

AGREEMENT

BETWEEN THE

DISTRICT #24
BOARD OF EDUCATION
MILLBURN COMMUNITY CONSOLIDATED SCHOOL
LAKE COUNTY, ILLINOIS

AND THE

MILLBURN EMPLOYEES*

FOR THE SCHOOL YEARS OF:

2006-07

2007-08

2008-09

2009-10

2010-11

* See Article I – Section 1.1 on page 2 of the Agreement

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ARTICLE I - RECOGNITION AND DEFINITIONS

1.1 Recognition

The Board of Education of District #24, Lake County, Illinois, (hereinafter referred to as the “Board”) recognizes the employees (certified Millburn District 24 staff) as the sole and exclusive bargaining representative for all positions requiring certification under Article 21 of the Illinois School Code (hereinafter referred to as the “Employee”) exclusive of supervisors, as defined by the Illinois Education Labor Relations Act.

1.2 Freedom to Join A Union/Association

- A. The Board, Administration, or Faculty shall not discriminate against any employee by reason of his/her membership in a Union or Association. Neither shall a Union or Association discriminate against any teacher by reason of his/her non-membership in a Union or Association.
- B. The term “employee” when used hereinafter in this Agreement shall refer to members of the bargaining unit as defined above.
- C. The employees recognize that the Board is the elected body representing the residents of the District and is vested legally with the responsibility for providing a sound educational program.

ARTICLE II - EMPLOYEE RIGHTS

2.1 Employee Personnel File

- A. The Board shall maintain in the District, a personnel file on each employee. An employee shall have the right to inspect this file during regular business hours, provided such inspection shall not interfere with the teacher’s regularly assigned duties. Such inspection shall take place only in the presence of an administrator or administrative designee. Individual copies of any non-confidential material shall be given the employee on request.
- B. Without an employee’s permission, no portion(s) of an employee’s file shall be disclosed to third parties except as required by law, or as shall be necessary in the performance of the Board’s or Administration’s responsibility.
- C. All records are kept in the District Office and include the following types of information:
 - Job application
 - Official transcripts of all course work completed
 - Health/physical forms
 - References
 - Dates of employment
 - Contracts
 - Records maintained for Illinois Teachers’ Retirement System or the Illinois Municipal Retirement Fund
 - Payroll information and deductions
 - Sick leave, personal leave, leave of absence data
 - Valid certificate(s) for services performed
 - Supervisory evaluations
 - Promotions
 - Disciplinary actions
 - Awards received
 - Letters of resignation or retirement
 - Discharge
 - Any information the Administration deems to be relevant to the person’s job and continued employment in the District

Specific guidelines regarding personnel records are included in Board Policy #5:150. Personnel records are available for examination by employees in the manner specified in the Board Policy.

2.2 Employee Privacy

- A. The right of employees to receive mail and/or correspondence with a specifically named addressee shall not be infringed upon by any Board member, supervisor, administrator or other representative of the Board.
- B. Each building shall have a telephone for employees use to conduct school business.

2.3 Duty-Free Lunch

Employees shall have a duty-free lunch period consistent with the provisions of The School Code of Illinois, Section 24-9, 1996 issue.

2.4 Protection

- A. Assault - Legal Counsel

Any case of assault shall be promptly reported to the Board or its designee. The Board shall provide legal counsel who is acceptable to the Employee to advise the Employee of his/her rights and obligations with respect to such assault and shall render all reasonable assistance to the Employee in handling the incident by law enforcement and judicial authorities.

- B. Assault Cases - Alleged

The Board shall provide legal counsel, which is mutually acceptable to the board and the Employee and shall render all necessary assistance to the Employee in his/her defense as a result of any alleged assault by the Employee while in pursuit of his/her employment. Where possible, such request shall be executed by the Employer within seven (7) days from the date the Employer is made aware of such need. The Board or its designee shall execute a written reply to the Employee within five (5) days indicating receipt of the request and stating the assistance to be provided.

2.5 Complaints Against Employees

A complaint related to a specific teacher that might lead to disciplinary action shall be made known to the teacher promptly. The principal (if requested) shall attempt to arrange and document a parent-teacher or parent-teacher-principal conference.

If the complaint is to become a matter of record, said complaint must be reduced to writing and the teacher shall be provided with a copy and may attach a response to the official records at the time the complaint is reduced to writing.

2.6 Student Discipline

- A. An employee may exclude a pupil from a class period when, in the opinion of the employee the grossness of an offense or the persistence of the behavior has a disruptive effect on the other students.
- B. When a pupil is so excluded by an employee, the student shall be sent from the classroom to the building administrative office and the problem shall be referred for solution to the building principal or his/her designee. The employee shall be notified of the disposition of the problem.
- C. Student discipline will be governed by the policies outlined in the Parent Student Handbook developed by Administrative Council and approved by the Board.

2.7 Pertinent Information

The Board shall provide upon request to the employees all regularly and routinely prepared information concerning the financial statement, audit and treasurer's report.

2.8 Board of Education Agenda

The Board shall post, as required by law, the prepared Board agenda for all regular and special meetings prior to the meetings.

2.9 Board Minutes

The Board shall post and provide to the district employees, a copy of all open session minutes of the Board of Education meetings.

2.10 Labor - Management Meetings

The Superintendent and employees agree to make themselves available to each other for meetings to discuss mutual concerns as the need arises.

2.11 Changing Existing Board Policy and Procedures

Before the Board changes any existing policies or procedures, which affect the employee's wages, hours or other terms and conditions of employment, they shall:

- A. Notify the district employees of any potential change.
- B. If the proposed changes are not acceptable to the employees, the employees shall, within ten (10) days of the notice provided for in sub-section A above, serve written notice to bargain. Failure on the part of the employees to serve such demand in a timely manner shall be considered a waiver of the employees right to bargain.

