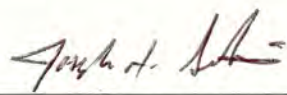
THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

Beginning with the 2019-20 school year, any bargaining unit employee who completes a single season (fall, winter, or spring) as an Assistant Athletic Director in consecutive school years shall receive a step advancement on the Athletics Salary Schedule.

 12/7/18
Richard C. Dust, President (Date)
Board of Education

 12-6-18
Joseph H. Stephan III, President (Date)
Local #683 AFT

LETTER OF AGREEMENT

BETWEEN

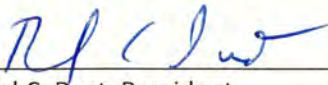
THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

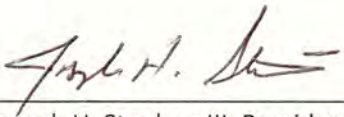
LOCAL #683 AMERICAN FEDERATION OF TEACHERS

The deadline to submit paperwork for movement into Level II Bachelor's Plus 15 Hours shall be October 1, 2019. No bargaining unit employee will be allowed to enter into Level II Bachelor's Plus 15 Hours after October 1, 2019.

This agreement will in no way prohibit any bargaining unit employee from moving into Level III Masters upon completing the necessary course work and paperwork as previous negotiated in the 2013-2019 Agreement.

 12/7/18

Richard C. Dust, President (Date)
Board of Education

 12-6-18

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

LETTER OF AGREEMENT

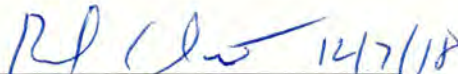
BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215


AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

Effective July 1, 2018 certificated staff members at the time of initial employment by District 215 may be given credit on the salary schedule for verified full years of prior teaching experience to a maximum of five (5) 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.



Richard C. Dust, President (Date)
Board of Education

 12-6-18

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

LETTER OF AGREEMENT

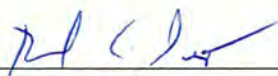
BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

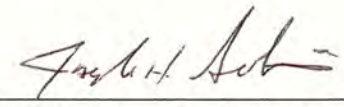
AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

Beginning with the 2018-19 school year, 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.

 12/7/18

Richard C. Dust, President (Date)
Board of Education

 12-6-18

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

LETTER OF AGREEMENT

BETWEEN

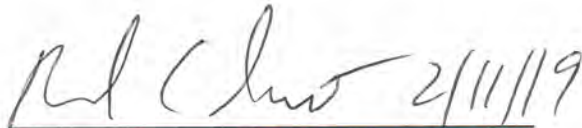
THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

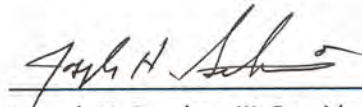
LOCAL #683 AMERICAN FEDERATION OF TEACHERS

The Board of Education of District 215 agrees to release certified staff members at 3:00 pm on Wednesdays in January 2019, February 2019, and March 2019. This early release schedule will begin on January 9, 2019 and conclude on March 20, 2019, in exchange for all certified staff members' active participation at District-sponsored Professional Development Wednesdays. These Professional Development Wednesdays are scheduled from 2:15 pm to 3:30 pm for the following dates:

January 30, 2019;
February 27, 2019; and
March 27, 2019.

Handwritten signature of Richard C. Dust in black ink, followed by the date 2/11/19.

Richard C. Dust, President (Date)
Board of Education

Handwritten signature of Joseph H. Stephan III in black ink.

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

The Board of Education of District 215 and Local #683 agree to the following delayed start school day schedule when inclement weather prohibits a standard school day schedule:

Certified staff report to work at 10:00 am and are dismissed at 3:30 pm.

