

AGREEMENT

BETWEEN

**THE BOARD OF EDUCATION OF
CENTRAL STICKNEY SCHOOL DISTRICT NO. 110**

AND

**SOUTHWEST SUBURBAN FEDERATION OF TEACHERS
COUNCIL 110, LOCAL 943, IFT/AFT, AFL-CIO**

FOR

2017-2018

2018-2019

2019-2020

2020-2021

hlerk#448129v4
8/24/17

TABLE OF CONTENTS

	<u>Page</u>
PREAMBLE	1
ARTICLE I RECOGNITION, JURISDICTION, AND SCOPE	1
1.1 Recognition	1
1.2 Definition of Teacher	1
ARTICLE II UNION RIGHTS AND RESPONSIBILITIES	2
2.1 Fair Representation	2
2.2 Right to Represent	2
2.3 Non-Discrimination	2
2.4 Parking Facilities	2
2.5 Staff Orientation	2
2.6 Professional Issues Committee	3
2.7 Equipment and Facility Usage	3
2.8 Notice of Special Board Meetings	3
2.9 Union Officers	3
2.10 Adverse Criticism	3
2.11 Personnel File	4
2.12 Dues Check Off	4
2.13 Fair Share Agreement	5
2.14 Fair Share Notice and Objection	5
2.15 Fair Share Hold Harmless Provision	6
2.16 Union Leave	6
ARTICLE III MANAGEMENT RIGHTS	7
ARTICLE IV GRIEVANCE PROCEDURE	8
4.1 Definitions	8
4.2 Procedure	8
4.3 Arbitration	9
4.4 General Provisions	10
ARTICLE V FORMAL TEACHER EVALUATION	11
5.1 Evaluation Objectives	11
5.2 Formal Evaluation Schedule	11
5.3 Notice of Evaluation Procedures	11
5.4 Formal Observations	11
5.5 Personnel File Copy	11
5.6 Professional Development and Remediation Plans	12
5.7 Evaluation Recourse Rights	12
5.8 Consulting Teacher Assignment	12

ARTICLE VI	LEAVES	13
	6.1 Sick Leave	13
	6.2 Personal Leave	13
	6.3 Child-Rearing Leave	14
	6.4 Jury Duty Leave	15
	6.5 Bereavement Leave	15
	6.6 Unpaid Leaves of Absence	16
	6.7 General Conditions for Leaves	16
	6.8 Professional Leave Workshops	18
ARTICLE VII	CONDITIONS OF EMPLOYMENT	19
	7.1 School Calendar	19
	7.2 School Day	19
	7.3 Assignment and Transfer	19
	7.4 Notice of Vacancies	20
	7.5 Internal Substitution	20
	7.6 Complaint Procedure	20
	7.7 Preparation Period	21
	7.8 Hazardous Conditions	21
	7.9 Classrooms and Teacher Facilities	21
	7.10 Seniority and Recall Rights	21
	7.11 Surveillance Cameras	22
ARTICLE VIII	NEGOTIATIONS PROCEDURES	23
	8.1 Negotiating Teams	23
	8.2 Good Faith Obligation	23
	8.3 Authority to Negotiate	23
	8.4 Commencement of Negotiations	23
	8.5 Tentative Agreements and Meeting Scheduling	23
	8.6 Ratification of Agreement	23
	8.7 Confidentiality of Negotiations	24
	8.8 Mediation	24
ARTICLE IX	COMPENSATION AND BENEFITS	25
	9.1 Compensation Schedules	25
	9.2. Extra-Curricular Activities	25
	9.3 Insurance Benefits	26
	9.4 Tuition Reimbursement/Professional Development	26
	9.5 Summer School	27
ARTICLE X	TECHNICAL CLAUSES	28
	10.1 Effect of Agreement	28
	10.2 Severability	28
	10.3 No Strike Provision	28
	10.4 Duration of Agreement	28
	10.5 Execution of Agreement	29

APPENDIX A	2017-2018 COMPENSATION SCHEDULE	30
APPENDIX B	2018-2019 COMPENSATION SCHEDULE	31
APPENDIX C	2019-2020 COMPENSATION SCHEDULE	32
APPENDIX D	2020-2021 COMPENSATION SCHEDULE	33
APPENDIX E	EXTRA CURRICULAR PAY SCHEDULE	34
	RETIREMENT LETTER OF UNDERSTANDING	36

PREAMBLE

This Agreement is made and entered into by and between the Board of Education of Central Stickney School District No. 110, Cook County, Illinois (hereinafter referred to as the "Board") and the Southwest Suburban Federation of Teachers, Council 110, Local 943, Illinois Federation of Teachers, American Federation of Teachers, AFL-CIO (hereinafter referred to as the "Union").

ARTICLE I

RECOGNITION, JURISDICTION, AND SCOPE

1.1 Recognition

For the purposes of collective bargaining with respect to wages, hours, terms and conditions of employment, the Board recognizes the Union as the sole and exclusive representative for all full-time and regularly-employed part-time teaching employees of the Board during the term of this Agreement, excluding the Superintendent, AERO staff, office clerical employees, building service employees, supervisory, managerial and confidential employees.

1.2 Definition of Teacher

As used hereafter in this Agreement, except as expressly provided otherwise, the term "teacher" shall refer to all members of the bargaining unit as described in Section 1.1 above.

ARTICLE II

UNION RIGHTS AND RESPONSIBILITIES

2.1 Fair Representation

The Union agrees to represent equally and without prejudice all teachers for purposes of negotiations with the Board concerning wages, hours, terms and conditions of their employment and the settlement of grievances.

2.2 Right To Representation

- A. When any teacher is required to appear before the Board, the teacher shall be given forty-eight (48) hours prior notice in writing of the reasons for such meeting or interviews and shall be entitled to have, if desired, Union representation.
- B. In the event a teacher is required to meet with the Superintendent or designee concerning a disciplinary issue, said teacher shall be informed to this effect in advance of said meeting and may have Union representation if desired.

2.3 Non-Discrimination

There shall be no reprisal by the Superintendent or designee or the Board toward any teacher for legal Union activities. The Board shall not discriminate against any teacher with respect to conditions of employment by reasons of his/her Union membership or his/her participation in negotiations with the Board, nor shall the Board discriminate against any teacher for his/her institution of any grievance, complaint or proceeding under this Agreement. The Board of Education will expect that non-Union members will not be treated in a discriminating manner by those who are members of the Union. There shall be no reprisal or discrimination by the Union toward any teacher for participation or non-participation in the above stated activities. If a teacher files a complaint based on discrimination with the Illinois Educational Labor Relations Board or in any other administrative agency or court, the Board shall not be obligated to process any grievance also filed by the teacher or Union on his/her behalf as would otherwise be required under Article IV of this Agreement.

2.4 Parking Facilities

The Board shall provide on-site parking spaces for teachers.

2.5 Staff Orientation

The Union President or designee shall have the right to address all teachers on the first Institute Day of the school year. The last fifteen (15) minutes of the Institute Day program will be designated for this purpose. The Union shall have the last fifteen (15) minutes of

every teacher meeting to make announcements, give brief reports, and elicit opinions and concerns of the staff if the Superintendent or designee has been notified, in advance, of the Union's intent to exercise this privilege.

2.6 Professional Issues Committee

The Board and Union agree that a Professional Issues Committee (PIC) may be established to meet on a monthly basis. PIC shall consist of the Superintendent, the Principal, and four (4) teachers selected by the Union. The focus of PIC shall be upon the communication and discussion of issues relevant to educational improvement and general building concerns, but PIC is not intended to be a vehicle for collective bargaining or to circumvent the grievance process. The Union President shall forward an agenda to the Superintendent at least forty-eight (48) hours in advance of the monthly PIC meeting. If the Superintendent desires to add one or two items to the agenda, he/she must return the amended agenda to the Union President at least twenty-four (24) hours in advance of the meeting.

2.7 Equipment and Facility Usage

The Union shall have the right to post notices of activities in matters of Union concerns on designated bulletin boards. The Union may use the District mail delivery service and teacher mailboxes for communication to teachers.