2.12 Suspension Without Pay

No employee shall be suspended without pay without reasonable cause. Any employee charged with misconduct, neglect, or violation which may lead to his/her suspension with or without pay shall have the right to be represented by additional district representatives in any meeting conducted by the Board or Administration with such employee regarding such charge. Prior to scheduling any such meeting or hearing, the employee will be given reasonable notice of the nature of the charge and informed of his/her right to be represented by additional district representatives at such meeting. This provision shall be non-grievable.

2.13 Work Area

- A. The Board recognizes that in order for an employee to accomplish their job effectively, it is necessary to have an area in the building in which they work for the purpose of preparation, grading papers, storage of materials and other functions to the practice of their profession.
- B. In addition, instruction of students should take place in areas that meet health and safety standards such as lighting, sound, and ventilation.

2.14 School Calendar

Each year, before the Superintendent submits the next year's school calendar to the Board for Approval, the Superintendent will meet receive input from the employees for into the school calendar. However, Board decisions regarding the school calendar shall be final and non-grievable.

2.15 Communication

There shall be open lines of communication between the employees and the administration. The Administrative Council shall meet monthly to discuss issues relating to curriculum, employee safety and welfare, working conditions, and other pertinent issues. Representatives from the various curricular areas shall be selected from within the employee group to meet with the administrators mutually agreed upon. The administration may be the building principal alone with representatives from that building, the building principals and other administrators, all administrators and representatives from either or both buildings, or any other mutually agreed upon combination. Issues brought to the representatives shall be discussed and resolved in the Administrative Council sessions. Council representatives, one from each school at the K-2 level, grades 3-5, middle school, a representative from specials (P.E., music, art, technology) and from Special Education, shall be selected by the employees to meet. The number of representatives shall not exceed 10 total.

ARTICLE III - EMPLOYER RIGHTS

3.1 Board Rights

The board retains the rights, authority, duties, and responsibilities legally conferred upon it, including but not limited to the following:

- A. To the management, organization and administrative control of the District and its properties and facilities;
- B. To direct the work of its teachers, determine the time and hours of operation and determine the kinds and levels of services to be provided and the methods and means of providing those services, including entering into contracts with private vendors for service;
- C. To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, discipline, dismissal or demotion; and to review, evaluate, promote, assign, and transfer all such teachers.
- D. To establish educational policies, goals and objectives; to ensure rights and educational opportunities of students; to determine staffing patterns; to determine the number and kinds of personnel required in order to maintain the efficiency and effectiveness of District operations.
- E. To build, move or modify facilities; establish budget procedures and determine budgetary allocations.

The exercise of the foregoing rights and responsibilities by the Board, in adoption of policies, rules, regulations and practices in furtherance thereof, limited only by this agreement to the extent such terms are in conformance with state law.

ARTICLE IV - EMPLOYEE EVALUATION

4.1 Evaluation of Classroom Performance

Employees shall be formally evaluated in writing. Evaluations shall be conducted by administrators as designated by the Superintendent.

- A. Tenured employees shall be evaluated at least once in the course of every two (2) years.
- B. Non-tenured employees shall be evaluated at least twice each school year.
- C. Employees shall be provided a copy of the evaluation instrument to be used ten (10) working days prior to the evaluation.
- D. The administrator shall make himself/herself available for questions regarding the evaluation instrument.
- E. A visitation(s) shall be made before the formal evaluation is written. Each visitation may or may not be announced in advance.
- F. A conference between the evaluator and the employee shall be held no later than ten (10) school days after the evaluation has been completed.
- G. The evaluator shall provide the employee both constructive assistance to improve the quality of instruction as well as a written statement of deficiencies (where deficiencies are noted). Suggestions for improving deficiencies shall be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the employee.
- H. Employees shall be provided a copy of the completed written evaluation at the time of the evaluation conference unless the teacher shall agree to an alternate time.
- I. Employees shall be permitted to attach written comments to their written evaluations and such comments shall become part of the evaluation.

- J. Employees shall sign the written evaluation original to indicate they have read the comments contained therein.
- K. One (1) reevaluation shall be given by the evaluator on request of the employee. In the event the written evaluation recommends instructional improvement in particular areas, the employee may request an additional visit and a subsequent reevaluation.
- L. Whenever possible, one formal evaluation should be performed by the employee's direct supervisor.

4.2 Informal Evaluation

Nothing contained herein shall limit the right of management to utilize informal observations and other firsthand evaluative criteria for considering competency of any teacher. These informal evaluations shall be reduced to writing and submitted to the employee as in 5.1, G-I (of this document), before they have any impact regarding the employee's personnel file.

"Informal" shall be defined as an evaluation conducted during the employee's workday which may not result in a written document, but which may result in a discussion between the teacher and evaluator. When deficiencies are observed, suggestions for improving deficiencies shall be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the employee.

ARTICLE V - WORKING CONDITIONS

5.1 School Year

The school year shall consist of not more than one hundred eighty (180) days, of which one hundred seventy six (176) shall be scheduled by the Board as pupil attendance days. No fewer than five (5) of the one hundred eighty days shall be declared by the Superintendent and the Board as special holidays or non-school days, provided that no emergencies make it necessary to use them as school days.

5.2 Calendar

A copy of the official school calendar shall be available to each staff member.

5.3 Stipulated Workday

All certified personnel shall be required to be in the building thirty (30) minutes before the official start time of school and thirty (30) minutes after totaling seven and one-half (7 1/2) hours including a duty-free lunch period except that employees shall be required to remain as assigned for extra duties, faculty meetings, parent conferences and open houses, other regularly scheduled events and emergencies as defined by the Administration.

Where, on a rare occasion, an employee has a medical/dental appointment, he/she may have permission to be excused immediately after student dismissal, provided said employee is not required to be in attendance at a previously scheduled meeting and/or school function.

5.4 Class Size

Insofar as possible, the class size goals described in Board Policy will be maintained. In the event circumstances require these goals being exceeded, the affected employee will be consulted as part of the decision-making process.