The delayed start bell schedule will be as follows:

Period 0 – Cancelled

Period 1 – 10:25 am - 11:00 am

Period 2 – 11:05 am - 11:45 am

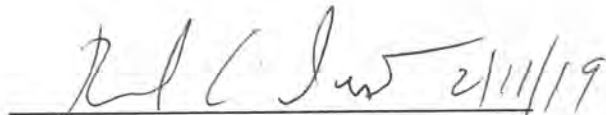
Period 3 – 11:50 am - 12:30 pm

Period 4 – 12:35 pm - 1:15 pm

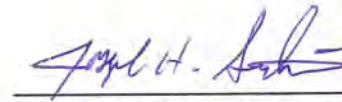
Period 5 – 1:20 pm - 2:00 pm

Period 6 – 2:05 pm - 2:45 pm

Period 7 – 2:50 pm - 3:25 pm


Richard C. Dust, President (Date)

Board of Education

 2/1/19
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

The Board of Education of District 215 agrees to release certified staff members at 3:00pm on Wednesdays in September 2019, October 2019, January 2020, February 2020, and April 2020. This early release schedule will begin on September 4, 2019 and conclude on April 29, 2020 in exchange for all certified staff members' active participation at District-sponsored Professional Development Wednesdays. These Professional Development Wednesdays are scheduled from 2:15 pm to 3:30 pm for the following dates:

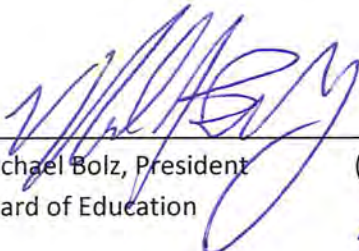
September 25, 2019

October 30, 2019


January 29, 2020

February 26, 2020

April 29, 2020



Michael Bolz, President (Date)
Board of Education



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

July 23, 2019

LETTER OF AGREEMENT

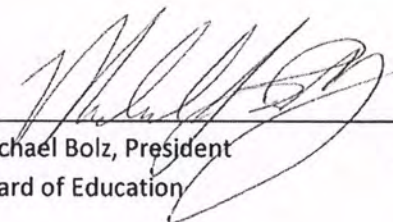
BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

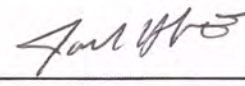
AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

Beginning with the 2019-2020 school year, the Board of Education and Local #683 agree that the position of "Assistant Band Director" will be added to Appendix B and placed on Lane B of the Activities, Clubs, and Non-Athletics Schedule of Payments.



Michael Bolz, President
Board of Education
11/26/19
(Date)



Joseph Stephan, President
AFT/IFT Local #683
12-9-19
(Date)

LETTER OF AGREEMENT

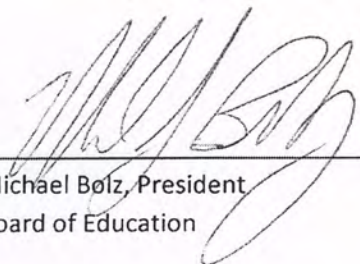
BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

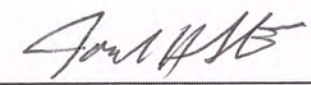
AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

Beginning with the 2019-2020 school year, the Board of Education and Local #683 agree that the position of "GSA Sponsor" (aka "PRIDE Sponsor") will be reassigned in Appendix B and placed on Lane E of the Activities, Clubs, and Non-Athletics Schedule of Payments.



Michael Bolz, President
Board of Education
12/3/19
(Date)



Joseph Stephan, President
AFT/IFT Local #683
12-9-19
(Date)

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

Whereas the current Agreement states under ARTICLE IX – SALARY SCHEDULE PROVISIONS, SECTION I. PART-TIME TEACHERS:

A part-time teacher shall be compensated using the following formula:

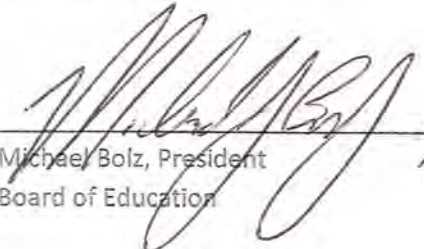
- 1. If he/she teaches one (1) period per day, the teacher would receive 1/6.5 of his/her per diem salary plus 1/3 of a planning period, 3 sick days and 1 emergency day.*
- 2. If he/she teaches two (2) periods per day, the teacher would receive 2/6.5 of his/her per diem salary plus 2/3 of a planning period, 6 sick days and 1 emergency day.*
- 3. If he/she teaches three (3) periods per day, the teacher would receive 3/6.5 of his/her per diem salary plus one full planning period, 9 sick days and 2 emergency days.*

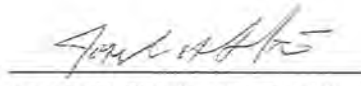
Be it resolved, that Thornton Fractional Township School District No. 215 AND Local 683 American Federation of Teachers agree that the following language replaces the language above:

A part-time teacher shall be compensated using the following formula, which includes payment for the consultation and planning period:

- 1. If he/she teaches one (1) period per day, and works 1/3 of a planning period, the teacher receives 20.51% of his/her per diem salary, and receives three (3) sick days and one (1) personal day.*
- 2. If he/she teaches two (2) periods per day, and works 2/3 of a planning period, the teacher receives 41.02% of his/her per diem salary, and receives six (6) sick days and one (1) personal day.*
- 3. If he/she teaches three (3) periods per day, and works one planning period, the teacher receives 61.54% of his/her per diem salary, and receives nine (9) sick days and two (2) personal days.*

Be it further resolved that in the specific case of Raymond Smith, part-time TF. North teacher during the 2019-20 school year, he will be compensated a total 61.54% of his per diem salary for his three assigned teaching periods and one assigned planning period. Additionally, he will receive 9 sick days and 2 personal days as part of his compensation.


Michael Bolz, President
Board of Education
(Date) 4/3/20


Joseph H. Stephan III, President
AFT/IFT Local #683
(Date) 4-19-20

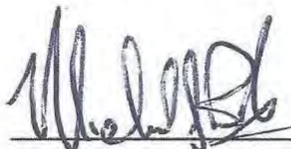
LETTER OF AGREEMENT
BETWEEN
THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215
AND
LOCAL #683 AMERICAN FEDERATION OF TEACHERS
REMOTE LEARNING SCHEDULE

Once initiated, the Board of Education of District 215 agrees to use the Remote Learning Plan for no less than the duration of the current grading period. The use of the Remote Learning Plan will be re-evaluated on a quarter-by-quarter basis. For days on which District 215's Remote Learning Plan is in effect, the Board of Education of District 215 and Local #683 agree to the following work schedule:


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 p.m. – 3:15 p.m.	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)**



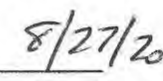
Michael Bolz, President
Board of Education



(Date)



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



(Date)

LETTER OF AGREEMENT

BETWEEN

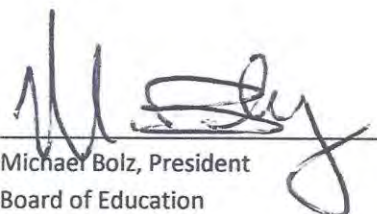
THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND


LOCAL #683 AMERICAN FEDERATION OF TEACHERS

LANE PLACEMENT EQUITY STUDENT LEADERSHIP CLUB & FUTURE TEACHERS CLUB

Beginning with the 2020-2021 school year, the Board of Education and Local #683 agree that the positions of "Future Teacher Club" and "Equity Student Leadership Club" will be placed on Lane C of the Activities, Clubs, and Non-Athletics Schedule of Payments in Appendix B of the current Agreement.