The Union may hold meetings in school, subsequent to advance notice and approval by the Superintendent or designee. The Union shall pay for any unusual and extraordinary costs associated with these meetings. Such meetings shall not interfere with any aspects of the school's program.

2.8 Notice of Special Board Meetings

- A. Notice of any special Board meeting will be posted on the bulletin board outside the District office and e-mailed to the Union President no less than 48 hours before such meeting with a copy of the agenda. Posting on the District website shall be deemed as compliance with this provision.
- B. The approved Board minutes shall be posted on the school website within seven (7) days of said meeting at which they were approved.

2.9 Union Officers

The Union shall provide the administration with a list of all officers and mailing addresses at the beginning of each semester and each time a change may occur. The Union and its officers shall be listed in the District 110 Staff Directory.

2.10 Adverse Criticism

Matters of adverse criticism relating to supervisor/teacher, Board/teacher, parent/teacher, teacher/teacher, or teacher/student relationships shall not be discussed in the presence of

students but in private conference with the Superintendent or designee. In the event said conference may result in discipline, the involved teacher may elect to have Union representation.

2.11 Personnel File

Only one (1) file shall be kept for each teacher, the contents of which shall be germane to said teacher's position. One major purpose of this file shall be to provide the teacher with a single point at which he/she can find any and all evaluations, letters, reports, memoranda any other documents or materials that exist in the District relating to the nature and quality of his/her service and professional conduct. This file shall be maintained in such a way as to accomplish the major purpose given above and under the following conditions:

- A. All material, with the exception of pre-employment confidential materials, to be placed in the file shall be signed by the teacher and inserted in timely fashion, but not to exceed twenty (20) calendar days from the date of the event giving rise to the material to be inserted. At the time of signing, the teacher shall be provided with a copy.
- B. With twenty-four (24) hour written notice, every teacher shall have access to all material in his/her official file with the exception of pre-employment confidential material. Teachers may request to see their files and, if the teacher chooses, a Union representative may also be present. The Superintendent or designee must be present.
- C. Neither a teacher's official Board file nor any of its contents shall be copied or otherwise made known to other persons without prior notice to the teacher during his/her service in the District, provided, however, that such a file be available to the Board and the Superintendent, to any court of competent jurisdiction, and as may be required by law (e.g., the *Freedom of Information Act*).
- D. Every teacher shall have the right to add material to his/her official Board file and attach dissenting or explanatory material.
- E. No unsigned and/or anonymous material shall become part of this file.

2.12 Dues Check Off

- A. The Board shall deduct from the regular paycheck of each teacher from whom it receives written authorization to do so the required amount of Union dues. The dues and the list of teachers from whom the dues have been deducted and the amount deducted from each shall be forwarded to the proper Union officer no later than ten (10) days after such deductions were made. Deductions shall continue unless and until the authorization is withdrawn by the teacher by written notice to the Superintendent and the Union treasurer.

- B. The Union shall indemnify the Board and hold it harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of any action taken by the Board for the purpose of complying with the provisions of this Section.

2.13 Fair Share Agreement

It is recognized that the negotiations and administration of this Agreement entail expenses which appropriately are shared by all teachers who are beneficiaries of said Agreement. To this end, if a teacher does not join the Union, such teacher will:

- A. Execute an authorization for the deduction of a sum equivalent to the proportionate share of the cost of the collective bargaining process and contract administration. The total amount shall not exceed that amount established as regular Union dues.
- B. Pay directly to the Union a like sum. In the event the teacher wishes contributions to be handled through payroll deductions, the money shall be remitted to the Union in the manner provided in Section 2.12 of the Agreement.

The Union shall submit to the Board an affidavit which specifies the amount constituting said fair share not exceeding the dues uniformly required members of the Union, and which describes the rationale and method by which the fair share was determined, including a list of the expenditures which were excluded in determining fair share.

The obligation to pay a fair share fee to the Union will not apply to any teacher who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which said teacher is a member, objects to the payment of a fair share fee to the Union. In the event that a religious objection is filed by a non-member of the Union and collection made of the fair share fee, the Union will make payment in behalf of the teacher to a mutually agreeable non-religious charitable organization.

In the event such an authorization is not signed or such direct payment is not made within thirty (30) days following the commencement of employment and/or the effective date of this Agreement, whichever is later, the Board shall deduct the fair share fee in equal payments from the regular salary check of the teacher.

2.14 Fair Share Notice and Objection

The Union shall send, by first-class mail, a notice to each non-member (1) specifying the amount of fair share fee to be deducted, and (2) advising that any non-member may object to the amount of the fee, and (3) describing the process for filing objections. The Union shall post the same fair share notice on all bulletin boards. The Union shall certify to the Board that said notice has been mailed to all Union non-members in the bargaining unit. Such fee shall be paid to the Union by the Board no later than fifteen (15) days following deduction.

2.15 Fair Share Hold Harmless Provision

The IFT/AFT agrees to indemnify and save the Board harmless against any liability which may arise by reasons of any action taken by the Board in complying with the provisions of Section 2.13 above, including reimbursement for any legal fees or expenses incurred in connection therewith.

The Board agrees to promptly notify the Union in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement the provisions of Section 2.13 above and, if the Union so requests in writing, to surrender claims, demands, suits or other forms of liability.

In the event that an objection is filed by a non-member during the term of this Agreement, the Board shall continue to deduct the fair share fee from the objecting teacher's pay and shall process the fee in the manner prescribed by the rules and regulations of the Illinois Educational Labor Relations Board.

2.16 Union Leave

A cumulative maximum total of three (3) days of Union leave shall be granted each year for the purpose of allowing Council representatives to attend local, state, or national conferences without loss of pay. No more than one (1) teacher may be absent for Union leave purposes on any work day. The Union shall reimburse the District for its costs in providing a substitute for each day of Union leave taken by a teacher. Requests for Union leave must be made to the Principal at least forty-eight (48) hours in advance and are subject to the approval of the Principal.

ARTICLE III

MANAGEMENT RIGHTS

The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State and of the United States.

The exercise of the powers, rights, authority, duties and responsibilities by the Board in adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms in this Agreement, and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the United States.

The District retains its rights to amend, modify or rescind policies and practices referred to in this Agreement in case of emergency. However, it is agreed between the parties that such change resulting from the Board exercising its managerial prerogative will be subject to negotiation in the successor agreement.

ARTICLE IV

GRIEVANCE PROCEDURE

4.1 Definitions

A grievance shall mean only a complaint by a bargaining unit member of the Union on behalf of a specific bargaining unit member or group of members that there has been an alleged violation or misapplication of any of the specific provisions of this Agreement. Such grievance must be filed within ten (10) days from the time of an occurrence of the event complained of or within ten (10) days of when the grievant should reasonably have known of the occurrence. Every teacher shall have the right to present grievances in accordance with the following procedures:

The written information contained in the filed grievance shall include:

- A. A description of the specific grounds of the grievance, including names, dates, and places necessary for a complete understanding of the grievance;
- B. A listing of the provisions of this Agreement which are alleged to have been violated or misapplied;
- C. A listing of the specific actions requested of the administration which will remedy the grievance.

“Days” as used in this Article shall consist of days on which the District Business Office is open.

4.2 Procedure

The parties hereto acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved supervisors to resolve problems through free and informal communications, provided that such resolution does not conflict with the terms of this Agreement. If, however, the informal process fails, a grievance may be processed as follows:

Step I

The grievant and Union President or his/her local designee may present the grievance in writing to the Principal, who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The Union's representative, the grievant, and the Principal shall be present for the meeting. Within five (5) days of the meeting, the grievant and the Union shall be provided with the Principal's written response.

Step II

If the Union is not satisfied with the disposition of the grievance at Step I, the grievant may submit a written appeal to the Superintendent. A meeting to discuss the grievance shall be held within ten (10) days of the filing of the written appeal to the Superintendent. The Superintendent shall provide a written response to the grievance to the grievant and the Union no later than ten (10) days following the meeting, including reasons for the decision.

Step III

If the grievance cannot be resolved at Step II, the Union may request a Board hearing of the grievance by submitting a written appeal within ten (10) days of receipt of the Step II decision. If the appeal is submitted at least eight (8) days prior to a regularly-scheduled Board meeting, it shall be heard in closed session at that meeting. If the appeal is submitted with less than eight (8) days before the next Board meeting, then it shall be heard in closed session at the following regularly-scheduled meeting. The Board shall provide a written response to the grievance no later than ten (10) days following the meeting.