5.5 Preparation Time/Team Time

Equitable preparation time for all employees will be provided on a weekly schedule. Preparation time shall be time set aside for educational related responsibilities as may be determined by the Superintendent or designee to include, but not be limited to, planning classroom lessons, classroom preparation, attending professional meetings with supervisors, colleagues, parents or students, completing professional phone calls, etc. Preparation time for part-time employees shall be determined on an equally prorated basis.

Equitable team time for all employees will be provided on a weekly schedule. Team time is defined as time set aside for articulation between members of a grade level or specific subject area teams. It is not to

be used as prep time as outlined above. Photocopying, parent phone calls, grading papers, etc. are not appropriate activities for team time.

ARTICLE VI - ASSIGNMENTS, VACANCIES, AND TRANSFERS

6.1 Posting of Vacancies

The Board shall post certified positions and administrative vacancies as they occur and newly created positions for a period of five (5) working days prior to permanently filling said vacancy. During the summer months said vacancies shall be posted in the Administration office 10 days prior to filling said vacancies.

Any employee wishing to be notified of vacancies occurring during summer months should submit written notification prior to the last day of school. Such employees will be notified by mail if any vacancies occur.

6.2 Transfers

Prior to transferring an employee involuntarily between grades or buildings, the Administration and affected employee(s) shall consult regarding said change in assignment. In the event the employee(s) disagree with said transfer, the employee shall not be so transferred except as follows, in which case the Board retains the right to transfer involuntarily:

- A. Where the teacher is the only qualified employee to fill said position;
- B. Where transfers involve movement of entire grade levels between buildings;
- C. Where no qualified employee are agreeable to a transfer, in which case the least senior employee shall be transferred; and where a transfer is to an open or newly created position, seniority does not apply.

ARTICLE VII - GRIEVANCE PROCEDURE

7.1 Definitions

- A. Any claim by the employee that there has been a violation, misinterpretation or misapplication of the terms of this Agreement shall be a grievance.
- B. As used herein, the term “days” shall mean employee workdays, excluding summer vacation. During summer vacation, “days” shall mean days on which the School Business Office is open. The time limits specified in this procedure may be extended in any specific instance by mutual agreement of the parties in writing.

7.2 Informal Procedure

The parties hereto acknowledge that it is usually most desirable for an employee and the employee’s immediately involved supervisor to resolve problems through free and normal communications. If, however, the informal process fails to satisfy the employee or the District Employee Association, a grievance may be processed as follows:

7.3 Formal Procedure

Step One:

- 1. A written statement of the grievance shall be submitted to the principal or immediate supervisor by the District Employee Association and/or employee within twenty (20) days of the occurrence giving rise to the grievance or within twenty (20) days of when such occurrence becomes known. The written grievance shall specify the section or sections of this Agreement that are allegedly violated, misinterpreted, or misapplied, the facts on which the grievance is based, and the specific relief requested.
- 2. Within five (5) days after the written grievance is submitted, the principal or immediate supervisor and the grievant shall meet to resolve the grievance at a time mutually agreed to by all parties concerned.

3. Within ten (10) days after such meeting, the immediate supervisor shall state his/her decision in writing, together with the supporting reasons, and shall furnish one (1) copy to the aggrieved employee, if any, and two (2) copies to the District Employee Association or accompanying representative.

Step Two:

1. If the employee is not satisfied with the First Step decision, the grievance may be appealed to the Superintendent within ten (10) days after the First Step answer is received.
2. Within ten (10) days thereafter, a meeting shall be held at a time mutually agreed to by all the parties concerned.
3. Within ten (10) days after such meeting, the Superintendent shall communicate his/her decision in writing, together with the supporting reasons, to the District Employee Association and the aggrieved employee and his/her representative, if any.

Step Three:

1. If the employee is not satisfied with the Second Step decision, the grievance may be appealed to the Board within ten (10) days after the Second Step answer is received.
2. At the next regular Board meeting, the Board shall establish, by mutual agreement with the employee and his/her representative, if any, a date for a meeting on the grievance. Such meeting is to be held in no case later than the next regularly scheduled Board meeting.
3. Within ten (10) days after such meeting, the Board shall communicate its decision in writing, together with the supporting reasons, to the District Employee Association and the aggrieved employee and his/her representative, if any.

7.4 General Provisions

- A. The grievant is allowed representation of his/her choosing at any step of the process at his/her own expense. When an employee is not represented by the District Employee Association, someone representing the District Employee Association may be present as an observer at all meetings.
- B. If an employee is required by the Board to be involved in the processing of a grievance during school hours, he/she shall be excused for such purposes without loss of pay.
- C. A grievance may be withdrawn at any level without establishing precedent and, if withdrawn, shall be treated as though never having been filed.
- D. The failure of the employee to act within the time limits set forth shall preclude further appeal of the grievance. Upon failure of the Board to meet the time limits prescribed in this Article, the grievance shall be advanced to the next highest level.
- E. If the employee and Superintendent agree, Step One of the grievance procedure may be bypassed and the grievance brought directly to Step Two.

ARTICLE VIII - LEAVES

8.1 Full-Time Personnel Definitions:

All employees who are contracted for a full school day with Millburn Community Consolidated School District #24, requiring them to perform contracted duties a minimum of the adopted school calendar year.

All non-certified personnel who are employed a minimum of forty (40) hours per week during a minimum of the adopted school calendar year.

- A. All certified and non-certified personnel shall be granted a maximum of thirteen (13) days sick leave, two (2) personal leave days, and three (3) bereavement days, annually.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. The immediate family, for purposes of this Section, shall include parents, spouse, children, sisters, brothers, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Personal leave is interpreted as time needed by employees to conduct personal business that cannot be conducted on a non-school day.

Death in the immediate family is interpreted as parents, spouse, children, sisters, brothers, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians (non-cumulative).

Birth or adoption of a child is interpreted as leave granted the employee noted as parent of record of the child (non-cumulative).

