

AGREEMENT

BETWEEN THE

BOARD OF EDUCATION
EMMONS GRADE SCHOOL DISTRICT #33
LAKE COUNTY, ILLINOIS

AND THE

EMMONS TEACHERS' COUNCIL
A COUNCIL OF THE
LAKE COUNTY FEDERATION OF TEACHERS
LOCAL NO. 504, IFT-AFT/AFL-CIO
FOR THE SCHOOL YEARS

2006 – 2007

2007 – 2008

2008 - 2009

TABLE OF CONTENTS

ARTICLE I - PARTIES TO THE AGREEMENT/RECOGNITION	1
A. Parties to the Agreement	1
B. Recognition	1
ARTICLE II - TEACHER'S RIGHTS	2
A. Evaluation	2-4
B. Vacancies and/or Newly Created Positions	5
C. Personnel File	5
ARTICLE III - UNION RIGHTS	6
A. Dissemination of Information to the Union	6
B. Mailboxes, Bulletin Boards, and Meetings	6
C. Dues Deduction	6
D. COPE Deduction	6
E. Hold Harmless	7
F. Fair Share	7
ARTICLE IV - WORKING CONDITIONS	8
A. School Year	8
B. Calendar	8
C. Workday	8
D. Teachers' Professional Responsibilities	8
E. Smoke Free Building	8
F. Professional Planning	9
G. Safety and Overall Condition of Facility	9
ARTICLE V - LEAVES	10
A. Sick Leave	10
B. Family and Medical Leave Act	10
C. Maternity/Child Rearing Leave of Absence	10-11
D. Bereavement Leave	11
E. Advancement During Leaves of Absence	12
F. Professional Visitation Day/Professional Growth Days	12
G. Military Leave	12
H. Jury Duty Leave	12

ARTICLE VI - COMPENSATION AND FRINGE BENEFITS 13

A. Payroll Procedure	13
B. Reimbursement of Expenses	13
C. Tuition Reimbursement	13
D. Board Contribution to Retirement	14
E. Insurance and Flexible Benefit Plan	14-15
F. Internal Substitute Pay	15
G. Teacher Compensation Schedule	15-16
H. Extra-Curricular Compensation Schedule	16
I. Attendance Bonus	17
J. Retirement Benefits	17
1. Eligibility Requirements	17
2. Notification Requirements	17
3. Retirement Benefit	17
4. Retirement Benefit Calculation and Distribution	18
5. Buy Back of Unused Sick Leave	18
6. Additional or Other Retirement Benefits	18
7. COBRA Benefits	18
K. Board Paid TRS Health Insurance Payment	18
L. Special Projects	19
M. Standing and Ad Hoc Committees	19
N. Summer Planning/Training Sessions	19

ARTICLE VII - GRIEVANCE PROCEDURE 20

A. Purpose	20
B. Definition	20
C. General Provisions	20
D. Procedure	20
Step One	21
Step Two	21
Step Three	21

ARTICLE VIII - MISCELLANEOUS PROVISIONS 22

A. Duration	22
B. Date to Start Negotiations	22
C. Procedure During Negotiations	22
D. Separability - Saving Clause	22
E. No Strike Clause	22
F. Complete Understanding & Waiver of Additional Bargaining	22-23
G. Typing and Photocopying of this Agreement	23

IN WITNESS WHEREOF 24

APPENDIX I – SALARY SCHEDULES	25-30
2006-2007 Salary Schedule	25
2006-2007 Salary Schedule w/TRS	26
2007-2008 Salary Schedule	27
2007-2008 Salary Schedule w/TRS	28
2008-2009 Salary Schedule	29
2008-2009 Salary Schedule w/TRS	30
APPENDIX II – 2006-2009 EXTRA CURRICULAR COMPENSATION SCHEDULE	31-32

ARTICLE I

PARTIES TO THE AGREEMENT/RECOGNITION

A. Parties to the Agreement

This Agreement is made by and between the Board of Education of Emmons Grade School, District #33, Lake County, Illinois, hereinafter referred to as the "Board" and the Emmons Teachers Council, Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO, hereinafter referred to as the "Union."

B. Recognition

The Board recognizes the Union as the sole and exclusive bargaining agent for all contractual certified employees of the District, which shall include all full-time, half-time and part-time certificated teachers. The Superintendent, building principals, and any other personnel who have the responsibilities which include making recommendations to the Board for hiring, transfer, supervision, promotion, discipline, retention, or dismissal of personnel shall not be considered as part of this bargaining unit.

ARTICLE II

TEACHER'S RIGHTS

A. Evaluation

1. Evaluations of certified teaching staff shall be by administrators outside the bargaining unit who have completed the in-service workshop on evaluation of certified teachers conducted by the State Board of Education within the past two (2) years. Such a qualified administrator is hereinafter referred to as "evaluator."

Teachers are persons who meet qualifications as set forth in Article 21 of The Illinois School Code. In the event that there is a dispute the State Board shall determine the qualifications of a teacher as per The Illinois School Code.

2. Within two (2) weeks after the beginning of the school term, the building principal or designee shall inform teachers of evaluation procedures, criteria/standards and instruments to be used as well as advising them as to who shall observe and evaluate their performance. Teachers hired after or reassigned after this time shall be given the information described above within two (2) weeks of the date of their assignment.
3. Non-tenured full-time teachers shall be formally evaluated a minimum of two (2) times during their first year of employment and a minimum of one (1) time during their second through fourth year of employment. For first year non-tenured full-time teachers at least one (1) such formal evaluation must occur during the first half of the school year and at least one (1) such formal evaluation must occur during the second half of the school year and be completed by March 1. For second through fourth year non-tenured full-time teachers, at least one (1) such formal evaluation must occur during the first half of the school year and at least one (1) such formal evaluation must occur during the second half of the school year and be completed by March 1. Teachers in contractual continued service (tenured) shall be formally evaluated at least one (1) time in the course of every two (2) school years.
4. When an evaluator plans to visit a teacher for the purpose of a formal evaluation, the evaluator shall notify the teacher and mutually agree upon a day and time. The evaluator shall make his/her presence known to the teacher upon entering the classroom or work area. Each evaluation shall be no less than one (1) class period in duration and should commence at the beginning of a class period and end at a natural break in the observation.

Both parties agree that regular visits by administration are beneficial in understanding the class structure, management style, teacher interaction, etc. An effort will be made by administration to conduct regular classroom visits. Upon mutual agreement between the teacher and evaluator, a classroom visit may turn into a formal evaluation. If both parties agree, the classroom visit will serve as the basis for a formal written evaluation; all other requirements will be met by the evaluator.

5. Following each formal lesson evaluation visitation, the evaluator shall complete a written evaluation of the observation. Within seven (7) school days of the visitation, the evaluator shall furnish the teacher with a copy of the written evaluation and hold a conference with the teacher. The evaluation conference shall include a discussion of the observation and written evaluation. The evaluator shall identify deficiencies in the teacher's performance and recommend and provide remedial help when appropriate.

An end of the year summative evaluation and conference shall be held with each teacher by previously agreed dates. This conference is to summarize the teacher's performance throughout the entire year. It shall be in written form in accordance with previously agreed criteria.

Both the evaluator and the teacher shall date and sign all copies of any and all written evaluations. The signature of the teacher shall not necessarily indicate agreement with the written evaluation, but rather shall indicate that the conference and discussion have been held and that the teacher is in receipt of a copy of the written evaluation.

6. If the teacher feels his/her written evaluations are incomplete, inaccurate or unjust, the teacher may put his/her objections in writing. Both the teacher and evaluator shall date and sign all copies of the written objection. The signature of the evaluator shall not necessarily indicate agreement with the written objection, but rather shall indicate that the evaluator is in receipt of a copy of the written objection. A copy of the written objection shall be attached to the written evaluation.
7. A copy of all formal written evaluations and any attached written objections shall be placed in the teacher's personnel file.
8. The evaluator or other appropriate administrator shall advise the non-tenured teacher at or promptly following the third or subsequent evaluation of the probability for continued employment.
9. Tenured teachers shall be rated as to standards of performance in all areas of major concern using the following rating scale:

EXCELLENT: Exceeds expectations and requirements.
SATISFACTORY: Fulfills expectations and requirements.
UNSATISFACTORY: Does not fulfill expectations and requirements.

A single overall composite rating of excellent, satisfactory, or unsatisfactory shall be assigned to each tenure teacher evaluation by the evaluator.