Step IV

If the Union is not satisfied with the disposition of the grievance at Step III, the Union may submit the grievance to binding arbitration through the American Arbitration Association, which shall act as the administrator for the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date of the Step III response, then the grievance shall be deemed withdrawn. The parties shall select an arbitrator in accordance with the general procedures established by the American Arbitration Association.

4.3 Arbitration

Insofar as such arbitration is limited solely and simply to interpretation and implementation of the terms of this Agreement, both parties agree to abide by the results of the findings of the arbitrator. The arbitrator shall not have the power to add to, subtract from, alter, or modify in any way any of the terms or conditions of this Agreement. It shall be the function of the arbitrator, and he/she shall be empowered, except as his/her powers are limited below, after due investigation, to make decisions in cases of alleged violation of the specific articles and sections of this Agreement.

- A. He/she shall have no power to establish salary structures.
- B. He/she shall have no power to rule on any of the following:
 - 1. The termination of services or failure to re-employ any probationary teacher.
 - 2. Any grievance occurring during the period between the termination date of this Agreement and the effective date of a new Agreement shall not be

processed. Any grievance which arose prior to the effective date of this Agreement shall not be processed.

3. The fact that the grievance has been considered by the parties in the preceding steps of the grievance shall not constitute a waiver of jurisdictional limitations upon the arbitrator in this Agreement.
4. He/she shall have no power to decide any questions which under this Agreement are within the responsibility of management to decide.

4.4 General Provisions

- A. **Bypass of Steps.** By mutual consent, lower steps of the grievance procedure may be bypassed.
- B. **Class Grievance.** Class grievances involving two or more teachers may be initially filed by the Union at the Superintendent's level.
- C. **Access to Information.** Upon appropriate advance notice and consistent with the laws of the United States and the laws of the State of Illinois, the District shall provide specific relevant public information that is beneficial to the processing of a grievance. Such information shall not create any additional burdens other than what is the normal practice or operation of the District.
- D. **Filing of Materials.** All records related to a grievance shall be filed separately from the personnel files of the teacher.
- E. **Grievance Withdrawal.** A grievance may be withdrawn or settled at any level without establishing precedent.
- F. **No Written Response.** The failure of a teacher or the Union to act within the time limits will act as a bar to further appeal, and the administration or Board's failure to render a decision or meet within the time limits set forth shall permit the teacher(s) or the Union to proceed to the next step. Time limits may be extended only by written mutual agreement.
- G. **AAA Rules.** By mutual agreement, the expedited arbitration practices of the American Arbitration Association may be used instead of the voluntary labor arbitration practices.
- H. **Arbitration Costs.** Each party shall bear the full costs for its representation in the arbitration. The costs of the arbitrator and the AAA shall be divided equally between the parties. If either party requests a transcript of the proceeding, that party shall bear the full cost for that transcript. If both parties order a transcript, the costs of the two (2) transcripts shall be divided equally between the parties.
- I. **Time Extensions.** All time limits may be extended by written agreement of both parties.

ARTICLE V

FORMAL TEACHER EVALUATION

5.1 Evaluation Objectives

The parties agree that an objective of teacher evaluation is to improve the quality of instruction. The parties recognize the importance and value of a procedure for assisting and evaluating the progress of all teachers.

5.2 Formal Evaluation Schedule

The Superintendent/Principal shall be responsible for evaluation in written form of all probationary teachers at least once each year. Tenured teachers shall be formally evaluated in writing at least once biennially. However, nothing in this Article shall limit the right of the Superintendent to designate a trained evaluator to assist in the evaluation of a teacher.

5.3 Notice of Evaluation Procedures

At the start of the school term (by the first day of student attendance), each teacher, during his/her evaluation year, shall be provided written notice that a performance evaluation will be conducted and given a copy of the teacher evaluation procedures and instruments used to evaluate their performance. The evaluation plan used will be the plan developed in cooperation with the Union.

5.4 Formal Observations

Teachers shall be given notice prior to any formal observation under the time frames established in the teacher evaluation plan. There will be a pre-conference held at least one (1) day prior to the formal observation. Formal observations which are to be used to evaluate the teacher shall be for the duration established in the teacher evaluation plan, committed to writing, and discussed with the teacher following the classroom observation within the time frame established in the teacher evaluation plan, unless an emergency or sickness prevails. The teacher will be given a copy of the evaluation prior to the evaluation discussion as provided in the teacher evaluation plan.

5.5 Personnel File Copy

If the teacher feels his/her formal written evaluation or a written observation report is incomplete, inaccurate or unjust, he/she may put his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file. The teacher shall submit objections within five (5) school days of receipt of the evaluation and evaluation conference. A copy signed by both parties shall be retained by both parties. The evaluations and responses shall be placed in the teacher's personnel file within seven (7) school days following receipt of the response. Signature of the teacher and the

evaluator shall signify only that the instrument or response has been examined and shall not constitute agreement.

5.6 Professional Development and Remediation Plans

Tenured teachers who receive a summative rating of “Needs Improvement” will be provided with a professional development plan within thirty (30) school days of receipt of the rating. Tenured teachers whose performance has been evaluated as “Unsatisfactory” shall be placed on a formal remediation plan within thirty (30) school days of receipt of the rating. Remediation will be in compliance with the requirements of the *School Code* and regulations of the Illinois State Board of Education.

5.7 Evaluation Recourse Rights

It is expressly understood between the parties that a recourse available to a teacher who disagrees with the content of his/her evaluation shall be the attachment of a response. Also it is understood between the parties that the content of the evaluation cannot be taken to the grievance procedure.

5.8 Consulting Teacher Assignment

No teacher shall be assigned as a consulting teacher without his/her consent.

ARTICLE VI

LEAVES

6.1 Sick Leave

A. Teachers shall be granted sick leave in the amount of eleven (11) days per year. Accumulation of sick days shall be limited to a maximum of three hundred and forty (340) days. At the start of each school year, teachers will be provided with a summary of their accumulated sick days. Teachers serving the District less than full-time shall receive fractionalized sick leave benefits. Sick leave will be granted for personal illness, quarantine at home, serious illness or death in the immediate family, birth, adoption, and placement for adoption. Sick leave use for birth or adoption purposes shall be limited to thirty (30) school days, or as otherwise may be necessary with medical substantiation. Immediate family shall mean: parents, spouse, brothers, sisters, children, grandchildren, grandparents, parents-in-law, sons-in-law, daughters-in-law, brothers-in-law, sisters-in-law, members of your immediate household and legal guardians. Pregnancy-related disabilities will be treated as sick leave.

B. The Board may require a teacher who is absent for three (3) consecutive days, or as otherwise necessary, to provide a physician's certificate substantiating the illness, and shall pay for the expenses incurred by any teacher who is required to provide such a certificate for an absence of less than three (3) days. Further, the Board may direct a teacher, at Board expense, to undergo a physical examination by a physician licensed to practice medicine in all of its branches.

C. A teacher who is absent because of disability or incapacity after exhaustion of his/her sick days shall be deemed temporarily disabled for the time period indicated below. The Board shall grant said teacher an unpaid leave of absence for the period of temporary disability.

Years 1 through 4	Up to 30 consecutive school days, or up to 30 out of 40 school days from the same illness or incapacity
-------------------	---

Years 5 on	Up to 90 consecutive school days, or up to 90 out of 120 school days from the same illness or incapacity
------------	--

6.2 Personal Leave

Each teacher shall be granted up to two (2) days to be used for business which cannot reasonably be conducted outside of the individual's scheduled working hours or for medical reasons. These personal leave days are subject to the conditions set forth below:

- A. Written request shall be submitted to the Superintendent or designee at least one (1) week prior to the date requested. In the event of an emergency, this condition may be waived.
- B. Personal leave shall not normally be allowed for a day immediately before or after a holiday or scheduled vacation, or during the first or last week of school. In case of emergency or extenuating circumstances, personal leave may be used on the day before or after a holiday if the teacher gives a written reason.
- C. Teachers may carry over one (1) unused personal leave day into the next school year. A teacher carrying over one (1) unused personal leave day would begin the new school year with three (3) personal leave days. Teachers may accrue a maximum of three (3) personal leave days in a year. Any additional unused personal leave days shall be added to the teacher's accumulated sick leave.
- D. Teachers serving the District less than full-time shall receive fractionalized personal leave benefits.