1. Sick leave shall be cumulative to 340 days or current limit allowed by TRS, whichever is higher.
2. Personal leave shall be granted only upon written notice to the Principal a minimum of two school days prior to the intended day of absence. Personal days will not be granted for first day or last day of required employee attendance on the adopted school calendar, or days just prior to or immediately following holidays or holiday recesses. Personal leave is non-cumulative. Unused personal leave will be rolled over into cumulative sick leave at the conclusion of each school year.
3. Vacations taken by employees on days of required employee attendance per adopted school calendar will result in loss of pay at the rate per hour or rate per day where applicable or 1/180th of contracted salary per day where applicable. Employees are urged not to schedule vacations that include days of required employee attendance.

B. Absences due to pregnancy

1. Any employee who becomes pregnant may continue her assigned duties until either the employee requests relief from her assignment, or until the Board determines that the employee's condition interferes with her carrying out her assignment, or that the health of the employee may be affected by her continuing to work.
2. All employees who become pregnant shall submit, to the Principal before the fourth month of pregnancy, a certificate from a licensed M.D. affirming the employee's good health in order to continue her assignment, and in addition, her medical doctor's recommendation as to when assigned duties of the employee shall be terminated.
3. The cost of all medical examinations shall be borne by the employee except when additional medical examinations are specifically requested by the Board.
4. The time of the employee's return to her assignment shall be decided on an individual basis through the Administration and the ultimate approval of the Board of Education.
5. Upon employee's written request and the Board of Education's granting a maternity leave of absence, the employee maintains her status of continual contractual service if she has acquired tenure. However, the employee waives any rights for use of sick leave or other fringe benefits while on leave of absence.
6. Upon employee's choosing not to request a maternity leave, but rather to return to work after a reasonable time following the normal birth of the child, sick leave and other applicable fringe benefits can be utilized for the time of inability to work. The time of absence allotted for inability to work after the birth shall be determined by the Board of Education. If complications of pregnancy or delivery of the child should occur, a physician's letter of explanation must be submitted by the employee for Board of Education consideration for an extension of such sick leave and/or other benefits beyond what was originally considered as "normal".

8.2 Part-Time Personnel Definitions:

All certified personnel who work less than a full school day with Millburn Community Consolidated School District #24 requiring them to perform contractual duties less time than the adopted school calendar year.

All non-certified personnel who are employed less than forty (40) hours per week during a minimum of the adopted school calendar year.

- A. All certified and non-certified personnel shall be granted such leave and personal business on the following schedule:

Employment Days Per Week	Employment Equivalent Sick Days Granted	Employment Equivalent Personal Day	Employment Equivalent Sick Days Accumulative
0.5	1	0	18
1	2	0	36
1.5	3	0	54
2	5	0	72
2.5	7	1	90
3	8	1	108
3.5	10	1	126
4	11	1	144
4.5	12	1	162

Definitions:

Sick leave is interpreted as personal illness or quarantine of the employee or the employee's immediate family.

Personal leave is interpreted as time needed by employees to conduct personal business that cannot be conducted on a non-school day. Personal leave is non-cumulative. Unused personal leave will be rolled over into cumulative sick leave at the conclusion of each school year.

8.3 Personal Leave

Personal absence shall be granted only upon written notice to the Principal a minimum of two school days prior to the intended day of absence. Personal days will not be granted for the first day or the last day of required employee attendance on the adopted school calendar or days just prior to or immediately following holidays or holiday recesses. Personal leave is non-cumulative and will be rolled over into cumulative sick leave at the conclusion of each school year.

8.4 Personal Vacations

Vacations taken by employees on days of required employee attendance per adopted school calendar will result in loss of pay at the per hour or per day rate where applicable or 1/180th of a contract salary per day where applicable.

8.5 Sick Leave Donation

It shall be the policy of the School Board of District 24 to permit certified full time staff members to donate accumulated sick leave to another certified staff member who is seriously ill or who must care for an immediate family member, and who has exhausted his or her accumulated sick leave and continues to be seriously ill, upon submission of the proper form for requesting such donation. Any sick days donated will be utilized by the recipient in accordance with the sick leave usage provision of the School Board.

The donor's sick leave accumulation shall be reduced by the amount of the donation and will not be recoverable or usable by the donor unless the unused days at the close of the school term will be returned to the teachers contributing to the specific donor and the quotient allocated to each contributing teacher as accumulated sick leave.

8.6 Leave of Absence Without Pay

Leaves of absence without pay may be granted to tenured employees who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity at a time mutually consistent with the needs of the District as determined by the School Board. Each approved leave of absence shall be of the shortest possible duration to meet the purpose for the leave consistent with a reasonable continuity of instruction for students. Leaves of absence without pay for not more than one (1) year may be granted to tenured teachers according to the following conditions:

1. Written request for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the School Board.
2. Dates of departure and return must be acceptable to the administration and determined prior to initiating the request.
3. Leaves of less than one (1) month, if acceptable to and approved by the administration, will not require School Board approval nor three (3) months notice.
4. Leaves may be granted for:
 - a. Advanced study leading to a degree in and approved university
 - b. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program
 - c. Extended illness
 - d. Military service
 - e. Child rearing
 - f. Other reasons acceptable to the School Board
 - g. Providing care to a family member who is ill
5. Employees on such leave may continue insurance benefits if they choose. Single coverage will continue to be paid by the Board: Family supplemental insurance will continue to be paid by the teacher as before the leave began.
6. Employees may advance on the salary schedule while on any approved leave of absence by working at least ninety-one (91) days in any given school year in which a leave is effective.
7. Employees may earn one year of seniority while on any approved leave of absence by working at least ninety-one (91) days in any given school year in which a leave is effective.
8. The School Board has the right to limit the number of leaves requested to two (2) consecutive years.

ARTICLE IX - COMPENSATION

9.1 Pay Periods

Employees shall be paid in 22 or 26 biweekly installments. Payday shall be every other Friday, except when that Friday is a non-workday, in which case payday shall be the last workday prior thereto.