 9/25/20

Michael Bolz, President
Board of Education
(Date)

 9-2-20

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

LETTER OF AGREEMENT

BETWEEN

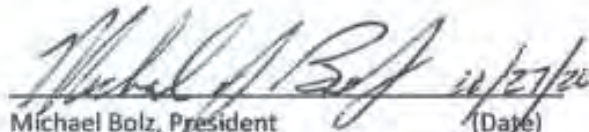
THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

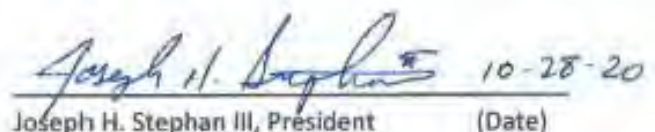
AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

LANE PLACEMENT FOR STUDENT ACTION TEAM & CONNECTIONS

The Board of Education and Local #683 agree that the positions of "Student Action Team" Sponsor and "Connections Club" Sponsor will be placed on Lane B of the Activities, Clubs, and Non-Athletics Schedule of Payments in Appendix B of the current Agreement.


Michael Bolz, President
Board of Education
(Date) 11/27/20


Joseph H. Stephan III, President
AFT/IFT Local #683
(Date) 10-28-20

LETTER OF AGREEMENT
BETWEEN
THORNTON FRACTIONAL TOWNSHIP HIGH SCHOOL DISTRICT NO. 215
AND
LOCAL #683 AMERICAN FEDERATION OF TEACHERS
2020-2021 PERFORMANCE EVALUATIONS

This Letter of Agreement (“LoA”) between the Board of Education of Thornton Fractional Township High School District 215 (“Board”), and Local #683 American Federation of Teachers (“Local #683”) is effective for the 2020-2021 school term.

[Illinois Public Act 101-0643](#) amended Section 24-11 and Section 24-12 of the Illinois School Code to address default performance evaluation ratings in the event a teacher scheduled for an evaluation is not evaluated during the time in which the Governor has declared a disaster under Section 7 of the Illinois Emergency Management Agency Act, including the Governor’s current disaster proclamation due to COVID-19.

Local #683 and the District administration subsequently met to discuss teacher evaluations during the 2020-2021 school year, and as a result of the discussion, the parties agree as follows:

1. The Board has determined it is not practicable to conduct teacher evaluations during the 2020-2021 school year. During the time in which the Governor’s current disaster declaration due to COVID-19 has been in effect, the Board determined to begin the 2020-2021 school year in a remote learning environment. As a result of beginning the school year in a remote learning environment there will be insufficient data available to complete scheduled teacher evaluations. Additionally, it is not reasonably foreseeable that there would be sufficient time to fully observe and complete all scheduled teacher evaluations should in-person instruction resume during the 2020-2021 school year.
2. The parties understand that, as a result of the foregoing, probationary teachers and tenured teachers who were scheduled to be formally evaluated during the 2020-2021 school year will not be evaluated in said school year. A tenured teacher who was scheduled for a formal evaluation during the 2020-2021 school year will not be scheduled to receive a formal evaluation until the 2022-2023 school year.
3. Consistent with Section 24-11 and Section 24-12 of the Illinois School Code, as amended by [Illinois Public Act 101-0643](#), a tenured teacher who received a performance rating of “Excellent” on their last evaluation and was scheduled to be formally evaluated during the 2020-2021 school year shall receive a performance rating deemed “Excellent” for the 2020-2021 school year. Any other

tenured teacher who was scheduled to be formally evaluated during the 2020-2021 school year shall have their 2020-2021 evaluation rating default to a performance rating deemed "Proficient."