6.3 Child-Rearing Leave

The Board shall grant child-rearing leave without pay or other benefits to full-time tenured teachers and teachers who have completed at least two (2) years of probationary service subject to the following conditions and to the general conditions for unpaid leaves set forth in Section 6.7 of this Article. Child-rearing leaves are for the purpose of caring for a teacher's newborn child or for adopting a child. The Board retains the right to limit the number of non-tenured third and fourth year teachers on leave to two (2) per year.

- A. An eligible teacher who desires a child-rearing leave shall request approval for such leave in accordance with Section 6.7. A child-rearing leave shall be for a fixed period with specific beginning and ending dates not to exceed one (1) calendar year in duration. A child-rearing leave must begin no later than the end of a teacher's disability immediately following the birth of the child or immediately following the adoption of a child by a teacher.
- B. Nothing in this Section shall be construed as requiring any tenured or eligible probationary teacher to apply for a child-rearing leave. A teacher not eligible for (i.e., first or second year probationary teachers) or not desiring child-rearing leave may utilize accumulated sick leave and/ or temporary disability leave (see Section 6.1) during any period of illness related to her pregnancy and/or the delivery of the child or for adoption or placement for adoption. A teacher may also request and be granted, at the Board's sole discretion, additional unpaid leave time for care of the newborn child (see Section 6.6, applicable to tenured teachers, and Section 6.3.D below, applicable to probationary teachers). If a teacher exhausts accumulated sick leave during the period of disability due to pregnancy, she shall be granted a leave of absence without pay or other benefits in accordance with Section 6.1.C of this Article. Such teacher shall return to employment immediately following the

termination of her disability. **Note:** The impact of any teacher's absence due to birth or adoption on service years toward tenure, seniority, and salary schedule advancement shall be treated as set forth in Section 6.7.E of this Article.

- C. Health insurance shall be paid by the Board for a maximum of nine (9) consecutive weeks during a child-rearing leave, provided the teacher contributes the portion of the health premium required under this Agreement. If the child-rearing leave also qualifies for leave under the *Family and Medical Leave Act*, then the maximum health insurance provided to a teacher shall not exceed twelve (12) consecutive weeks (i.e., the period of disability preceding the start of the child-rearing leave will be included in the 12-week insurance entitlement).

- D. Non-tenured teachers who are in their first and second year of employment may be granted a long-term child-rearing leave without pay in their first and second year of employment at the discretion of the Board. Non-tenured teacher requests for child-rearing leave shall be subject to the general conditions set forth in Section 6.7. A long-term child-rearing leave shall not be deemed a break in service for a non-tenured teacher, but any year in which a non-tenured teacher has not actively worked for at least 120 days shall not count as a probationary year.

Example: If a 2nd year teacher is absent for 30 school days following the birth of her child, using a combination of accumulated sick leave and temporary disability leave time, and then is granted a child-rearing leave for an additional 30 school days, her total days of absence equal 60 days and the teacher's remaining 120 work days (out of the 180-day work year) will allow the year to count as a probationary year of service.. However, if she takes additional sick days that school year, she will not have actively worked the requisite 120 days, and the year will not be counted towards the acquisition of tenure. When the teacher returns the following year, she will be in her second year of probationary service.

6.4 Jury Duty Leave

The Board shall pay the regular salary to teachers called for jury duty, but shall deduct any compensation received for such duty with the exception of compensation received for travel allowance.

6.5 Bereavement Leave

Each teacher shall be entitled to a maximum of three (3) days of absence each year without loss of pay and without loss of personal or sick leave for purposes of bereavement for a family member, relative, or friend. If the bereavement leave extends beyond the maximum due to extenuating circumstances, the bereaved shall be allowed to use sick days for death of a member of a teacher's immediate family or household.

6.6 Unpaid Leaves of Absence

The Board may grant a leave of absence without pay or other benefits to full-time tenured teachers for a period of up to two (2) full semesters except as otherwise specifically stated in this Agreement. Such leaves may be granted for, but not limited to, the following purposes: emergency within the family, child care, disability. A teacher applying for an unpaid leave of absence must comply with the general conditions set forth in Section 6.7 of this Article. The fact that a leave is granted to one teacher shall not be precedential for granting of a leave to another teacher.

6.7 General Conditions for Leaves

Unless otherwise set forth in this Article, any unpaid leave of absence afforded by the Board is subject to the following general terms and conditions:

- A. **Time-Lines for Requesting Leaves.** Application for an unpaid leave shall be made in writing to the Superintendent or designee at least sixty (60) calendar days prior to the proposed start of the leave or, if the leave is for the following school year, by February 1 of the preceding school year. An emergency request for an unpaid leave of absence may be submitted with as much advance notice as possible under the circumstances. The application shall indicate the requested starting and ending dates of the leave.
- B. **Medical Substantiation.** Any request for a leave based upon personal medical reasons shall be accompanied by a physician's statement indicating the nature, anticipated extent, and duration of medical disability. Evidence from a qualified physician indicating the teacher's ability to perform all assigned teaching duties shall be submitted at least thirty (30) calendar days prior to the return of any teacher on an unpaid leave for personal medical reasons. From time to time during the leave, the Board may request additional physician's statements from a teacher.
- C. **Structuring of Leave.** After consultation with the teacher, the Superintendent or designee shall prepare a plan for the commencement and termination of any leave of absence recommended for approval, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree and the pertinent related time factors. Leaves which commence during the summer recess shall begin no later than July 1. Every effort shall be made to have leaves terminate immediately prior to the start of a new school year.
- D. **Insurance Benefits.** With the consent of the carrier, a teacher on an unpaid leave of absence may maintain insurance benefits by making timely payments of all premiums which may be due to the Business Office or elsewhere pursuant to its direction.
- E. **Salary Schedule Advancement, Seniority, and Tenure Effect.** A teacher shall not receive seniority credit or experience credit towards salary schedule

advancement during the time in which the teacher is on an unpaid leave of absence. Any tenured teacher who actively works (i.e., not counting paid or unpaid leave days, with the exception of personal and bereavement leave days) at least 95 days of the school year shall be entitled to advancement on the salary schedule and a full year of seniority credit. An unpaid leave of absence shall not affect the tenure status of a tenured teacher. However, if a non-tenured teacher's leave results in less than 120 days of service in any probationary year, the school year shall not count toward attainment of contractual continued service and the teacher shall receive no seniority credit or advancement on the salary schedule for that year. A school term that is not counted towards the attainment of contractual continued service is not considered a break in service, provided the teacher returns to a position within the District in the following school term. Any teacher on a leave of absence retains any unused accumulated sick leave, but does not earn additional sick leave or personal leave on the unpaid leave of absence.

- F. **Notice of Intent to Return.** Any teacher granted an unpaid leave shall advise the Superintendent or designee in writing by March 1st or thirty (30) days prior to the termination of such leave, whichever should occur first, that he/she intends to return to employment. Failure to advise the Superintendent or designee of intent to return as required by this provision shall be treated as an election not to return to employment and as a resignation from the District. A teacher on leave who is unable to return to service on the agreed upon date, or any extension thereof, must submit a letter of resignation. Acceptance of employment elsewhere during the term of a leave of absence shall be deemed a resignation and shall automatically cancel and terminate the teacher's employment rights, unless such employment is an integral part of the leave and is agreed upon in advance by the Board and the teacher.
- G. **Position Upon Return.** A teacher returning from an approved leave of absence shall be reinstated to any position for which the teacher is qualified.
- H. **Eligibility for Further Leaves.** Anything in this Section to the contrary notwithstanding, a teacher who has been granted an unpaid leave of absence shall not become eligible for a subsequent leave unless and until such teacher has returned to full-time service for at least one (1) complete school term, provided, under exceptional circumstance, the Board may grant such leave in its sole and absolute discretion. The granting or withholding of such leave shall be without precedential effect.
- I. **Early Return from Leave.** A teacher on an approved leave of absence may request in writing to return to employment prior to the conclusion of the leave if the reasons for the leave no longer exist. In such event, the Board shall offer the requesting teacher the first available vacancy for which the teacher is qualified, provided the Board is not under contractual or other obligations to any other teachers.