10. A teacher shall be eligible to work as a "consulting teacher" provided the teacher meets the following criteria:
 - a. Is a teacher as defined by this Agreement.
 - b. Has at least five (5) years of teaching experience.
 - c. Has reasonable familiarity with the assignment of the teacher to whom he/she may serve as consultant.
 - d. Has received an "Excellent" on his/her most recent evaluation.
11. The Board shall furnish the Union with a roster of all teachers qualified as consulting teachers and shall update such roster from time to time as names are added or deleted. The roster shall include the discipline and/or qualified teaching area of each teacher. When a consulting teacher is needed and written notice of such is delivered to the Union, the Union shall submit to the Administration a roster of at least five (5) qualified teachers or all such qualified teachers if that number is less than five (5) from which the Administration shall select the consulting teacher. Should the Union fail to submit a roster with seven (7) school days of receipt of request for such roster, then the Administration may select any consulting teacher, provided however, that the selected consulting teacher is not a newly eligible teacher that was unknown to the Union. Any teacher may decline to serve as consulting teacher. To the extent possible, consulting teachers shall be selected on a rotating basis.
12. A consulting teacher shall be paid (in addition to his/her regular salary) a stipend of twenty-five dollars (\$25) per hour. This stipend shall apply to the time spent observing the teachers, preparing and implementing remediation materials/suggestions and consulting with the teacher and/or the qualified evaluator.

13. Any tenured teacher who receives an overall evaluation rating of unsatisfactory, and the reasons for such rating are deemed remediable, shall be placed upon "remediation status." Within thirty (30) days of being placed upon remediation status, a remediation plan shall be developed for implementation to correct the remediable deficiencies cited. Participants in the plan shall include the teacher, a qualified evaluator, and a consulting teacher. The written remediation plan shall contain the following components:
 - a. Descriptions of the condition(s) in need of change.
 - b. Clear definition of an acceptable level of performance.
 - c. Plan of identified expectations to be achieved.
 - d. Indication of assistance to be provided.
 - e. System of monitoring progress.
 - f. Indicators for success.
 - g. Resources needed.
 - h. Timeline for completion.
 - i. Other components deemed appropriate by participants.

The written remediation plan shall be dated and signed by all the participants, with one (1) copy placed in the teacher's official personnel file and one (1) copy sent to the Union. In the event the participants are unable to reach consensus on a remediation plan, the Superintendent or designee shall be permitted to complete and implement the plan. In such case, any other participant may put his/her objections in writing and a copy of such objections shall be attached to the plan for informational purposes only.

14. Any teacher on remediation status shall be formally evaluated and rated every thirty (30) school days for the ninety (90) school day remediation period. While the consulting teacher shall participate in the drafting and implementation of the remediation plan and shall provide advice and counsel to the teacher rated unsatisfactory on how to improve teaching skills and to successfully complete the remediation plan, the sole responsibility for the formal evaluations shall rest with the evaluator. If at the end of the remediation year the teacher on remediation status is subsequently evaluated with an overall rating of satisfactory or better, the teacher shall be reinstated to a schedule of biennial evaluation, and following the teacher's next evaluation with an overall rating of satisfactory or better, the remediation plan and previous unsatisfactory evaluation shall be filed separately from the teacher's official personnel file after two (2) years. Such separately filed documents shall be available to the parties in the event of future teacher discipline or dismissal, but in no event shall such documents be disclosed to prospective employers without the teacher's consent. If the teacher on remediation status is still evaluated with an overall rating of unsatisfactory at the end of the ninety (90) school day remediation plan, the Board shall institute dismissal procedures against the teacher in accordance with The School Code if deemed appropriate.
15. The consulting teacher shall not be required by either party to participate in any dismissal hearing. The Board shall hold harmless consulting teachers from any legal and financial liability arising from the performance of their responsibilities as consulting teachers. In the event any provision of this Article is contrary to law or the rules and regulations of the State Board of Education, such law or rules and regulations shall supersede this Article. Furthermore, this Article does not represent the entire understanding of the parties in that a supplemental plan may be developed pursuant to Article 24-A of The School Code provided however, that such plan shall not directly contravene any express provision of this Agreement.

B. Vacancies Including Reassignments, and/or Newly Created Positions

A vacancy is assumed to mean a new position to the district or an open position due to resignation or retirement. A reassignment is assumed to mean a position created by the move of existing teaching staff to another position for which they are legally qualified within the district. Newly created positions are those that did not exist in the district during the previous school year.

The Administration retains the right to transfer employees to a different position, voluntarily or involuntarily. Positions open due to reassignment by the administration will be posted on internal electronic folder. Other vacant positions will be posted on the district website for outside applicants, as well as on internal electronic folder. Nothing herein shall require the Board to fill such vacancy from within nor shall the Board be precluded from filling such vacancy on a temporary basis pending completion of the application process.

Teachers who are interested in a voluntary transfer to another position or extra curricular assignments within the District shall advise the Superintendent in writing. The teacher's written letter of interest will remain in the teacher's file for as long as the teacher deems applicable.

Article II, Section B pertains to all positions covered by this negotiated contract, including extra curricular positions.

C. Personnel File

1. The Board shall maintain one (1) personnel file for each teacher, except that grievance material may be filed separately.
2. The teacher shall be given a copy of any document placed in his/her personnel file, provided such document is disciplinary in nature or may otherwise have a negative impact on the continuing employment of the teacher. The teacher's receipt of a copy of such document(s) shall be acknowledged by the signature of the teacher or a witness thereto.
3. Teachers shall have the right to attach written reactions to documents placed in their personnel file. Such written reaction must be filed within fifteen (15) working days of the date the document is placed in the personnel file.
4. Teachers shall have the right to review the contents of their individual personnel file by making appointment at least one (1) day in advance with the Superintendent or designee. Teachers shall be given copies of requested documents contained in their personnel file at customary expense. Such review shall occur during regular business hours when the teacher is not otherwise assigned and in a manner, which shall not interfere with the operation of the personnel office or the District. Such review shall be in the presence of a designated employee of the Board. This right of review shall not be considered applicable to any evaluative or reference information received by the Board in connection with the Board's decision to employ the teacher in the first instance.
5. Material shall not be removed from any personnel file without the written consent of the Superintendent and the knowledge of the teacher. The teacher shall be given a copy of the Superintendent's written consent and all the material (exclusive of confidential documents) so removed.
6. This Section shall not be construed to prohibit the Board from adopting Board policy and regulations for the maintenance, inspection and dissemination of personnel records pursuant to the Illinois Review of Personnel Records Act provided that, to the extent permitted by law, any rights which teachers have pursuant to this Section shall not be diminished by the adoption of said policy and regulations.

ARTICLE III

UNION RIGHTS

A. Dissemination of Information to the Union

The Board shall upon written request from the Union furnish the Union President or designee with one (1) copy of the approved open session minutes of the Board, the agenda (if any) of any upcoming Board meeting, the monthly treasurer's report, the Board policy manual, a current faculty list with current salaries, the current audit, and any Board approved budgets.

B. Mailboxes, Bulletin Boards, and Meetings

The Union shall have the right to use the District teacher mailboxes and a portion of a designated bulletin board in the faculty lounge for official Union materials provided such materials shall be properly identified as official Union publications and a copy thereof concurrently provided to the Superintendent. Such mailboxes and/or bulletin boards shall not be utilized for materials which are primarily local School Board partisanship. The Union shall have the right to use a room for the purpose of meetings for Union business as long as said meetings are before or after times of teacher duties, do not interfere with regular District business, and are requested in writing to the Superintendent or designee.

C. Dues Deduction

1. The Board shall deduct from the pay of each teacher membership dues of the Union and its affiliates, provided that at the time of such deduction there is in possession of the Board a written authorization for dues deduction voluntarily executed by the teacher. Such authorization shall continue in effect from year to year unless revoked in writing by the teacher.
2. The Union shall certify the annual rate of dues in writing to the Board each year. The amount specified shall be pro-rated and deducted from each paycheck, starting with the first paycheck in October and ending with the last paycheck in May, provided the amount to be deducted shall not vary during this period. Termination of employment for any reason shall constitute revocation of authorization for dues deduction.

D. COPE Deduction

Upon receipt of a voluntary authorization in writing by a teacher, the Board shall deduct from the teacher's salary the amount authorized by the teacher for the Lake County Federation of Teachers Committee on Political Education (LCFT-COPE). Such deduction shall be made the last paycheck in October and forwarded to the Treasurer of the Union within fourteen (14) days, together with a list showing the amount deducted for each teacher.