4. Consistent with Section 24-11 and Section 24-12 of the Illinois School Code, all probationary teachers shall have their 2020-2021 evaluation rating default to a performance rating deemed "Proficient," unless the probationary teacher received a performance rating deemed "Excellent" in both the 2018-2019 and 2019-2020 school years, in which case said teachers shall receive a performance rating deemed "Excellent" for the 2020-2021 school year. Neither a performance rating deemed "Proficient" nor any other provision of this LOA shall be construed to impair or otherwise limit the Board from exercising its right to dismiss/non-renew a probationary teacher consistent with the procedures set forth in Section 24-11 of the Illinois School Code.
5. The parties understand that all teachers are expected to meet the expectations of the District, including but not limited to those expectations set forth in the District's Board Policy, Collective Bargaining Agreement, Administrative Handbook, and Remote Learning Plan. Accordingly, the Board and Local #683 agree that properly trained District administration may conduct informal observations and drop-ins on all tenured and non-tenured teachers, with the feedback recorded on the mutually agreed upon Collaboration Forms (Exhibits 1, 2, 3, 4, 5, 6, 7, and 8), which are intended to provide support and inspire professional growth.
6. This LOA shall expire at the end of the 2020-2021 school year.
7. The terms and conditions of this LOA are non-precedential.

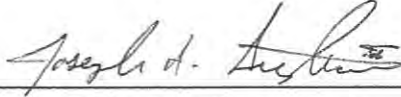
This LOA has been duly approved by each of the parties and has been executed by authorized representatives of Local #683 and the Board.



Michael Bolz, President
Board of Education

12/15/2020

(Date)



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

12/16/20

(Date)

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL #683 AMERICAN FEDERATION OF TEACHERS

2020-2021 FOURTH QUARTER WORK SCHEDULE & LEAVE OPTION

The Board of Education of District 215 and Local #683 agree to use the following work schedule for the fourth quarter of the 2020-2021 school term:

MONDAY-TUESDAY-THURSDAY-FRIDAY

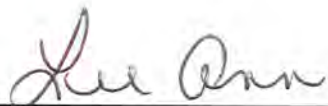
7:40 a.m. – 8:20 a.m.	Period 0
8:00 a.m. – 8:20 a.m.	Consultation/Planning Period
8:25 a.m. – 9:05 a.m.	Period 1
9:10 a.m. – 9:55 a.m.	Period 2
10:00 a.m. – 10:40 a.m.	Period 3
10:45 a.m. – 11:25 a.m.	Period 4
11:30 a.m. – 12:10 p.m.	Period 5
12:15 p.m. – 12:55 p.m.	Period 6
1:00 p.m. – 1:40 p.m.	Period 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)

*****Period 0 Teachers: 7:30 a.m – 7:40 am consultation/planning period, 2:45 p.m. dismissal*****


WEDNESDAY (remote for all staff)

8:00 a.m. – 9:00 a.m.	Staff Professional Development
9:05 a.m. – 1:00 p.m.	Mandatory Individualized Student Support Conferences (as scheduled by teacher, independent work, and/or participation in SEL groups)
1:05 p.m. – 2:00 p.m.	Student/Staff Lunch
2:05 p.m. – 3:15 p.m.	Wellness for Staff/Students

The Board of Education of District 215 and Local #683 further agree to allow up to 12 staff members who are pregnant or cannot be vaccinated per doctor's orders (and who provide a medical provider's certification of their inability to return to campus) to telework during the fourth quarter of the 2020-2021 school term. Staff members may apply for this option via their Local #683 representative.

 *Revis 3-23-21*

LeeAnn Revis, Acting President (Date)
Board of Education

 *3-23-21*

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

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215


AND

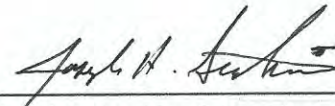
LOCAL #683 AMERICAN FEDERATION OF TEACHERS

LANE PLACEMENT FOR DIGITAL MEDIA MANAGER & BROTHER-TO-BROTHER

The Board of Education and Local #683 agree that the position of "Digital Media Manager" will be placed on Lane C of the Activities, Clubs, and Non-Athletics Schedule of Payments in Appendix B of the current Agreement.

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


Rita Oberman, President (Date)
Board of Education

 5/25/21
Joseph H. Stephan III, President (Date)
AFT/IFT Local #683