- J. **Extensions of Leave.** A teacher may apply for an extension of a leave granted at any time prior to thirty (30) days before the leave is to terminate. Granting of such an extension shall be at the sole discretion of the Board and shall in each case terminate with a fixed date.

6.8 Professional Leave/Workshops

In addition to attendance at administration-directed professional development, each teacher shall be permitted to select and attend at least one (1) workshop per school year, provided that the Superintendent may deny a request based on the workshop's content or the District's staffing needs. The Superintendent may, within his/her discretion, grant professional leave to teachers who request release from their instructional duties to participate in activities, conferences, or workshops which relate directly to the educational program of the District and are within the budgetary limitations of the Board (see Section 9.4 of this Agreement for available funds).

ARTICLE VII

CONDITIONS OF EMPLOYMENT

7.1 School Calendar

The Board shall establish annually a school calendar which does not exceed one-hundred eighty-five (185) school days. The calendar shall contain no more than one-hundred eighty (180) teacher work days. Emergency days that are not used for emergency purposes shall be designated as special holidays. The days so designated will be at the Board's discretion. The Union may make recommendations to the Superintendent prior to Board approval. For the purposes of Union recommendations, a tentative copy of the proposed calendar will be given to the Council President.

7.2 School Day

The school day shall not begin before 8:00 a.m. nor end after 3:30 p.m. and shall consist of a 7 hour workday. During each work day, a teacher shall be entitled to a duty free lunch period equal to that specified in the *School Code of Illinois*, Section 24-9. Teachers shall also be expected to assume before-school supervisory duties on a rotating basis for ten (10) minutes during the teacher work day. As professionals, teachers understand and acknowledge that their workday includes the fulfillment of all professional responsibilities which might extend beyond the above clock hours, including attendance at faculty, staff, and parent meetings; parent teacher conferences and open houses; at least one (1) of the following night and weekend activities annually – HOPE Fair, Science Fair, Science Family Night, Family Reading Night, Family Math Night; and in cases of emergencies that affect the health and/or safety of students.

Any teacher who is required to attend more than one (1) night or weekend function annually because that activity is directly related to his/her assignment or as required for supervision shall be compensated \$70.00 for attendance at each function beyond one. Any teacher who attends graduation shall be compensated \$50.00 for attendance. Teachers shall be given the first right of refusal before the opportunity to attend these activities is provided to other employees. Teachers shall also be encouraged to participate annually on at least one (1) staff committee. It is understood that teachers shall attend no more than two (2) faculty/staff meetings per month, as deemed necessary, which shall begin at 8:00 a.m.

7.3 Assignment and Transfer

A. Assignment. Teachers shall be notified in writing no later than seven (7) school days prior to the end of the school year of their tentative assignment for the following school term as to grade level, school, and/or subject area.

B. Transfer

1. Unless there is an emergency that requires immediate reconfiguration, notice of involuntary transfer or reassignment shall be given to the bargaining unit member, in writing, at least fifteen (15) business days prior to the start of the school year.
2. When an involuntary transfer or reassignment or selection of a teacher to a new or vacant position occurs, the administration shall consider a teacher's license and endorsements, qualifications, merit and ability (including performance evaluations) and relevant experience, provided that the length of continuing service with the District shall not be considered unless all other factors are determined to be equal. The decision to transfer, reassign, or select a teacher for a position is not subject to review under the Agreement's grievance procedure, except that the District's failure to adhere to the procedural requirements of this provision may be grieved.

7.4 Notice of Vacancies

Teachers shall be notified of all teaching, promotional, and extra-curricular vacancies before they are posted externally. Notification shall be provided to the President of the Union via e-mail for distribution to teachers. Posting of vacancies will also be available on the District website.

7.5 Internal Substitution

Every effort shall be made to secure qualified substitute teachers to assume the duties of regularly employed teachers in their absence. For emergency situations (when no substitute is available), the school shall maintain a list of teachers who would be willing to substitute during their preparation period. Upon request, the list will be shared with the Union President. Should it be necessary for a teacher to teach, supervise, or perform administrative duties during his/her planning time due to the unavailability of a substitute teacher, such teacher shall be compensated at the appropriate fraction of the hourly rate established in Category I of the Extra-Curricular Appendix of this Agreement. In the event there is not an adequate number of volunteer internal substitutes, the Superintendent or designee reserves the right to designate or assign the responsibility. When feasible, assignments will be made on a rotating basis.

7.6 Complaint Procedure

In the event of criticism against a teacher, the procedure for addressing said complaint shall be as follows:

- A. The complainant shall be asked to discuss his/her complaint with the teacher initially and then, if the problem remains unresolved, with the teacher and the Superintendent or designee.

- B. The Superintendent or designee shall request that a complainant reduce any criticism or complaint to writing and sign the document. A copy of the written complaint shall be delivered to the teacher involved within five (5) working days.
- C. The teacher, with representation of his/her choice, may request to meet with the complainant and the Superintendent or designee prior to any action being taken by the Board. When necessary, a mutually agreeable time outside the normal school day will be scheduled for such meeting.
- D. A complainant's refusal to reduce his/her complaint to writing and/or meet with the teacher shall not preclude the Board or its administration from investigating the matter and/or taking disciplinary action.

7.7 Preparation Period

Each teacher will have at least one (1) planning period per day. Normally, this time shall be self-directed and used for planning for instruction and/or preparing for lessons to be presented. During TAT periods, teachers may be assigned duties by the Superintendent or designee.

7.8 Hazardous Conditions

Teachers shall report any unsafe or hazardous working condition to the Superintendent or designee and steps will be taken to rectify the situation.

7.9 Classrooms and Teacher Facilities

The parties agree that management and the bargaining unit have a mutual interest in providing and maintaining a clean, safe, and healthy working environment on all school property. No teachers shall perform custodial duties as emptying trash, washing boards, dusting, or arranging furniture.

Teachers shall be provided with a clean, faculty lounge equipped with kitchen facilities. Teachers shall leave the area in the same condition in which they found it.

7.10 Seniority and Recall Rights

- A. Seniority shall be defined as continuous full-time service as a teacher within the District. Service shall be computed from the date of employment as a full-time teacher (i.e., Board hiring date). Continuous service will not be interrupted by any long-term Board-approved leave of absence that extends beyond FMLA leave, but seniority will not accrue during such leaves. In the event that seniority is equal between teachers, the following tie-breakers shall be used in this order:

1. Previous years of experience inside the District as a teacher.
2. Lane position on the salary schedule.

3. Experience outside the District for which salary schedule credit was given.
4. By lot.

- B. The Board shall tender a vacant position to a teacher eligible for recall rights in accordance with the *School Code*. The Union President shall be notified when a teacher is being recalled. Any recalled teacher shall retain his/her accrued rights and all accumulated seniority; however, any period after the honorable dismissal during which the teacher did not teach shall not be counted toward seniority.

To be eligible for recall, an honorably dismissed teacher must provide the Board, in writing, with the address where the teacher may be reached if different than his/her current address. The teacher must also notify the Board in writing within fourteen (14) calendar days of receipt of the offer sent by certified mail of the acceptance of any position tendered to the teacher during the recall period. Failure to notify the Board of acceptance shall constitute rejection of the offer of employment.

7.11 Surveillance Cameras

The District will not install additional surveillance cameras in other locations without providing notice to the Union. The District shall not use any surveillance tape to evaluate the performance of any teacher, nor shall these tapes be used to investigate complaints of poor performance lodged against teachers. Surveillance tapes can only be used to investigate complaints of student and/or teacher misconduct occurring in the areas in which the cameras are located. If a recording is archived that involves a teacher, the District will notify the Union and the teacher who is involved. If the District receives a complaint of misconduct against a teacher and uses the surveillance tape to investigate the complaint, the Union will be provided with a true and accurate copy of the surveillance tape.