9.2 Salary

For the term of this Agreement, certified employees shall be hired according to the compensation salary schedules set forth in Appendix A, which is attached hereto and incorporated into this Agreement. All salaries shall be increased in accordance with the negotiated increase percentage as indicated on the salary schedules. The Board shall deduct and remit for each certified employee a sum equal to nine percent (9%) of the amount due the employee to the Illinois Teachers' Retirement System, to be applied for the retirement account of such certified employee. Certified employees shall have no right or claim to the funds so remitted except as permitted bylaw.

9.3 Extra-Duty Assignments

Certified employees assigned to extra-duties shall be paid a stipend according to the schedules set forth in Appendix B, which is attached hereto and incorporated into this Agreement. Extra duty stipends will be reviewed at the end of two years.

9.4 Internal Substitute Pay

The Board shall compensate teachers at the rate of twenty-five cents (.25) per minute for classes teachers are required to teach in excess of their regularly assigned teaching load.

9.5 Committee and Paperwork Pay

Any committee meeting time or paperwork (state goals, curriculum planning, etc.) performed for the District outside the normal school day shall be voluntary and shall be compensated at the rate of twenty-five (25) dollars per hour. Every effort shall be made to hold teacher absence from the classroom for such work to a minimum. All such work shall be approved by the Administration.

9.5b Specialty Service Pay

For hours worked outside of the employees' contracted school hours and fall within employees' typical school year responsibilities, the employee will be paid their normal hourly rate, (including but not limited to those jobs/tasks that need to be conducted over the summer), and as approved by Administration.

9.6 Release Time To Attend Workshops

Attendance at workshops will be approved for each teacher request. The number of teachers that could attend a workshop on any given day would be limited by substitute availability.

Each full-time teacher will be allocated \$500.00 per school year for registration fees and expenses to attend workshops and seminars. Part-time staff funds will be prorated based on contractual time. Substitute teacher pay will be excluded from the \$500.00 allotment for the first two days of workshop attendance during the school year. After those two days, the cost of the substitute teacher will also be charged to the \$500.00 allotment. If a teacher requests to attend a workshop or seminar, the registration fees and all other expenses beyond the \$500.00 allotment are his or her responsibility (no reimbursement). If a teacher is asked to attend by the administration, these costs are reimbursable.

Workshops that earn credit hours will be paid for only once through either tuition reimbursement or the workshop fund.

A "Request To Attend Inservice/Conference" form must be completed and submitted to the Principal at least two weeks prior to the date of the workshop. After participation, the teacher should complete and submit to the Principal an Attendance Verification Form.

9.7 Tuition Reimbursement

- A. Reimbursement for graduate tuition shall be Two Hundred Fifty dollars (\$250) per semester hour with a cap of total reimbursement per person to \$3000 in any given school year. Anyone receiving such reimbursement would agree to remain employed with District 24 for one year after reimbursement unless said employee incurs health issues, was asked to resign, or spouse was relocated or the reimbursement would have to be repaid to the district.
- B. Such courses must be preapproved and earned at an accredited college.
- C. Part-time staff will be reimbursed on a prorated basis equivalent to their contracted employment time.
- D. The course(s) are graduate courses in an area, which in the judgment of the Superintendent or designee, shall be of professional benefit to both the teacher and District (undergraduate courses may be approved if the course directly benefits instruction).
- E. A grade of B or higher is must be obtained in the course, or the grade of "Pass" in the event the course is offered on a pass/fail basis.
- F. Evidence of completion of the course must be submitted to the Superintendent or designee, in the form of an official transcript of credits or grade card.

- G. Evidence of tuition payment must be submitted in the form of a paid receipt or canceled check, which identifies the amount of tuition paid.

9.8 Term Life Insurance

The Board of Education will pay full premium for \$50,000 of life insurance for all full time employees and a portion of the monthly premium for eligible part time employees consistent with their time on the job.

9.9 Allotment Insurance

The Board shall provide a fully paid hospitalization, major medical, dental, prescription drug, and optical program for each employee. Administration and employee representatives on an annual basis shall review dental coverage and all insurance options jointly.

9.10 Alternate Insurance Options

Rate reduction for 'employee plus one' and short-term disability will be investigated as possible employee options. Flexible Spending will be offered if 40% of employees are interested within 6 month to date of this agreement.

9.11 Physical Examination

At any time, the School Board may require an examination of any employee to determine the physical or mental fitness of the employee to perform assigned duties. A licensed physician who may be chosen by the employee from a list of at least three designated by the School Board shall perform such examinations and the expenses thereof shall be paid from the school funds.

9.12 Mileage

Any certified employee using a personal automobile to travel in the performance of his/her duties and responsibilities shall be reimbursed at the Internal Revenue Service rate per mile for the use of such vehicle.

ARTICLE X - RETIREMENT

10.1 Retirement Incentives

To recognize the contribution of those employees who have provided long and dedicated service (ten (10) years in District #24) to the district, the Board shall provide the following for teachers who are eligible for retirement as is specified by the Teachers Retirement System (TRS) guidelines, and who indicate their retirement under this provision, through written notification to the Superintendent by May 1, prior to their final four (4) work years.

- A. The Board will increase such employee's last full-time salary rate reportable to the TRS by 6% for a maximum of four (4) years. In order to receive the 6% increase the employee must submit a written retirement notice by May 1 of the previous year. The employee may receive no compensation above the 6% level except for any allowed by TRS. The manner of payment will be determined by the District, but with full payment no later than the last regular paycheck due such employee in a given year.
- B. The Board shall reimburse the teacher for the teacher's cost of single medical insurance for four (4) school years following retirement.
- C. The Board has the right to limit the number of employees taking advantage of the retirement incentive provided for in paragraphs A and B of this section to six per year. In the event that more than six (6) submit written notification, the decision will be based on seniority.
- D. An employee may elect to retire under the Early Retirement Option (ERO) of TRS. An employee who elects to retire under ERO, however, shall not be eligible to receive the benefits in Paragraphs A and B of this Section. The Board also reserves the right to limit the number of employees eligible to receive this

incentive in any given year by ten percent (10%) of those eligible employees. In any given year if the number of retirement requests exceeds the limit, then seniority will be the deciding factor.