Union dues and COPE deductions shall be remitted in separate checks.

E. Hold Harmless

The Union shall indemnify and save harmless the Board and all of its agents and employees from any and all reasonable demands, suits and costs resulting from any reasonable action taken or omitted by the Board or any of its agents or employees for the purpose of complying with the provisions of this Article.

F. Fair Share

All teachers covered by this Agreement who are not members of the Union shall pay to the Union their fair share of the cost of the services rendered by the Union that are chargeable to non-members under state and federal law.

The Union shall certify to the Board the amount of the annual fair share fee, not to exceed the dues uniformly required of members of the Union, and shall supply the Board and the non-members a copy of the basis of the calculation of the fee. The Union shall further certify to the Board that "Notice of Fair Share" has been posted in accordance with the IELRB rules and regulations. No payroll deduction of fair share fees shall be made until at least fourteen (14) days after such certification. Such fair share payments shall be deducted by the Board on a pro-rata basis from the earnings of the non-member teachers on the same time schedule as Union dues and be paid to the Union. The amount certified by the Union shall not include any fees for contributions related to the election or support of any candidate for political office. Nothing in this Section shall preclude the non-member teacher from making voluntary political contributions in conjunction with his or her fair share payment.

This fair share agreement shall safeguard the right of non-association of teachers based upon bonafide religious tenets or teaching of a church or religious body of which such teachers are members. Such teachers may be required to pay an amount equal to their fair share under this Agreement to a non-religious charitable organization mutually agreed upon by the teachers affected and the Union, or if no mutual agreement is reached, from an approved list of charitable organizations established by the Illinois Educational Labor Relations Board. Non-member teachers who object to the amount of the fair share fee have the right to file an unfair labor practice charge against the Union pursuant to Paragraph 1714(b)(1) of the Illinois Educational Labor Relations Act. Additionally, non-member teachers who object to the amount of the fair share fee have the right to file such objection pursuant to the internal Fair Share Implementation Program procedures established by the Union, except that the filing of such objection pursuant to the internal procedure may not be sufficient to preserve any rights the non-members may have under the IELRA. Upon any such filing, pursuant to said internal procedures and notice of such to the Union, the Union shall place in an interest-bearing escrow account, separated from other funds held by the Union, the amount of each objector's fair share payments made, and to be made pending resolution of the charge, which is fairly placed at issue by the objection or objections, and it shall maintain the escrow account during the pendency of the charge and any judicial review pursuant to the Act.

ARTICLE IV

WORKING CONDITIONS

A. School Year

The school year shall consist of one hundred eighty-five (185) school days, of which one hundred seventy-six (176) days shall be pupil attendance days, five (5) shall be emergency days and the other days may be used for institute days, records day and other appropriate workdays. In scheduling an end of the year records/paperwork/inventory day, consideration shall be given to input by the Union.

B. Calendar

The Superintendent shall consult with Union representatives on the school calendar with the purpose of obtaining Union input to the calendar prior to it being recommended to the Board.

C. Workday

The full-time teachers' workday normally shall not exceed seven hours and forty minutes (500 minutes), including a 40 minute duty free lunch period. On Fridays and days before vacations and holidays, teachers shall be allowed to leave as soon as the final student departs, assuming their responsibilities for the day have been completed. The last school day prior to the Thanksgiving Break, Christmas Break, and Spring Break shall be a shortened school day at a time commensurate with the state requirements for a full day of student attendance. In addition, on the last day of the school year, teachers shall be dismissed after a period of time not to exceed one-half (1/2) day.

D. Teachers' Professional Responsibilities

The Board of Education expects and the teachers understand that teachers need to be involved in considerably more than that time devoted to actual classroom instruction. Such involvement is impossible to quantify, but is nonetheless a professional duty of the teacher and includes, but is not limited to, attendance at parent-teacher conferences, commencement exercises, in-service and the like. The Board recognizes that occasional conflicts arise which may cause a teacher to request to be absent during such functions. Such requests shall be submitted in writing to the Superintendent or designee for consideration. The granting or denying of such requests shall be within the discretion of the Superintendent or designee without precedential effect.

E. Smoke Free Building

Smoking shall not be permitted on District property.

F. Professional Planning

The District recognizes that professional staff requires time without student contact to develop and discuss: curriculum, units of study, materials, etc. necessary for quality instruction to take place. The district will work to establish a standard of time for all professional staff to accomplish professional planning activities, recognizing that particular positions or situations may require variations from the established standard. Within the constraints of the unified district schedule, time will be provided for shared grade and team level planning as well as lengths of time suitable for appropriate professional planning. Administration will make efforts to adjust planning time to the nuances of the school calendar as appropriate.

G. Safety and Overall Condition of Facility

The District shall make reasonable efforts to maintain safe and healthful conditions throughout the building. An Administrative Procedure shall be in place so that staff members may report about concerns within the facility that impact safety, cleanliness, and healthful conditions. In addition, a working committee staffed by representative membership and called the "Physical Conditions of the Facility" will be selected by the administration. This Group will meet on a regular basis, as needed, to discuss issues and/or concerns as to the physical conditions of the facility.

ARTICLE V

LEAVES

A. Sick Leave

Each full-time teacher shall be entitled to a total of fifteen (15) days sick leave per school year without loss of pay. Such leave shall accumulate to a total of three-hundred seventy-five (375) days. Said leave shall be pro-rated for half-time and part-time teachers. A maximum of two (2) days, three (3) days for tenured teachers, may be taken as personal days without loss of pay each school year subject to the approval of the Superintendent or designee. Personal leave shall not be granted on the following days except in cases of compelling need as requested in writing:

1. The first and last five (5) days of the school year.
2. Teacher Institute Days.
3. The day before or after vacation or holiday periods.

Personal days shall be used for urgent and compelling business, the celebration of religious holidays or the observance of religious practices, which cannot be conducted during non-school hours or days. No more than three (3) teachers may take personal days at the same time. Teachers shall not be required to state the reason for personal leave.

All requests for personal leave shall be made to the Superintendent or designee at least five (5) working days in advance of the intended leave. In case of emergency, immediate personal leave may be granted by the Superintendent or designee.

Each teacher shall receive a written notice indicating the number of accumulated sick days not later than November of the then current school year.

B. Family and Medical Leave Act

Full-time employees are eligible for medical and/or family leave in accordance with provisions in the Family and Medical Leave Act (FMLA) of 1993 as amended or any successor provision. Such leave is unpaid unless accumulated sick leave or personal leave is available and requested to be used by the employee or directed to be used by the Superintendent or designee. The total FMLA leave cannot exceed twelve (12) weeks during any school year. A minimum of thirty (30) days written notice to the Superintendent is required if practical before an extended FMLA leave exceeding one week is to begin.

A more comprehensive explanation of FMLA entitlements and obligations is set forth in Board Policy 5.185.

C. Maternity/Child Rearing Leave of Absence

For the purposes of this section, the first twelve (12) weeks of any Maternity/Parental Leave will fall under the provisions provided under FMLA language in the above Section B. Additional leave beyond FMLA is then deemed Maternity/Child Rearing Leave and available only to full-time tenured teachers.

Tenured teachers shall advise the Superintendent or designee of the pregnancy no later than the third month of pregnancy or upon ascertainment of such condition, whichever shall be the latter. From time to time the Superintendent or designee may request the teacher to furnish statements from the doctor indicating her continued ability to perform her teaching duties.

Application for such leave shall be made in writing to the Superintendent or designee at least one-hundred twenty (120) calendar days prior to the anticipated birth of the child.

The teacher and the Superintendent or designee shall agree upon a tentative plan for the commencement and termination of such leave, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree, and the pertinent time factors related thereto. The leave shall not exceed the balance of the school year in which it commences and one additional school year.

Sick leave shall not be applicable during the period of the maternity/child rearing leave. Any accumulated sick leave available at the commencement of the leave shall be available to the teacher upon return to employment in the District.

All benefits to which a teacher was entitled at the time parental leave commenced including unused sick leave (less any sick leave used as part of this leave), shall be restored upon return.

During the first twelve (12) weeks of any FMLA/Maternity/Parental Leave, all group insurance premiums on behalf of the teacher shall continue to be paid by the Board. Throughout the remainder of a Child Rearing Leave, the teacher may, at the teacher's request, continue to be covered under all group insurances, provided the teacher shall remit the full premiums due to the Board.