ARTICLE VIII

NEGOTIATIONS PROCEDURES

8.1 Negotiating Teams

Neither party in any negotiation shall have any control over the selection of the negotiating representatives of the other party. It is understood neither party may have more than seven (7) members on their team, including alternates, during the entire contract negotiation process.

8.2 Good Faith Obligation

Both parties understand and agree to negotiate in good faith.

8.3 Authority to Negotiate

It is the mutual responsibility of the Board and the Union that their respective negotiating agents shall be clothed with necessary power and authority to make and consider proposals, counterproposals, and tentative agreements.

8.4 Commencement of Negotiations

Negotiations for a successor Agreement shall begin on or about March 1 of the year the Agreement expires. By mutual written agreement, the parties may select an alternate date; however, said date shall be no later than April 1 prior to the expiration of the existing contract.

8.5 Tentative Agreements and Meeting Scheduling

All tentative agreements shall be written and initialed by the spokesperson of the respective teams at the meeting the tentative agreement is reached. Initialed copies shall be given to each negotiating team. The next negotiating session will be scheduled prior to the adjournment.

8.6 Ratification of Agreement

The agreement or any phase of it shall be considered tentative until the entire agreement is negotiated. After the teachers have ratified the agreement, the Board will take official action on the tentative agreement at, or before, its next regularly scheduled Board meeting.

8.7 Confidentiality of Negotiations

All negotiating meetings shall be closed sessions. Specific content of all sessions shall not be discussed with the media and/or general public during the negotiations process.

8.8 Mediation

If agreement on all items is not reached by the parties by fifteen (15) days before the beginning of the school year, the Federal Mediation and Conciliation Service will be used after either party declares an impasse in the negotiations.

ARTICLE IX

COMPENSATION AND BENEFITS

9.1 Compensation Schedules

Compensation schedules for teachers during the term of this Agreement are set forth in Appendices A, B, C, and D and are incorporated herein. Teachers may advance no more than one vertical level annually on the schedule. To be considered for horizontal advancement on the compensation schedule, graduate level course work from an accredited college or university which has been approved in advance by the Superintendent or designee must be completed by September 1 and evidence of course completion with a passing grade submitted by October 1. Course work for teachers in the B.A. lanes will not be approved for horizontal advancement unless the courses are part of an approved Masters Degree program.

The Board shall deduct and pay from the teacher's compensation the amount required as his/her contributions to the Illinois Teachers' Retirement System and the Teachers' Health Insurance Security fund.

During the term of this Agreement, the Union agrees to meet with the Board to review and discuss the impact of any statutory changes to the Teachers' Retirement System that may impose new pension contribution costs on the Board.

9.2 Extra-Curricular Activities

- A. The Extra-Curricular Pay Schedule shall be set forth in Appendix E of this Agreement and incorporated herein.
- B. Extra-curricular pay shall be allowed only for those job assignments listed on the Extra-Curricular Pay Schedule or those approved by the Board. It is understood that the Board is not required to assign individuals to fill said assignments.
- C. The Board shall fill extra-curricular activities, except for those in Sections I and VII of the Extra-Curricular Pay Schedule (before school/lunchroom supervision and band/music), with qualified volunteers.
- D. It is agreed, in the event there is more than one (1) qualified teacher interested in the vacant position, the individual with the least number of extra-curricular assignments (excluding coordinator positions) will be given primary consideration for said position.

9.3 Insurance Benefits

- A. Health/Medical, Dental and Life benefits will be maintained at the 2016-2017 level unless the carrier mandates changes to the plan that will either (1) cause the cancellation of the current plan, or (2) cause the annual insurance premiums to exceed ten percent (10%), or (3) require the imposition of an excise tax or penalty upon the Board under the *Patient Protection and Affordable Care Act*. In the event that changes are necessary, the Insurance Committee will be reconvened to consider modifications of plan structure, benefits, and/or carrier and to make recommendations to the Board for approval.
- B. The Board will provide at its expense group term life insurance for teachers in the amount of \$10,000.00.
- C. The Board will pay the health insurance premiums of teachers for single and family coverage for each year of the Agreement, provided each teacher electing health insurance coverage shall pay the following amounts per month towards the cost of such benefit during the term of this Agreement:

<u>Single</u>	<u>Single +1</u>	<u>Family</u>
\$101 monthly	\$164 monthly	\$223 monthly

- D. The Board will establish an Insurance Committee consisting of two (2) teachers, a designee of the Administration, and a representative of the support staff to review costs of the District’s health/medical benefits plan and to consider modifications of the plan structure, benefits, and/or carrier. If the Committee determines to consider a new carrier, a minimum of three (3) companies will be invited to submit quotations on policies containing comparable benefits.
- E. In compliance with Section 125 of the *Internal Revenue Code of 1986*, the Board will take such action as is necessary to allow for the payment of contributions toward health and dental insurance to be made by salary reductions so that those contributions may be exempt from federal income tax so long as it is permitted by applicable law. The Board shall pay the administrative cost and expenses for maintaining the plan.

9.4 Tuition Reimbursement/Professional Development

A teacher shall be reimbursed up to \$2,000, per year for the duration of this Agreement for tuition costs for approved hours. Course work for teachers in the B.A. lanes will not be approved for reimbursement unless the courses are part of an approved Masters Degree program or for an endorsement in a Board-approved area of need. For teachers in the M.A. lanes, course work eligible for reimbursement approval must be at the graduate level and related to the teacher’s subject or grade area or to administrative certification.

The Board shall also provide professional development funds of \$4,000.00 annually to allow teachers to attend workshops as provided under Section 6.8 of this Agreement

9.5 Summer School

A. In the event the Board approves a summer school program, those teachers selected will be paid the hourly rates indicated:

Summer 2018	\$40.00
Summer 2019	\$41.00
Summer 2020	\$42.00
Summer 2021	\$43.00

B. In the event a summer school program is not offered, said decision is outside the grievance procedure.

ARTICLE X

TECHNICAL CLAUSES

10.1 Effect of Agreement

The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by all parties after the exercise of that right and opportunity are set forth in this Agreement. The terms and conditions of this Agreement may be modified only through the written mutual consent of the parties. All prior charges, complaints, grievances, discharges or reprimands, known or unknown, before the signing of this Agreement are not subject to this Agreement.

10.2 Severability

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, or in the event the Congress or the legislature enacts a law in conflict with any article, section or clause of this Agreement, said article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section or clause.

10.3 No Strike Provision

It is agreed and understood that there will be no strike, work stoppage, slow down, refusal or failure to fully and faithfully perform job functions and responsibilities or other interference with the operations of the District by the Union or by its officers, agents or members during the term of this Agreement, including compliance with the request of other labor organizations to engage in such activity.

10.4 Duration of Agreement

This Agreement shall be effective as of the first day of the 2017-2018 school year and shall continue in full force and effect through 11:59 P.M. of the day preceding the first day of the 2021-2022 school year.

10.5 Execution of Agreement

In witness whereof, the parties have executed this Agreement by their duly authorized representatives.

Dated the ____ day of August, 2017.