- E. Any staff member who made known their retirement announcement prior to May 1st of 2006 for their retirement in June of 2007 will retire with benefits as outlined in the prior contract.

ARTICLE XI - CERTIFIED EMPLOYEE REDUCTION IN FORCE

11.1 Definitions

- A. Seniority shall be defined as follows:

Total years of continuous teaching service in the School District.

If the years of continuous total teaching service with the School District are equal between two or more certified employees, then seniority shall be determined by total teaching service in the School District, whether or not continuous. Such service shall be computed in the manner described in paragraph an above.

If two or more certified employees remain equal after application of the factors set forth above, then seniority shall be determined by the furthest horizontal move on the salary schedule.

If two or more certified employees remain equal after application of the above factors, then lot shall determine seniority.

- F. "Teaching Service" shall be deemed to include service in both teaching and Administrative positions.
- C. "Legal Qualifications" or "Legally Qualified" includes all statutory and regulatory prerequisites for teaching service in a specific position, including the certification requirements of Article 21 of The School Code, and any additional requirements for the position established by the Board and in effect at the time of its last hiring for the position in question.
- D. "Vacancy" or "Vacant Position" shall include all full-time and part-time teaching positions, but does not include any substitute position or any short-term position becoming vacant because of leaves, whether paid or unpaid, or less than ninety (90) days' duration.

11.2 Seniority List

Prior to January 5th of each school term, the Superintendent or designee shall post a tentative listing, showing the seniority of all tenured certified employees employed by the District. The listing shall provide the name, current position, qualifications, and categories for which the certified employees are eligible. The listing shall also include in a separate section, by alphabetical order, all non-tenured certified employees in the District. A copy of the tentative listing shall be distributed to district employees.

The district employees shall have twenty (20) work days from the date of posting to file written objections with the Superintendent regarding the information contained on the list, including the certified employee's ranking or qualification for positions. The objection shall specify any alleged errors. Failure of district employees to make a timely objection shall be deemed to be an acceptance of the listings district employees shall be prohibited thereafter from challenging the rankings or qualifications for a position until the posting of a seniority list in the following school year.

11.3 RIF Procedures

If the Board, in its sole discretion, determines to decrease the number of tenured certified employees employed or to discontinue some particular type of teaching service, the Board shall notify, in writing, the affected tenured certified employee no later than sixty (60) days prior to the last day of the current school year. In addition, the Board shall honorably dismiss the affected tenured certified employee according to inverse order of seniority. No tenured certified employee however, shall be honorably dismissed if he/she is legally qualified to hold a position currently held by a non-tenured certified employee.

11.4 Recall Rights

If a vacancy occurs for the following school term or within one (1) calendar year from the beginning of the school term following its reduction-in-force, the Board shall tender the vacant position to the honorably dismissed tenured certified employee with the greatest seniority who is legally qualified to hold the position. Any recalled employee shall retain his/her accrued rights and all accumulated seniority; however, any period after the honorable dismissal during which the certified employee did not teach shall not be counted towards seniority.

ARTICLE XII - NEGOTIATIONS PROCEDURES

12.1 Commencement

Negotiations for a successor agreement shall commence not later than March 1 of the last year of this Agreement unless the parties mutually agree to some other date.

12.2 Copies of Agreement

The Board shall provide every employee with one (1) copy of the final Agreement.

ARTICLE XIII - EFFECT OF AGREEMENT AND DURATION

13.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written amendment executed according to the provisions of this Agreement.

13.2 Recognition of This Agreement

This Agreement supersedes and nullifies the previous written Agreement between the Board and the employees.

13.3 Separability

Should any Article, Section, or Clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted from this Agreement to the extent that it violates the law. The remaining Articles, Sections, and Clauses shall remain in effect. Should any additional modification or change be made in this Agreement, it shall be necessary that the parties mutually agree in writing.

13.4 Duration

This agreement shall become effective on the date of execution set forth below and shall terminate at 11:59 P.M. on August 15, 2011. Compensation shall be paid as shown in Appendices A and B.

This Agreement made and executed this 3rd day of October, 2006, by the duly authorized representatives of the parties designated below.

IN WITNESS WHEREOF:

District Employees:

Christine Griesheimer

Linda Harpke

Andrea Kitowski

Donald Perusich II

Nancy Reding

Gail Sinkus

BOARD OF EDUCATION:

Representatives:

Robert Buehler

Susan Lahr

ADMINISTRATION:

Representative:

James Menzer

Appendix A

**SALARY SCHEDULES FOR
2006-07, 2007-08, 2008-09, 2009-10, 2010-11
Millburn C. C. School District #24**

SCHEDULES TO FOLLOW

5 YEAR
SALARY SCHEDULE 06-11
INCREASE 6%, 5.5%, 5%, 4%, 4%

YEAR 06-07	6.00% MA												
STEP	BA	BA+8	BA+16	BA+24	BA+32	BA+48	MA+8	MA+16	MA+24	MA+32	MA+45	MA+60	PHD
A	32,837	33,928	35,018	36,109	37,201	38,836	39,996	41,155	42,314	43,473	44,061	44,649	45,825
B	33,468	34,581	35,692	36,804	37,916	39,583	40,765	41,947	43,127	44,309	44,908	45,508	46,706
C	34,125	35,259	36,391	37,526	38,660	40,359	41,564	42,769	43,973	45,178	45,789	46,400	47,622
D	34,790	35,947	37,102	38,258	39,414	41,147	42,375	43,604	44,831	46,060	46,683	47,305	48,551
E	35,466	36,667	37,868	39,069	40,270	42,070	43,346	44,622	45,898	47,174	47,821	48,468	49,762
F	36,142	37,343	38,542	39,743	40,945	42,745	44,021	45,297	46,572	47,848	48,495	49,143	50,437
G	36,864	38,065	39,266	40,467	41,667	43,468	44,743	46,019	47,296	48,570	49,218	49,865	51,159
H	37,601	38,803	40,004	41,203	42,405	44,205	45,481	46,757	48,032	49,308	49,955	50,603	51,897
I	38,353	39,555	40,756	41,955	43,157	44,957	46,233	47,509	48,784	50,060	50,707	51,354	52,649
J	39,121	40,322	41,522	42,723	43,924	45,724	47,001	48,275	49,552	50,828	51,475	52,122	53,416
K	39,903	41,104	42,305	43,505	44,706	46,507	47,782	49,058	50,335	51,609	52,257	52,904	54,198
L	40,701	41,902	43,102	44,303	45,504	47,305	48,581	49,857	51,132	52,408	53,055	53,702	54,997
M	41,515	42,716	43,916	45,117	46,318	48,119	49,395	50,671	51,946	53,222	53,869	54,516	55,811
N	42,345	43,546	44,747	45,947	47,148	48,950	50,225	51,501	52,777	54,052	54,699	55,346	56,640
O	43,193	44,393	45,594	46,795	47,996	49,796	51,072	52,347	53,623	54,900	55,547	56,194	57,488
P	44,056	45,257	46,458	47,658	48,859	50,659	51,936	53,212	54,487	55,763	56,410	57,057	58,351
Q	44,937	46,139	47,338	48,539	49,741	51,541	52,817	54,093	55,368	56,644	57,291	57,938	59,233
R	45,836	47,037	48,238	49,438	50,639	52,440	53,715	54,991	56,268	57,542	58,190	58,837	60,131
S	46,753	47,953	49,154	50,355	51,555	53,357	54,633	55,908	57,184	58,460	59,107	59,754	61,049
T	47,688	48,889	50,090	51,290	52,491	54,291	55,567	56,844	58,118	59,395	60,042	60,689	61,983
U	48,642	49,843	51,043	52,244	53,445	55,245	56,521	57,797	59,072	60,348	60,996	61,643	62,937
V	49,615	50,815	52,016	53,217	54,417	56,218	57,495	58,769	60,046	61,322	61,969	62,616	63,910
W	50,606	51,807	53,009	54,208	55,409	57,211	58,486	59,762	61,038	62,313	62,960	63,607	64,902
X	51,619	52,820	54,021	55,220	56,422	58,223	59,498	60,774	62,050	63,325	63,972	64,620	65,914
Y	52,651	53,852	55,052	56,253	57,454	59,255	60,531	61,807	63,082	64,358	65,005	65,652	66,947
Z	53,705	54,906	56,106	57,307	58,507	60,308	61,584	62,859	64,136	65,412	66,059	66,706	68,000
AA	54,778	55,979	57,180	58,381	59,581	61,383	62,657	63,934	65,210	66,485	67,132	67,779	69,073
BB	55,874	57,075	58,275	59,476	60,677	62,478	63,754	65,030	66,305	67,581	68,228	68,875	70,169
CC	56,991	58,192	59,393	60,593	61,794	63,596	64,871	66,147	67,423	68,698	69,345	69,992	71,286
DD	58,131	59,332	60,532	61,733	62,934	64,735	66,011	67,287	68,562	69,838	70,485	71,132	72,427
EE	59,294	60,495	61,696	62,896	64,097	65,898	67,173	68,449	69,726	71,000	71,648	72,295	73,589
FF	60,480	61,680	62,881	64,082	65,282	67,084	68,359	69,635	70,911	72,186	72,833	73,480	74,774
GG	61,689	62,890	64,090	65,291	66,492	68,293	69,569	70,845	72,120	73,396	74,043	74,690	75,985
HH	62,923	64,124	65,325	66,525	67,726	69,527	70,802	72,079	73,355	74,630	75,277	75,924	77,218
II	64,182	65,382	66,583	67,784	68,984	70,786	72,062	73,337	74,613	75,889	76,536	77,183	78,477
JJ	65,465	66,666	67,867	69,068	70,268	72,069	73,344	74,620	75,897	77,172	77,819	78,466	79,760
KK	66,775	67,976	69,175	70,377	71,578	73,378	74,654	75,930	77,205	78,481	79,128	79,776	81,070
LL	68,110	69,311	70,511	71,712	72,913	74,714	75,990	77,266	78,541	79,817	80,464	81,111	82,406
MM	69,472	70,673	71,874	73,074	74,275	76,077	77,351	78,628	79,904	81,179	81,826	82,473	83,767
NN	70,862	72,063	73,263	74,464	75,665	77,465	78,741	80,018	81,292	82,569	83,216	83,863	85,157
OO	72,279	73,480	74,680	75,881	77,082	78,883	80,159	81,435	82,710	83,986	84,633	85,280	86,574
PP	73,725	74,926	76,126	77,327	78,528	80,328	81,604	82,879	84,155	85,432	86,079	86,726	88,020