Anything in this policy to the contrary notwithstanding, a teacher who has been granted a Maternity/Child Rearing leave of absence shall not become eligible for a subsequent Maternity/Child Rearing Leave unless and until such teacher has returned to service for at least one (1) complete school term, provided under exceptional circumstances the Board of Education may grant such a leave in its sole and absolute discretion. The granting or withholding of such leave shall be without precedential effect.

A male teacher who has entered upon contractual continued service 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 of this policy. Eligibility for such leave shall arise upon the anticipated birth of a child, which the teacher has fathered or upon his planned adoption of a child.

The Board recognizes that unforeseen complications may necessitate a change in the tentative plan for commencement and/or termination of such leave. Each such instance shall be judged on its own merits, without establishing precedent, and the final decision for any change in the tentative plan shall be within the sole discretion of the Board. However, in the event of a miscarriage or stillbirth, the Board shall allow the teacher to withdraw his/her request for a Maternity/Child Rearing leave of absence, or to terminate such leave already commenced.

D. Bereavement Leave

In the event of death in the immediate family bereavement leave of up to three (3) days, without loss of pay or accumulated sick leave, shall be granted. The Superintendent or designee may grant up to two (2) additional days charged against accumulated sick leave if available. Immediate family is parents, spouse, brothers, sisters, children, grandparents, grandchildren, brothers-in-law, sisters-in-law, and legal guardians.

In other cases, accumulated sick leave up to three (3) days may be used as bereavement leave, upon the approval of the Superintendent or designee.

E. Advancement During Leaves of Absence

Any teacher absent more than fifty percent (50%) of any school year shall not be entitled to that portion of his/her annual compensation attributable to experience in the District (hereinafter "experience increment"). For those teachers placed on the schedule set forth in Appendix I, the experience increment shall be the percentage difference between years of experience. For all other teachers, the experience increment shall be three and one-half percent (3.5%) of the annual compensation for such teacher.

F. Professional Visitation Days/Professional Growth Days

Teachers may request up to five (5) professional growth/professional visitation days to be taken without loss of pay and without deduction from leave as described in Article IV, Section A. Requests on the appropriate form shall be submitted to the Superintendent or designee. Visitation shall be approved for purposes of observing programs and/or staff within the teacher's field of instruction and with a goal of professional growth and development.

Any teacher interested in attending workshops, education or professional visitations or other professional growth activities must apply in writing to the Superintendent or designee. Such application shall contain the specific information necessary to allow consideration of the application, including date, time, location, cost and expenses. Approval of such application shall be within the discretion of the Superintendent or designee and expenses shall be reimbursable only upon advanced written approval by the Superintendent or designee. The Superintendent or designee shall issue his/her decision in writing to the teacher within a reasonable time in advance of the activity or any known enrollment prerequisite.

G. Military Leave

Each teacher upon request to the Superintendent or designee shall be granted up to ten (10) employment days per year of military leave without loss of pay for the purpose of serving in the Armed Forces of the United States, including any unit of Military Reserves, provided:

1. The teacher shall first make a reasonable effort to reschedule such leave to non-school days or hours, and
2. The leave request is necessitated by a properly verified order of the United States, notice of which is given to the Superintendent or designee as soon as possible, and
3. The teacher agrees to reimburse the Board in the amount on any per diem compensation received for such military service, (exclusive of mileage allowance).

H. Jury Duty Leave

The Board shall pay the regular salary to teachers called to jury duty. Such absence shall not be charged against any other leave of absence. The teachers so summoned shall reimburse the Board in the amount of any per diem compensation (exclusive of mileage allowance) received for such service.

ARTICLE VI

COMPENSATION AND FRINGE BENEFITS

A. Payroll Procedure

Each teacher shall receive a pro-rata portion of his/her annual salary on the fifteenth and the last day of the month. If these dates fall on a non-attendance day, payment shall be made on the day prior to the respective holiday.

Payroll shall be in twenty-four (24) installments. Teachers may opt for eighteen (18) installments by written notification to the Superintendent by the first day of the school term. Teachers who submit the proper authorization shall have the option to receive their pay by electronic transfer, provided the District's payroll provider has the capacity to provide electronic transfer. Electronic fund transfer shall be provided in accordance with the payroll provider's specifications.

B. Reimbursement of Expenses

Teachers shall be reimbursed for normal, approved expenses incurred in the classroom and on field trips. Mileage for authorized, school related use of teacher's personal car shall be paid at the then current rate allowable as a deduction by the Internal Revenue Service.

C. Tuition Reimbursement

Upon completion of coursework approved by the Superintendent, the Board shall reimburse full-time teachers in the amount of one hundred percent (100%) per credit hour of the cost of tuition up to one-thousand seven-hundred fifty dollars (\$1,750) during each school term covered by this Agreement (*i.e.*, 2006-2007, 2007-2008, 2008-2009) for teachers not in a degree program. Upon completion of coursework approved by the Superintendent, the Board shall reimburse full-time teachers in the amount of one hundred percent (100%) per credit hour of the cost of tuition up to one-thousand seven-hundred fifty dollars (\$1,750) during each school term covered by this Agreement (*i.e.*, 2006-2007, 2007-2008, 2008-2009) or fifty percent (50%) of the cost the entire program up to a maximum of six-thousand dollars (\$6,000) whichever is greater, for teachers in a degree program. For purposes of this Section each year shall run from July 1 to June 30 and reimbursement shall be charged to the year in which the course is completed. Under normal conditions, such approval shall be granted if the coursework was taken at an accredited graduate school or was a course offered within a recognized College of Education program, a grade of "B" or better was attained, the teacher teaches at Emmons School District #33 in the following school year, and the coursework taken enhances the educational program at Emmons School. The Board shall reimburse all non-full-time teachers on a pro-rata basis. Each hour of college credit for reimbursement and/or educational advancement shall require a minimum of ten (10) hours of class time.

If a teacher receives tuition reimbursement but does not return to teach at Emmons School the following year, the entire said tuition reimbursement of the previous school year must be paid back to the district within 30 days of resignation.

D. Board Contribution to Retirement

The Board shall remit for each teacher the full amount allowable by law to the Illinois Teachers' Retirement System (TRS). The Board shall pay 8% (TRS factor: .086957) in 2006-2009 of each teacher's required 9.4% contribution of creditable earnings. Each teacher shall pay the balance each year on a tax-sheltered basis from the teacher's compensation.

E. Insurance and Flexible Benefit Plan

1. The Union and the Board shall mutually select and establish group insurance policies and programs, including medical, dental, health and life insurance.
2. All full-time teaching staff shall be required to enroll in the District approved insurance program. Part-time teachers may enroll in the District approved insurance program and the District will contribute an amount commensurate with the teacher's percentage of full-time employment toward the cost of the insurance premium.

In each year of the agreement the Board shall pay for the individual cost of medical, dental, health, and life insurance up to \$4,900 per full-time teacher. Costs beyond \$4,900 shall be equally shared through a fifty percent Board and fifty percent employee (50%/50%) split between the Board and individual teacher.

Those electing additional coverage shall pay the difference between the Board's Individual contribution and the full cost of additional coverage.

The \$4,900 Board contribution and cost share (50%/50% split) shall sunset upon expiration of the agreement for purposes of renegotiation of a successor agreement.

3. The Board agrees to provide to all teachers a Flexible Benefit Plan (FBP), cafeteria-style fringe benefits program as provided in Section 125 of the Internal Revenue Code.

The purpose of FBP shall be to: provide the framework for adding new benefits at minimal cost to the Board; offer flexibility to teachers in the selection of fringe benefits that permit each teacher to tailor benefits to his/her individual needs; and to reduce taxes, thereby increasing spendable income.

Administrative costs of the FBP shall be funded by the Board, subject to the salary computations appearing in Appendix I of this Agreement.

The FBP shall be developed in consultation with the Union and shall provide an opportunity, pursuant to relevant Internal Revenue Service Guidelines and Regulations, for a teacher to deduct:

- a) Single/Dependent Health Insurance Costs
- b) Single/Dependent Dental Insurance Costs
- c) Term Life Insurance Costs
- d) Disability Income Insurance Costs
- e) Other Non-Reimbursed Medical/Dental Costs
- f) Child Care Costs
- g) Vision Care Costs
- h) Other Items As Allowed By The IRS

from his/her gross compensation, as defined in Section G, hereunder, and to be subsequently reimbursed therefore upon the timely filing of evidence of payment of such insurance or other costs and with the other provisions of the FBP.