**FOR THE SOUTHWEST SUBURBAN
FEDERATION OF TEACHERS,
COUNCIL 110, LOCAL 943,
IFT/AFT, AFL/CIO**

**FOR THE BOARD OF EDUCATION
CENTRAL STICKNEY SCHOOL
DISTRICT NO. 110,
COOK COUNTY, ILLINOIS**

President

President

Vice-President

Vice-President

Attest:

Attest:

Secretary

Secretary

APPENDIX A

COMPENSATION SCHEDULE

2017-2018

3.75%							
2017-18	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
Level	1	2	3	4	5	6	7
1	\$47,907	\$48,737	\$49,567	\$50,812	\$51,745	\$52,679	\$53,613
2	\$49,152	\$49,982	\$50,812	\$52,057	\$52,990	\$53,924	\$54,858
3	\$50,397	\$51,227	\$52,057	\$53,302	\$54,235	\$55,169	\$56,103
4	\$51,642	\$52,472	\$53,302	\$54,547	\$55,480	\$56,414	\$57,348
5	\$52,887	\$53,717	\$54,547	\$55,792	\$56,725	\$57,659	\$58,593
6	\$54,132	\$54,962	\$55,792	\$57,037	\$57,970	\$58,904	\$59,838
7	\$55,377	\$56,207	\$57,037	\$58,282	\$59,215	\$60,149	\$61,083
8	\$56,622	\$57,452	\$58,282	\$59,527	\$60,460	\$61,394	\$62,328
9	\$57,867	\$58,697	\$59,527	\$60,772	\$61,705	\$62,639	\$63,573
10	\$59,112	\$59,942	\$60,772	\$62,017	\$62,950	\$63,884	\$64,818
11	\$60,357	\$61,187	\$62,017	\$63,262	\$64,195	\$65,129	\$66,063
12	\$61,602	\$62,432	\$63,262	\$64,507	\$65,440	\$66,374	\$67,308
13	\$62,847	\$63,677	\$64,507	\$65,752	\$66,685	\$67,619	\$68,553
14	\$64,092	\$64,922	\$65,752	\$66,997	\$67,930	\$68,864	\$69,798
15	\$65,337	\$66,167	\$66,997	\$68,242	\$69,175	\$70,109	\$71,043
16		\$67,412	\$68,242	\$69,487	\$70,420	\$71,354	\$72,288
17		\$68,657	\$69,487	\$70,732	\$71,665	\$72,599	\$73,533
18			\$70,732	\$71,977	\$72,910	\$73,844	\$74,778
19			\$71,977	\$73,222	\$74,155	\$75,089	\$76,023
20				\$74,467	\$75,400	\$76,334	\$77,268
21				\$75,712	\$76,645	\$77,579	\$78,513
22				\$76,957	\$77,890	\$78,824	\$79,758
23				\$78,202	\$79,135	\$80,069	\$81,003
24				\$79,447	\$80,380	\$81,314	\$82,248
25				\$80,692	\$81,625	\$82,559	\$83,493
26				\$81,937	\$82,870	\$83,804	\$84,738
27				\$83,182	\$84,115	\$85,049	\$85,983

APPENDIX B

COMPENSATION SCHEDULE

2018-2019

3.75%							
2018-19	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
Level	1	2	3	4	5	6	7
1	\$48,411	\$49,272	\$50,133	\$51,425	\$52,394	\$53,363	\$54,331
2	\$49,703	\$50,564	\$51,425	\$52,717	\$53,686	\$54,655	\$55,623
3	\$50,995	\$51,856	\$52,717	\$54,009	\$54,977	\$55,946	\$56,915
4	\$52,286	\$53,148	\$54,009	\$55,300	\$56,269	\$57,238	\$58,207
5	\$53,578	\$54,439	\$55,300	\$56,592	\$57,561	\$58,530	\$59,498
6	\$54,870	\$55,731	\$56,592	\$57,884	\$58,853	\$59,821	\$60,790
7	\$56,161	\$57,023	\$57,884	\$59,175	\$60,144	\$61,113	\$62,082
8	\$57,453	\$58,314	\$59,175	\$60,467	\$61,436	\$62,405	\$63,373
9	\$58,745	\$59,606	\$60,467	\$61,759	\$62,728	\$63,696	\$64,665
10	\$60,037	\$60,898	\$61,759	\$63,050	\$64,019	\$64,988	\$65,957
11	\$61,328	\$62,189	\$63,050	\$64,342	\$65,311	\$66,280	\$67,248
12	\$62,620	\$63,481	\$64,342	\$65,634	\$66,603	\$67,571	\$68,540
13	\$63,912	\$64,773	\$65,634	\$66,926	\$67,894	\$68,863	\$69,832
14	\$65,203	\$66,064	\$66,926	\$68,217	\$69,186	\$70,155	\$71,124
15	\$66,495	\$67,356	\$68,217	\$69,509	\$70,478	\$71,446	\$72,415
16		\$68,648	\$69,509	\$70,801	\$71,769	\$72,738	\$73,707
17		\$69,939	\$70,801	\$72,092	\$73,061	\$74,030	\$74,999
18			\$72,092	\$73,384	\$74,353	\$75,322	\$76,290
19			\$73,384	\$74,676	\$75,644	\$76,613	\$77,582
20				\$75,967	\$76,936	\$77,905	\$78,874
21				\$77,259	\$78,228	\$79,197	\$80,165
22				\$78,551	\$79,520	\$80,488	\$81,457
23				\$79,842	\$80,811	\$81,780	\$82,749
24				\$81,134	\$82,103	\$83,072	\$84,040
25				\$82,426	\$83,395	\$84,363	\$85,332
26				\$83,717	\$84,686	\$85,655	\$86,624
27				\$85,009	\$85,978	\$86,947	\$87,915
28				\$86,301	\$87,270	\$88,238	\$89,207

APPENDIX C

COMPENSATION SCHEDULE

2019-2020

3.25 Flat	\$2,259.69						
2019-20	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
Level	1	2	3	4	5	6	7
1	\$49,379	\$50,240	\$51,101	\$52,393	\$53,361	\$54,330	\$55,299
2	\$50,671	\$51,532	\$52,393	\$53,685	\$54,653	\$55,622	\$56,591
3	\$51,963	\$52,824	\$53,685	\$54,977	\$55,945	\$56,914	\$57,883
4	\$53,254	\$54,116	\$54,977	\$56,268	\$57,237	\$58,206	\$59,175
5	\$54,546	\$55,407	\$56,268	\$57,560	\$58,529	\$59,498	\$60,466
6	\$55,838	\$56,699	\$57,560	\$58,852	\$59,821	\$60,789	\$61,758
7	\$57,129	\$57,991	\$58,852	\$60,143	\$61,112	\$62,081	\$63,050
8	\$58,421	\$59,282	\$60,143	\$61,435	\$62,404	\$63,373	\$64,341
9	\$59,713	\$60,574	\$61,435	\$62,727	\$63,696	\$64,664	\$65,633
10	\$61,005	\$61,866	\$62,727	\$64,018	\$64,987	\$65,956	\$66,925
11	\$62,296	\$63,157	\$64,018	\$65,310	\$66,279	\$67,248	\$68,216
12	\$63,588	\$64,449	\$65,310	\$66,602	\$67,571	\$68,539	\$69,508
13	\$64,880	\$65,741	\$66,602	\$67,894	\$68,862	\$69,831	\$70,800
14	\$66,171	\$67,032	\$67,894	\$69,185	\$70,154	\$71,123	\$72,092
15	\$67,463	\$68,324	\$69,185	\$70,477	\$71,446	\$72,414	\$73,383
16		\$69,616	\$70,477	\$71,769	\$72,737	\$73,706	\$74,675
17		\$70,907	\$71,769	\$73,060	\$74,029	\$74,998	\$75,967
18			\$73,060	\$74,352	\$75,321	\$76,290	\$77,258
19			\$74,352	\$75,644	\$76,612	\$77,581	\$78,550
20			\$75,644	\$76,935	\$77,904	\$78,873	\$79,842
21				\$78,227	\$79,196	\$80,165	\$81,133
22				\$79,519	\$80,488	\$81,456	\$82,425
23				\$80,810	\$81,779	\$82,748	\$83,717
24				\$82,102	\$83,071	\$84,040	\$85,008
25				\$83,394	\$84,363	\$85,331	\$86,300
26				\$84,685	\$85,654	\$86,623	\$87,592
27				\$85,977	\$86,946	\$87,915	\$88,883
28				\$87,269	\$88,238	\$89,206	\$90,175
29				\$88,561	\$89,529	\$90,498	\$91,467