Each teacher shall declare, not later than December 1 of each school year, their anticipated annual cost of benefits under the plan for the twelve (12) month period January through December, provided such anticipated cost does not exceed fifteen thousand dollars (\$15,000). Such declaration shall be irrevocable for the twelve (12) month period January through December except as may be necessitated by a change in dependent status. Each teacher shall be reimbursed on no less than a monthly basis provided the teacher has filed evidence of payment.

The Flexible Benefit Plan and the plan year (January through December) may be changed by mutual written agreement by the parties.

F. Internal Substitute Pay

If a non-administrative staff member is required by administration to give up their scheduled planning time to assume responsibility for another teacher's class, that teacher shall be reimbursed at the rate of twenty-five dollars (\$25.00) per hour or a prorated fraction thereof. Internal substitute pay shall also be provided if a substitute teacher is unavailable and the regular classroom teacher is thereby required to teach during an otherwise scheduled planning time.

For the purposes of this section, classes considered to be scheduled planning time include: Art, General Music, Physical Education, Spanish, and Library. Excluded is Enrichment.

Any changes in those classes considered as teacher planning time or those not feasible to hire a substitute, shall be discussed annually by the Superintendent or designee and the President of the Emmons Teachers' Council. Said discussion will take place prior to the start of each school year and additionally as deemed necessary by either party.

G. Teacher Compensation Schedule

1. The Teacher Compensation Schedule shall be as prescribed in Appendix I.
2. Initial placement of teachers on the 2006-2007 Salary Schedule will be based upon prior year's base salary with mutual consent of the Board and Union.
3. For the 2006-2007 school year individuals who are not collecting retirement incentives but whose 2005-2006 salaries were outside of the schedule receive a \$1,000 increase on their base salary. In 2007-2008 the base salary increase is equal to the percentage increase placed on salary schedule figures to create the 2007-2008 Salary Schedule (4%) and in 2008-2009 the flat dollar amount placed on salary schedule figures to create the 2008-2009 Salary Schedule (\$1,200).
4. In the agreement years of 2007-2008 and 2008-2009 all teachers on prior year's salary schedule will advance one vertical step on the salary schedule.
5. Teachers who are on the final step of their lane during a previous school year shall be referred to as "teachers without step".

When a teacher is frozen without step and qualifies for horizontal lane movement, the teacher will move one vertical step from the previous year's placement and be placed in their appropriate horizontal lane.

6. Placement on compensation lane is contingent upon filing official transcript(s). Horizontal movement shall be made effective at the onset of the school term or by January 30th, provided notice of qualification shall be filed thirty (30) days in advance of the school term/second semester and the transcript filed within thirty (30) calendar days after the onset of the school term/semester. For purposes of this Section, MA+10, MA+20, MA+30, and MA+40 shall refer to hours earned after acquisition of the Masters Degree.
7. Regular part-time teachers shall receive pro-rata compensation based on the Appendix I Salary Schedules.
8. Placement on the Salary Schedule of all new hires will not exceed a vertical placement of Step E and will be based upon years of prior teaching experience (ex. 3 years prior experience would equal a placement at Step C).

H. Extra-Curricular Compensation Schedule

1. The Extra-Curricular Compensation Schedule shall be prescribed in Appendix II. Extra-curricular compensation shall be paid only for those positions which are listed and approved by the Board of Education (unless provided for in Section N of this Article). Extra-curricular compensation shall be paid in a lump sum following the completion of the individual program for each position. Should the Board either desire or find it necessary to fill an extra-curricular position from outside the bargaining unit, the Union releases the Board from its financial obligations as set forth in Appendix II.

Vacancies and reassignments for extra curricular positions shall follow the language of Article II Vacancies in this negotiated agreement. Selection of personnel for extra curricular positions shall be reviewed and considered on an annual basis. For vacant positions, when equally qualified candidates apply for a position, priority consideration will be given to a member of the bargaining unit.

Any person employed in an extra curricular position or otherwise, may submit a written resignation from that position. The Board will consider such a resignation provided it is submitted to the Superintendent or designee within five (5) working days following receipt of written notice of assignment. The resignation from an assigned extra curricular position shall have no impact on the evaluation or continued employment of the teacher.

Extra curricular positions are "at will" positions and an individual may be removed for cause if necessary. However, generally the Superintendent or designee shall inform the affected individual of assignment, change, or dismissal by the beginning of each school year. The removal from an extra curricular position shall have no effect on the evaluation or continued employment of the teacher unless so egregious as to warrant further action.

2. Both parties recognize that in adapting what is best for students, the specific needs and responsibilities change from time to time for several categories of extra curricular positions. With that in mind, it is agreed to review the Job Descriptions for Student Services Coordinator, Student Activity Coordinator and/or others as deemed necessary on an annual basis with administration and the staff affected by these positions. The agreed upon dollar amounts will be paid if the work described is necessary, is performed outside of regular working hours, and the job roles remain similar to those initially agreed upon.

I. Attendance Bonus

Any teacher who has a perfect attendance record in any school year shall receive a bonus of three hundred fifty dollars (\$350) no later than the end of the fiscal year.

Teachers who miss one (1) day during a school year shall receive a bonus no later than the end of that fiscal year of fifty percent (\$175) of the applicable bonus for teachers who have perfect attendance. For purposes of this Section, approved professional visitation days shall not constitute an absence.

J. Retirement Benefits

1. Eligibility Requirements

Any teacher who meets the following eligibility and notification requirements shall be entitled to a retirement benefit as explained further below.

- a. Must be at least age fifty-five (55) within six months of the last day of teaching in the District; and
- b. have a minimum of twenty (20) years of total creditable Illinois Teachers' Retirement System (TRS) service; and
- c. a minimum of ten (10) years of teaching service with the District as of the last day of teaching for the District, subject to the following conditions.

2. Notification Requirements

The teacher must submit a retirement letter to the Superintendent on or before June 30th indicating that he/she intends to retire in four (4) years. The retirement letter shall be considered irrevocable, except that upon the teacher's written request, the Board may consider permitting the teacher to revoke his/her resignation/retirement if the teacher has experienced a significant change in personal circumstances. A teacher who has been permitted to revoke a retirement letter shall return all monies paid by the Board pursuant to this section within thirty (30) days of being notified that his/her request to revoke the resignation/retirement letter has been granted by the Board.

Teachers who give notice according to the provision above but less than four (4) years beyond the chosen date of retirement will receive the same increases in each of their remaining years as indicated below, provided they did not receive an increase in any of their final four (4) years above six percent (6%).

3. Retirement Benefit

A teacher who submits his/her irrevocable retirement letter during the term of this agreement according to the notification requirements above, shall receive a salary increase in each of his/her final years of employment from date of retirement notification of six percent (6%) above their prior year's salary.

4. **Retirement Benefit Calculation and Distribution**

Each year's salary increase shall be calculated from the taxable base salary paid to the teacher during the prior year. This increase is in lieu of, rather than in addition to, any other salary increases provided for in the Agreement (*i.e.* this increase includes any salary increase granted under the Agreement). The increases shall be a part of the teacher's regular pay and shall be distributed with the teacher's regular paychecks, the last of which will be distributed in June of the last school year employed.

5. **Buy Back of Unused Sick Leave**

The Board shall buy back from an eligible retiring teacher any unused sick leave days granted by the Emmons School District in excess of one hundred seventy (170), but in no event shall the Board pay for more than one hundred (100) days as a retirement bonus. Unused sick leave days shall be paid at the substitute rate in effect at the time of the teacher's retirement. Such bonus shall be paid in a lump sum within sixty (60) days after the teacher's receipt of his/her final paycheck for regular earnings.

6. **Additional or Other Retirement Benefits**

Nothing contained herein shall limit the right of the Board to offer additional or different retirement benefit options to individual teachers. The Union shall consider any such retirement benefit option offered by the Board as non-precedential with respect to individual teachers and future contractual agreements between the Board and the Union. Nothing in this Agreement shall preclude an agreement between a teacher and the Board to adjust the teacher's salary during the final four (4) years of employment in the District, provided that at the time of such agreement the Union is so notified.

7. **COBRA Benefits**

The Board shall waive the 2% administrative fee charged for COBRA continuation coverage for a period of six (6) months immediately following the retirement of any teacher who retires under this Section prior to the date that he/she is eligible to enroll in Medicare. To qualify, the retiring teacher must notify the Superintendent, in writing, that as a retiree he/she plans to exercise COBRA continuation rights under the District's health insurance plan and is requesting a waiver of the 2% administrative fee normally charged by the Board for such coverage. Said teacher shall be responsible for the full cost of health insurance premiums charged for any coverage he/she is eligible to carry as a COBRA participant. Other than waiving the 2% administrative fee, this provision is not intended to alter, enhance or diminish COBRA continuation rights, enrollment procedures, premium payment requirements, etc., in any way. Any eligible teacher/retiree who requests this waiver will be required to comply with all applicable COBRA requirements.

K. Board Paid TRS Health Insurance Payment

In addition to the compensation set forth in Appendix I, the Board shall pay on behalf of each teacher the required one-half percent (.5%) contribution of creditable earnings for the Teachers Retirement System Health Insurance.

L. Special Projects

There are some projects and adjunct programs at Emmons School outside regular class instruction assignments that require planning and organization well beyond a teacher's regular planning or working hours. It is the intention of the school district to compensate staff for these types of projects. For example, under the category of adjunct programs, a teacher may request to establish an after school club for the purpose of sharing the teacher's interest in a particular area with the students (chess club, art club, etc). These projects/programs may be presented to the administration by the staff or the administration may suggest them to staff. When such a project/program is suggested, administration and affected staff shall jointly agree on the project/program, the total number of hours required for the project/program, the number of project/program hours to take place during the regular work day, and the number of project/program hours to take place outside the regular work day. Administration will make efforts to allow the planning and implementation for the project to take place during the regular workday. When additional time is required outside the regular workday, staff shall be compensated at the rate of twenty-five dollars (\$25.00) per hour. If the administration and affected staff cannot agree on the definition of the project/program, the total number of hours for the project/program, the number of project/program hours during the regular workday and the number of project/program hours outside the regular work day, the project shall not go forward. This paragraph is not subject to the grievance procedure set forth in Article VII of the Agreement.

M. Standing and Ad Hoc Committees

The Board shall delegate the Superintendent or designee to establish Standing Committee and Ad Hoc staffed by members of the bargaining unit as necessary for the operation of the school district. When possible these committees will meet during the school day. Committees will be kept small and manageable, but with appropriate staff representation. The committees will be composed of up to one representative from each of the following teams, as necessary: K-2, Grades 3-5, Middle School, Support, and Resource. Any additional representatives will not be official members, will not have voting rights, nor subject to compensation. When it is necessary that these committees meet out side of the regular teacher working hours, compensation at the rate of twenty-five dollars (\$25.00) per hour up to a total budget of two-thousand five-hundred dollars (\$2,500). An annual payment for service on these committees will take place at the end of the school term. A record log of committee meetings and times served shall be kept for all meetings held. Exceptions to this provision include: Negotiations and other Union meetings, Special Projects covered by Article VI-Section N, Summer Planning/Training covered by Article VI-Section P. The Superintendent or designee and Union President shall annually confer on what meetings are covered by this provision.

N. Summer Planning/Training Sessions

Any teacher who is requested by the administration, and agrees to attend a summer planning/training session shall be compensated at the higher substitute daily rate of pay, in one-half (1/2) day increments.

ARTICLE VII

GRIEVANCE PROCEDURE

A. Purpose

The primary purpose of this procedure is to secure the lowest level equitable solution to the problems of the parties involved. Nothing contained herein shall be construed as limiting the right of any teacher with a grievance to discuss the matter informally with the Administration.

B. Definition

1. A grievance is a claim by a teacher or the Union on behalf of named teachers that there has been a violation, misinterpretation or misapplication of the terms of this Agreement.
2. As used in the Article, "days" shall mean teacher employment days, except during the summer recess when it shall mean days on which the District Business Office shall be open.

C. General Provisions

1. A teacher should not be subject to discipline or reprisal because of his/her participation in the grievance procedure.
2. Each case shall be judged on its own merit.
3. A grievance may be withdrawn at any step without establishing precedent.
4. All time limits may be extended by written agreement of both parties.
5. Hearings and conferences under this procedure shall be conducted at a time and place which shall be held, insofar as possible, after regular school hours, or during non-teaching time of the personnel involved. When such hearing and conferences are held at the option of the Administration during school hours, all employees whose presence is required shall be excused, with pay, for that purpose.
6. No teacher at any step of the grievance procedure shall be required to meet with the Administration or the Board without Union representation.
7. All documents dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

D. Procedure

The parties hereto acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved supervisor to resolve problems through free and informal communications. When requested by the teacher, a Union member may accompany the teacher to assist in the informal resolution of the grievance. If however, such informal processes fail to satisfy the teacher, a grievance may be processed as follows:

Step One: The teacher or Union on behalf of named teachers, must present the grievance in writing to the Administration within ten (10) days of the occurrence giving rise to the grievance. A meeting to discuss the grievance shall be held within ten (10) days of the filing of the grievance. The Administration shall provide a written answer of the grievance to the aggrieved teacher and Union no later than ten (10) days following the meeting, including reasons for decisions.

Step Two: If the teacher or Union is not satisfied with the disposition of the grievance at Step One or the time limits expire without the issuance of written reply, the teacher or Union may submit written appeal to the Board of Education. The Board shall take up the matter not later than the first regular meeting following the receipt of the appeal. Within five (5) days following the regular scheduled Board meeting at which the appeal is heard, the Board shall deliver its written decision to the teacher or Union.

Step Three: If the Union is not satisfied with the disposition of the grievance at Step Two, or the time limits expire without issuance of the Board's written reply, the Union may submit the grievance to binding arbitration. If arbitration shall be necessary, the services of the American Arbitration Association shall be employed. The Board and the Union shall equally bear the cost of the arbitrator. The arbitrator shall not have the authority to alter, add to, or ignore the provisions of this Agreement.

The submission of grievances not complying with these steps shall be deemed waived.

ARTICLE VIII

MISCELLANEOUS PROVISIONS

A. Duration

This Agreement shall be effective from July 1, 2006, to June 30, 2009. The ending date shall not be construed to deprive teachers of earned compensation and benefits; neither shall it preclude a grievance from being resolved on its merits when such grievance has not run its full course by that date.

B. Date to Start Negotiations

The parties agree to commence negotiations for a Successor Agreement at a mutually acceptable date, but in no event later than the February Board meeting of the year of expiration of this Agreement.

C. Procedure During Negotiations

During negotiations the Board and the Union representatives shall exchange relevant data, points of view and proposals and counter-proposals. The Board shall make available for Union inspection all public financial records of the Board relating to negotiable items. Either party may utilize the services of outside consultants and/or lay representatives to assist in negotiations.

The time for these negotiations shall be established by mutual agreement between the parties.

D. Separability - Saving Clause

In the event any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect. If any provision of this Agreement is or shall at any time be contrary to or unauthorized by law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law.

E. No Strike Clause

The Union shall not strike during the duration of this Agreement.

F. Complete Understanding and Waiver of Additional Bargaining

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 or by specific agreement of the parties, and that the understandings and agreements arrived at by the parties, after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter, whether or not specifically referred to or covered in this

Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

Notwithstanding the above, the parties hereby agree that each has the right and obligation to engage in impact negotiations, if so requested by the other party, with respect to a decision by the Board to move any portion of its educational program to another campus during the term of this Agreement.

G. Typing and Photocopying of This Agreement

The Union shall assume all responsibility and cost related to the typing of this Agreement for execution by the parties. Upon execution of this Agreement, the Union shall assume all responsibility for the photocopying of sufficient copies of this Agreement for the parties. The Board shall reimburse the Union for the cost of such photocopying.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives on this _____ day of _____ 2006.