APPENDIX D

COMPENSATION SCHEDULE

2020-2021

3.25%							
2020-21	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
Level	1	2	3	4	5	6	7
1	\$49,650	\$50,539	\$51,428	\$52,761	\$53,762	\$54,762	\$55,762
2	\$50,984	\$51,873	\$52,762	\$54,095	\$55,096	\$56,096	\$57,096
3	\$52,318	\$53,207	\$54,096	\$55,429	\$56,430	\$57,430	\$58,430
4	\$53,652	\$54,541	\$55,430	\$56,763	\$57,764	\$58,764	\$59,764
5	\$54,985	\$55,874	\$56,763	\$58,097	\$59,097	\$60,098	\$61,098
6	\$56,319	\$57,208	\$58,097	\$59,431	\$60,431	\$61,431	\$62,432
7	\$57,653	\$58,542	\$59,431	\$60,764	\$61,765	\$62,765	\$63,765
8	\$58,986	\$59,875	\$60,764	\$62,098	\$63,098	\$64,099	\$65,099
9	\$60,320	\$61,209	\$62,098	\$63,432	\$64,432	\$65,432	\$66,433
10	\$61,654	\$62,543	\$63,432	\$64,765	\$65,766	\$66,766	\$67,766
11	\$62,987	\$63,876	\$64,765	\$66,099	\$67,099	\$68,100	\$69,100
12	\$64,321	\$65,210	\$66,099	\$67,433	\$68,433	\$69,433	\$70,434
13	\$65,655	\$66,544	\$67,433	\$68,766	\$69,767	\$70,767	\$71,767
14	\$66,988	\$67,877	\$68,766	\$70,100	\$71,100	\$72,101	\$73,101
15	\$68,322	\$69,211	\$70,100	\$71,434	\$72,434	\$73,434	\$74,435
16		\$70,545	\$71,434	\$72,767	\$73,768	\$74,768	\$75,768
17		\$71,878	\$72,767	\$74,101	\$75,101	\$76,102	\$77,102
18			\$74,101	\$75,435	\$76,435	\$77,435	\$78,436
19			\$75,435	\$76,768	\$77,769	\$78,769	\$79,769
20			\$76,768	\$78,102	\$79,102	\$80,103	\$81,103
21			\$78,102	\$79,436	\$80,436	\$81,436	\$82,437
22			\$0	\$80,769	\$81,770	\$82,770	\$83,770
23			\$0	\$82,103	\$83,103	\$84,104	\$85,104
24			\$0	\$83,437	\$84,437	\$85,437	\$86,438
25			\$0	\$84,770	\$85,771	\$86,771	\$87,771
26			\$0	\$86,104	\$87,104	\$88,105	\$89,105
27			\$0	\$87,438	\$88,438	\$89,438	\$90,439
28			\$0	\$88,771	\$89,772	\$90,772	\$91,772
29			\$0	\$90,105	\$91,105	\$92,106	\$93,106
30			\$0	\$91,439	\$92,439	\$93,439	\$94,440

APPENDIX E

EXTRA CURRICULAR PAY SCHEDULE

If these activities are approved by the Board of Education, the following stipends shall be paid:

	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
I. Supervisions (per hour)				
Computer Supervision	\$33	\$34	\$34	\$35
S.O.S./Detention	\$33	\$34	\$34	\$35
Homework Club	\$33	\$34	\$34	\$35
Eagle Hour	\$33	\$34	\$34	\$35
Library	\$33	\$34	\$34	\$35
Night Gym	\$33	\$34	\$34	\$35
Family Swim	\$33	\$34	\$34	\$35
After-Hr Curric	\$33	\$34	\$34	\$35
Fieldtrips*	\$33	\$34	\$34	\$35
Swimming Lessons	\$33	\$34	\$34	\$35
After-Hour Events*	\$33	\$34	\$34	\$35

* Written pre-approval is required

II. Activities (per year)**

Newspaper	\$1450	\$1475	\$1475	\$1500
Yearbook	\$1450	\$1475	\$1475	\$1500
Student Council	\$1550	\$1575	\$1575	\$1600
Single Overnight	\$ 425	\$ 450	\$ 450	\$ 475
Multiple Overnights (2 school days + 1 non-school day)	\$ 875	\$ 0	\$ 900	\$ 0
Multiple Overnights (1 school day + 2 non-school days)	\$ 1200	\$ 0	\$ 1300	\$ 0
Band/Music	\$1060	\$1085	\$1085	\$1110
Hope Fair Coord	\$ 125	\$ 150	\$ 150	\$ 175
Sci Fair Coord	\$ 125	\$ 150	\$ 150	\$ 175
Family Sci Nt Coord	\$ 125	\$ 150	\$ 150	\$ 175
Family Read Nt Coord	\$ 125	\$ 150	\$ 150	\$ 175
Swim Mt Coord	\$ 125	\$ 150	\$ 150	\$ 175
Awards Nt. Coord	\$ 125	\$ 150	\$ 150	\$ 175
Washington Trip Coord	\$ 125	\$ 150	\$ 150	\$ 175
Springfield Trip Coord	\$ 125	\$ 150	\$ 150	\$ 175
Peer Tutoring	\$ 400	\$ 425	\$ 425	\$ 450

Improv Club	\$ 800	\$ 825	\$ 825	\$ 850
Media Club	\$ 850	\$ 875	\$ 875	\$ 900
Graphic Arts Club	\$ 800	\$ 825	\$ 825	\$ 850
Multicultural Club	\$ 710	\$ 735	\$ 735	\$ 760
Career Options Club	\$ 710	\$ 735	\$ 735	\$ 760
ACE Session	\$ 200	\$ 205	\$ 205	\$ 210
Family Math Night Coor	\$ 125	\$ 150	\$150	\$ 175

** Stipends include attendance at events which the teacher coordinates.

III Athletics (per year)

Boys Basketball	\$3,500
Girls Basketball	\$3,500
Girls Volleyball	\$1,900
7 th Grade Softball	\$1,200
8 th Grade Softball	\$1,200
Cheerleading	\$2,500
Junior Cheerleading	\$1,500
Floor Hockey	\$1,500

The Board and the Union recognize that the above stipends are based on the scope and duration of the activities or athletics as structured at the time this Agreement was negotiated. If the underlying sports schedule, season, or scope of any activity changes during the term of this Agreement, the parties agree to renegotiate any stipend affected by such changes.

RETIREMENT LETTER OF UNDERSTANDING

The Board and the Union agreed in the negotiations for the Agreement for the 2017-2021 school years that the following retirement benefit would be in effect for the term of the agreement. This retirement benefit is only available to teachers who are not retiring under any Teacher Retirement System's ERO program with a discount penalty that might exist during the term of this Agreement (i.e., teachers who have at least 35 years of TRS creditable service or are at least 60 years of age).

1. Up to two (2) teachers may elect to participate in the retirement benefit program each year of the agreement. To qualify, the teacher must be eligible for retirement benefits under the Illinois Teacher's Retirement System, must have a minimum of twenty (20) years of full-time teaching service in the District, and shall not cause the Board to pay any penalties to TRS resulting from creditable earnings in excess of 6% in the teacher's four (4) years used for the TRS retirement pension calculation.
2. Teachers who want to retire with this benefit must submit an irrevocable written notice of their intent to resign for purposes of retirement by June 1 prior to their final year or final two (2) years of their employment, with an effective resignation date of no later than June 30, 2021.
3. Each qualified teacher who elects to participate in this retirement program will have his/her salary increased by one percent (1%) over the teacher's salary established under the agreement in the final year or final two (2) years prior to his/her retirement (i.e., depending on the date of submissions of the teacher's irrevocable notice of retirement).
4. The retiring teacher will receive payment of money due as a result of paragraph 3 above by June 30 following retirement. The money paid shall be considered as salary for the retiring teacher and shall be subject to TRS and IRS regulations in effect at the time of retirement.
5. For the duration of this Agreement only, any teacher with more than thirty (30) years of teaching service in the District who is not retiring under the ERO option with a discount penalty, and who meets all of the other qualifications for retirement set forth in paragraphs 1 and 2 above, shall also be afforded a post-retirement severance benefit in the amount of Ten Thousand Dollars (\$10,000.00). The post-retirement severance benefit shall be paid to the teacher within thirty (30) days following the effective date of retirement and is not intended to be creditable earnings for TRS pension credit purposes.

(signature page to follow)

Dated this _____ day of August, 2017.

**FOR THE SOUTHWEST SUBURBAN
FEDERATION OF TEACHERS,
COUNCIL 110, LOCAL 943,
IFT/AFT, AFL/CIO**

**FOR THE BOARD OF EDUCATION
CENTRAL STICKNEY SCHOOL
DISTRICT NO. 110,
COOK COUNTY, ILLINOIS**

President

President

Vice-President

Vice-President

Attest:

Attest:

Secretary

Secretary

hlerk#448129v4