FOR THE BOARD OF EDUCATION
EMMONS GRADE SCHOOL DIST. #33

FOR THE UNION

President

President

Secretary

Secretary-Treasurer

APPENDIX I
SALARY SCHEDULES

2006-2007 Salary Schedule

	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+10	MA+20	MA+30	MA+40
A	\$27,550	\$28,150	\$28,750	\$29,350	\$29,950	\$30,950	\$31,950	\$32,950	\$33,950	\$34,950
B	\$28,300	\$28,900	\$29,500	\$30,100	\$30,700	\$31,700	\$32,700	\$33,700	\$34,700	\$35,700
C	\$29,050	\$29,650	\$30,250	\$30,850	\$31,450	\$32,450	\$33,450	\$34,450	\$35,450	\$36,450
D	\$29,800	\$30,400	\$31,000	\$31,600	\$32,200	\$33,200	\$34,200	\$35,200	\$36,200	\$37,200
E	\$30,550	\$31,150	\$31,750	\$32,350	\$32,950	\$33,950	\$34,950	\$35,950	\$36,950	\$37,950
F	\$31,550	\$32,150	\$32,750	\$33,350	\$33,950	\$34,950	\$35,950	\$36,950	\$37,950	\$38,950
G	\$32,550	\$33,150	\$33,750	\$34,350	\$34,950	\$35,950	\$36,950	\$37,950	\$38,950	\$39,950
H	\$33,550	\$34,150	\$34,750	\$35,350	\$35,950	\$36,950	\$37,950	\$38,950	\$39,950	\$40,950
I	\$34,550	\$35,150	\$35,750	\$36,350	\$36,950	\$37,950	\$38,950	\$39,950	\$40,950	\$41,950
J	\$35,550	\$36,150	\$36,750	\$37,350	\$37,950	\$38,950	\$39,950	\$40,950	\$41,950	\$42,950
K	\$36,550	\$37,150	\$37,750	\$38,350	\$38,950	\$39,950	\$40,950	\$41,950	\$42,950	\$43,950
L	\$37,550	\$38,150	\$38,750	\$39,350	\$39,950	\$40,950	\$41,950	\$42,950	\$43,950	\$44,950
M		\$39,150	\$39,750	\$40,350	\$40,950	\$41,950	\$42,950	\$43,950	\$44,950	\$45,950
N		\$40,150	\$40,750	\$41,350	\$41,950	\$42,950	\$43,950	\$44,950	\$45,950	\$46,950
O			\$41,750	\$42,350	\$42,950	\$43,950	\$44,950	\$45,950	\$46,950	\$47,950
P			\$42,750	\$43,350	\$43,950	\$44,950	\$45,950	\$46,950	\$47,950	\$48,950
Q				\$44,350	\$44,950	\$45,950	\$46,950	\$47,950	\$48,950	\$49,950
R				\$45,350	\$45,950	\$46,950	\$47,950	\$48,950	\$49,950	\$50,950
S					\$46,950	\$47,950	\$48,950	\$49,950	\$50,950	\$51,950
T					\$47,950	\$48,950	\$49,950	\$50,950	\$51,950	\$52,950
U						\$49,950	\$50,950	\$51,950	\$52,950	\$53,950
V						\$50,950	\$51,950	\$52,950	\$53,950	\$54,950

2006-2007 Salary Schedule with TRS

	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+10	MA+20	MA+30	MA+40
A	29,754	30,402	31,050	31,698	32,346	33,426	34,506	35,586	36,666	37,746
B	30,564	31,212	31,860	32,508	33,156	34,236	35,316	36,396	37,476	38,556
C	31,374	32,022	32,670	33,318	33,966	35,046	36,126	37,206	38,286	39,366
D	32,184	32,832	33,480	34,128	34,776	35,856	36,936	38,016	39,096	40,176
E	32,994	33,642	34,290	34,938	35,586	36,666	37,746	38,826	39,906	40,986
F	34,074	34,722	35,370	36,018	36,666	37,746	38,826	39,906	40,986	42,066
G	35,154	35,802	36,450	37,098	37,746	38,826	39,906	40,986	42,066	43,146
H	36,234	36,882	37,530	38,178	38,826	39,906	40,986	42,066	43,146	44,226
I	37,314	37,962	38,610	39,258	39,906	40,986	42,066	43,146	44,226	45,306
J	38,394	39,042	39,690	40,338	40,986	42,066	43,146	44,226	45,306	46,386
K	39,474	40,122	40,770	41,418	42,066	43,146	44,226	45,306	46,386	47,466
L	40,554	41,202	41,850	42,498	43,146	44,226	45,306	46,386	47,466	48,546
M		42,282	42,930	43,578	44,226	45,306	46,386	47,466	48,546	49,626
N		43,362	44,010	44,658	45,306	46,386	47,466	48,546	49,626	50,706
O			45,090	45,738	46,386	47,466	48,546	49,626	50,706	51,786
P			46,170	46,818	47,466	48,546	49,626	50,706	51,786	52,866
Q				47,898	48,546	49,626	50,706	51,786	52,866	53,946
R				48,978	49,626	50,706	51,786	52,866	53,946	55,026
S					50,706	51,786	52,866	53,946	55,026	56,106
T					51,786	52,866	53,946	55,026	56,106	57,186
U						53,946	55,026	56,106	57,186	58,266
V						55,026	56,106	57,186	58,266	59,346

2007-2008 Salary Schedule

	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+10	MA+20	MA+30	MA+40
A	\$28,652	\$29,276	\$29,900	\$30,524	\$31,148	\$32,188	\$33,228	\$34,268	\$35,308	\$36,348
B	\$29,432	\$30,056	\$30,680	\$31,304	\$31,928	\$32,968	\$34,008	\$35,048	\$36,088	\$37,128
C	\$30,212	\$30,836	\$31,460	\$32,084	\$32,708	\$33,748	\$34,788	\$35,828	\$36,868	\$37,908
D	\$30,992	\$31,616	\$32,240	\$32,864	\$33,488	\$34,528	\$35,568	\$36,608	\$37,648	\$38,688
E	\$31,772	\$32,396	\$33,020	\$33,644	\$34,268	\$35,308	\$36,348	\$37,388	\$38,428	\$39,468
F	\$32,812	\$33,436	\$34,060	\$34,684	\$35,308	\$36,348	\$37,388	\$38,428	\$39,468	\$40,508
G	\$33,852	\$34,476	\$35,100	\$35,724	\$36,348	\$37,388	\$38,428	\$39,468	\$40,508	\$41,548
H	\$34,892	\$35,516	\$36,140	\$36,764	\$37,388	\$38,428	\$39,468	\$40,508	\$41,548	\$42,588
I	\$35,932	\$36,556	\$37,180	\$37,804	\$38,428	\$39,468	\$40,508	\$41,548	\$42,588	\$43,628
J	\$36,972	\$37,596	\$38,220	\$38,844	\$39,468	\$40,508	\$41,548	\$42,588	\$43,628	\$44,668
K	\$38,012	\$38,636	\$39,260	\$39,884	\$40,508	\$41,548	\$42,588	\$43,628	\$44,668	\$45,708
L	\$39,052	\$39,676	\$40,300	\$40,924	\$41,548	\$42,588	\$43,628	\$44,668	\$45,708	\$46,748
M		\$40,716	\$41,340	\$41,964	\$42,588	\$43,628	\$44,668	\$45,708	\$46,748	\$47,788
N		\$41,756	\$42,380	\$43,004	\$43,628	\$44,668	\$45,708	\$46,748	\$47,788	\$48,828
O			\$43,420	\$44,044	\$44,668	\$45,708	\$46,748	\$47,788	\$48,828	\$49,868
P			\$44,460	\$45,084	\$45,708	\$46,748	\$47,788	\$48,828	\$49,868	\$50,908
Q				\$46,124	\$46,748	\$47,788	\$48,828	\$49,868	\$50,908	\$51,948
R				\$47,164	\$47,788	\$48,828	\$49,868	\$50,908	\$51,948	\$52,988
S					\$48,828	\$49,868	\$50,908	\$51,948	\$52,988	\$54,028
T					\$49,868	\$50,908	\$51,948	\$52,988	\$54,028	\$55,068
U						\$51,948	\$52,988	\$54,028	\$55,068	\$56,108
V						\$52,988	\$54,028	\$55,068	\$56,108	\$57,148

2007-2008 Salary Schedule with TRS

	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+10	MA+20	MA+30	MA+40
A	30,944	31,618	32,292	32,966	33,640	34,763	35,886	37,009	38,133	39,256
B	31,787	32,460	33,134	33,808	34,482	35,605	36,729	37,852	38,975	40,098
C	32,629	33,303	33,977	34,651	35,325	36,448	37,571	38,694	39,817	40,941
D	33,471	34,145	34,819	35,493	36,167	37,290	38,413	39,537	40,660	41,783
E	34,314	34,988	35,662	36,336	37,009	38,133	39,256	40,379	41,502	42,625
F	35,437	36,111	36,785	37,459	38,133	39,256	40,379	41,502	42,625	43,749
G	36,560	37,234	37,908	38,582	39,256	40,379	41,502	42,625	43,749	44,872
H	37,683	38,357	39,031	39,705	40,379	41,502	42,625	43,749	44,872	45,995
I	38,807	39,480	40,154	40,828	41,502	42,625	43,749	44,872	45,995	47,118
J	39,930	40,604	41,278	41,952	42,625	43,749	44,872	45,995	47,118	48,241
K	41,053	41,727	42,401	43,075	43,749	44,872	45,995	47,118	48,241	49,365
L	42,176	42,850	43,524	44,198	44,872	45,995	47,118	48,241	49,365	50,488
M		43,973	44,647	45,321	45,995	47,118	48,241	49,365	50,488	51,611
N		45,096	45,770	46,444	47,118	48,241	49,365	50,488	51,611	52,734
O			46,894	47,568	48,241	49,365	50,488	51,611	52,734	53,857
P			48,017	48,691	49,365	50,488	51,611	52,734	53,857	54,981
Q				49,814	50,488	51,611	52,734	53,857	54,981	56,104
R				50,937	51,611	52,734	53,857	54,981	56,104	57,227
S					52,734	53,857	54,981	56,104	57,227	58,350
T					53,857	54,981	56,104	57,227	58,350	59,473
U						56,104	57,227	58,350	59,473	60,597
V						57,227	58,350	59,473	60,597	61,720

2008-2009 Salary Schedule

	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+10	MA+20	MA+30	MA+40
A	\$29,852	\$30,476	\$31,100	\$31,724	\$32,348	\$33,388	\$34,428	\$35,468	\$36,508	\$37,548
B	\$30,632	\$31,256	\$31,880	\$32,504	\$33,128	\$34,168	\$35,208	\$36,248	\$37,288	\$38,328
C	\$31,412	\$32,036	\$32,660	\$33,284	\$33,908	\$34,948	\$35,988	\$37,028	\$38,068	\$39,108
D	\$32,192	\$32,816	\$33,440	\$34,064	\$34,688	\$35,728	\$36,768	\$37,808	\$38,848	\$39,888
E	\$32,972	\$33,596	\$34,220	\$34,844	\$35,468	\$36,508	\$37,548	\$38,588	\$39,628	\$40,668
F	\$34,012	\$34,636	\$35,260	\$35,884	\$36,508	\$37,548	\$38,588	\$39,628	\$40,668	\$41,708
G	\$35,052	\$35,676	\$36,300	\$36,924	\$37,548	\$38,588	\$39,628	\$40,668	\$41,708	\$42,748
H	\$36,092	\$36,716	\$37,340	\$37,964	\$38,588	\$39,628	\$40,668	\$41,708	\$42,748	\$43,788
I	\$37,132	\$37,756	\$38,380	\$39,004	\$39,628	\$40,668	\$41,708	\$42,748	\$43,788	\$44,828
J	\$38,172	\$38,796	\$39,420	\$40,044	\$40,668	\$41,708	\$42,748	\$43,788	\$44,828	\$45,868
K	\$39,212	\$39,836	\$40,460	\$41,084	\$41,708	\$42,748	\$43,788	\$44,828	\$45,868	\$46,908
L	\$40,252	\$40,876	\$41,500	\$42,124	\$42,748	\$43,788	\$44,828	\$45,868	\$46,908	\$47,948
M		\$41,916	\$42,540	\$43,164	\$43,788	\$44,828	\$45,868	\$46,908	\$47,948	\$48,988
N		\$42,956	\$43,580	\$44,204	\$44,828	\$45,868	\$46,908	\$47,948	\$48,988	\$50,028
O			\$44,620	\$45,244	\$45,868	\$46,908	\$47,948	\$48,988	\$50,028	\$51,068
P			\$45,660	\$46,284	\$46,908	\$47,948	\$48,988	\$50,028	\$51,068	\$52,108
Q				\$47,324	\$47,948	\$48,988	\$50,028	\$51,068	\$52,108	\$53,148
R				\$48,364	\$48,988	\$50,028	\$51,068	\$52,108	\$53,148	\$54,188
S					\$50,028	\$51,068	\$52,108	\$53,148	\$54,188	\$55,228
T					\$51,068	\$52,108	\$53,148	\$54,188	\$55,228	\$56,268
U						\$53,148	\$54,188	\$55,228	\$56,268	\$57,308
V						\$54,188	\$55,228	\$56,268	\$57,308	\$58,348

2008-2009 Salary Schedule with TRS

	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+10	MA+20	MA+30	MA+40
A	32,240	32,914	33,588	34,262	34,936	36,059	37,182	38,305	39,429	40,552
B	33,083	33,756	34,430	35,104	35,778	36,901	38,025	39,148	40,271	41,394
C	33,925	34,599	35,273	35,947	36,621	37,744	38,867	39,990	41,113	42,237
D	34,767	35,441	36,115	36,789	37,463	38,586	39,709	40,833	41,956	43,079
E	35,610	36,284	36,958	37,632	38,305	39,429	40,552	41,675	42,798	43,921
F	36,733	37,407	38,081	38,755	39,429	40,552	41,675	42,798	43,921	45,045
G	37,856	38,530	39,204	39,878	40,552	41,675	42,798	43,921	45,045	46,168
H	38,979	39,653	40,327	41,001	41,675	42,798	43,921	45,045	46,168	47,291
I	40,103	40,776	41,450	42,124	42,798	43,921	45,045	46,168	47,291	48,414
J	41,226	41,900	42,574	43,248	43,921	45,045	46,168	47,291	48,414	49,537
K	42,349	43,023	43,697	44,371	45,045	46,168	47,291	48,414	49,537	50,661
L	43,472	44,146	44,820	45,494	46,168	47,291	48,414	49,537	50,661	51,784
M		45,269	45,943	46,617	47,291	48,414	49,537	50,661	51,784	52,907
N		46,392	47,066	47,740	48,414	49,537	50,661	51,784	52,907	54,030
O			48,190	48,864	49,537	50,661	51,784	52,907	54,030	55,153
P			49,313	49,987	50,661	51,784	52,907	54,030	55,153	56,277
Q				51,110	51,784	52,907	54,030	55,153	56,277	57,400
R				52,233	52,907	54,030	55,153	56,277	57,400	58,523
S					54,030	55,153	56,277	57,400	58,523	59,646
T					55,153	56,277	57,400	58,523	59,646	60,769
U						57,400	58,523	59,646	60,769	61,893
V						58,523	59,646	60,769	61,893	63,016

APPENDIX II

2006-2009 EXTRA-CURRICULAR COMPENSATION SCHEDULE

POSITION	TEAM	COMPENSATION
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HEAD COACHES

Basketball	7 th Boys	\$1,750
	8 th Boys	\$1,750
	7 th Girls	\$1,750
	8 th Girls	\$1,750
Volleyball	7 th Girls	\$1,750
	8 th Girls	\$1,750
Soccer	6-7 Boys	\$1,750
Cheerleading	7-8 Girl	\$1,150
	Each of 2 Staff (Standard of 30 hours)	
Track and Field	6-7-8	\$775
	Each of 2 Staff (Standard of 20 hours)	

ASSISTANT COACHES

Basketball	7 th Boys	\$965
	8 th Boys	\$965
	7 th Girls	\$965
	8 th Girls	\$965
Volleyball	7 th Girls	\$965
	8 th Girls	\$965
Soccer	6-7-8 Boys	\$965

6th Grade Coaches and Assistants (Standard of 25 hours)

Volleyball		\$965
Basketball		
Head Coach	Boys	\$965
Head Coach	Girls	\$965
Assistant	Boys	\$525
	Girls	\$525
Cheerleading		
	(Standard of 15 hours)	
Head Coach		\$575
Assistant		\$325

OTHER

Athletic Director	\$1225
Coaching extra games	\$50
Middle School Student Service Coordinator	\$800
Middle School Student Activity Coordinator	\$800
Team Facilitators	\$800
Student Council Sponsor	\$600
Yearbook Sponsor	\$800
District Flex Coordinator	\$750
Team Flex Coordinator	\$300
Each of 3	
Mentors Facilitator	\$250
Lead Teachers	\$300
Each of 3 (6 th ,7 th ,and 8 th)	
MASH	\$25.00 per hour
Study Hall	\$25.00 per hour