2006-07

5 YEAR
SALARY SCHEDULE 06-11
INCREASE 6%, 5.5%, 5%, 4%, 4%

YEAR 07-08		5.50% MA												
STEP	BA	BA+8	BA+16	BA+24	BA+32	BA+48	MA+8	MA+16	MA+24	MA+32	MA+45	MA+60	PHD	
A	33,986	35,116	36,244	37,373	38,503	40,196	41,396	42,596	43,795	44,995	45,603	46,212	47,429	
B	34,643	35,794	36,944	38,096	39,247	40,972	42,196	43,419	44,641	45,864	46,485	47,105	48,345	
C	35,309	36,483	37,655	38,828	40,002	41,760	43,007	44,254	45,499	46,746	47,378	48,011	49,275	
D	36,001	37,198	38,393	39,589	40,786	42,579	43,850	45,122	46,392	47,663	48,307	48,952	50,241	
E	36,704	37,971	39,238	40,505	41,772	43,671	45,017	46,363	47,709	49,055	49,737	50,420	51,785	
F	37,417	38,684	39,951	41,218	42,485	44,384	45,730	47,076	48,422	49,769	50,451	51,134	52,499	
G	38,129	39,396	40,662	41,929	43,197	45,096	46,442	47,789	49,134	50,480	51,163	51,845	53,211	
H	38,891	40,158	41,426	42,693	43,958	45,859	47,204	48,551	49,897	51,242	51,925	52,607	53,973	
I	39,670	40,937	42,204	43,470	44,737	46,636	47,982	49,329	50,674	52,020	52,703	53,386	54,751	
J	40,463	41,730	42,997	44,263	45,530	47,429	48,776	50,122	51,467	52,814	53,496	54,179	55,544	
K	41,273	42,540	43,806	45,073	46,340	48,239	49,586	50,931	52,277	53,623	54,306	54,989	56,354	
L	42,097	43,364	44,632	45,897	47,165	49,065	50,410	51,757	53,103	54,448	55,131	55,813	57,179	
M	42,940	44,207	45,473	46,740	48,007	49,906	51,253	52,599	53,944	55,290	55,973	56,656	58,021	
N	43,799	45,066	46,332	47,599	48,866	50,765	52,112	53,458	54,803	56,149	56,832	57,515	58,880	
O	44,674	45,941	47,208	48,474	49,741	51,642	52,987	54,333	55,680	57,025	57,707	58,390	59,756	
P	45,568	46,834	48,101	49,368	50,636	52,535	53,881	55,226	56,573	57,919	58,602	59,284	60,650	
Q	46,479	47,746	49,013	50,279	51,546	53,446	54,792	56,138	57,483	58,830	59,512	60,195	61,561	
R	47,409	48,676	49,942	51,209	52,476	54,376	55,722	57,068	58,413	59,760	60,442	61,125	62,491	
S	48,357	49,624	50,891	52,157	53,424	55,325	56,670	58,016	59,362	60,707	61,390	62,073	63,438	
T	49,325	50,591	51,858	53,125	54,391	56,291	57,638	58,983	60,329	61,675	62,358	63,041	64,406	
U	50,311	51,578	52,845	54,111	55,378	57,277	58,624	59,970	61,315	62,661	63,344	64,027	65,392	
V	51,317	52,584	53,850	55,117	56,384	58,284	59,630	60,976	62,321	63,668	64,350	65,033	66,399	
W	52,344	53,610	54,877	56,144	57,410	59,310	60,657	62,002	63,348	64,694	65,377	66,060	67,425	
X	53,390	54,657	55,924	57,190	58,457	60,358	61,703	63,049	64,395	65,740	66,423	67,106	68,471	
Y	54,458	55,725	56,992	58,258	59,525	61,426	62,770	64,117	65,463	66,808	67,491	68,174	69,539	
Z	55,547	56,814	58,080	59,347	60,614	62,514	63,860	65,206	66,551	67,898	68,581	69,263	70,629	
AA	56,659	57,924	59,192	60,459	61,725	63,625	64,972	66,317	67,663	69,009	69,692	70,375	71,740	
BB	57,791	59,058	60,325	61,592	62,858	64,759	66,104	67,450	68,796	70,141	70,824	71,507	72,872	
CC	58,947	60,214	61,480	62,747	64,014	65,914	67,260	68,606	69,951	71,298	71,981	72,663	74,029	
DD	60,126	61,393	62,660	63,926	65,193	67,094	68,439	69,785	71,131	72,476	73,159	73,842	75,207	
EE	61,329	62,596	63,862	65,129	66,396	68,295	69,642	70,988	72,333	73,679	74,362	75,045	76,410	
FF	62,555	63,822	65,089	66,355	67,622	69,523	70,868	72,214	73,560	74,905	75,588	76,271	77,636	
GG	63,807	65,073	66,340	67,607	68,873	70,773	72,118	73,465	74,811	76,156	76,839	77,522	78,887	
HH	65,082	66,349	67,615	68,882	70,149	72,049	73,395	74,742	76,087	77,433	78,116	78,798	80,164	
II	66,384	67,651	68,918	70,184	71,451	73,351	74,696	76,043	77,389	78,734	79,417	80,100	81,465	
JJ	67,712	68,978	70,245	71,512	72,778	74,679	76,025	77,370	78,716	80,063	80,745	81,428	82,794	
KK	69,065	70,332	71,600	72,867	74,133	76,033	77,378	78,725	80,071	81,416	82,099	82,781	84,147	
LL	70,447	71,714	72,980	74,247	75,514	77,414	78,760	80,106	81,451	82,798	83,481	84,163	85,529	
MM	71,856	73,123	74,389	75,656	76,924	78,823	80,169	81,516	82,861	84,207	84,890	85,572	86,938	
NN	73,293	74,560	75,827	77,093	78,360	80,261	81,606	82,952	84,298	85,643	86,326	87,009	88,374	
OO	74,759	76,026	77,292	78,559	79,827	81,726	83,072	84,419	85,764	87,110	87,793	88,475	89,841	
PP	76,254	77,522	78,787	80,055	81,322	83,221	84,567	85,914	87,259	88,605	89,288	89,971	91,336	

2007-08

5 YEAR
SALARY SCHEDULE 08-11
INCREASE 6%, 5.5%, 5%, 4%, 4%

YEAR 08-09	5.00% MA												
STEP	BA	BA+8	BA+16	BA+24	BA+32	BA+48	MA+8	MA+16	MA+24	MA+32	MA+45	MA+60	PHD
A	35,006	36,169	37,331	38,495	39,658	41,402	42,638	43,874	45,109	46,345	46,971	47,598	48,852
B	35,685	36,871	38,056	39,242	40,428	42,206	43,466	44,726	45,984	47,244	47,883	48,522	49,800
C	36,375	37,584	38,791	40,000	41,209	43,021	44,306	45,590	46,873	48,157	48,809	49,460	50,763
D	37,075	38,307	39,537	40,770	42,002	43,848	45,158	46,467	47,774	49,084	49,747	50,411	51,739
E	37,801	39,131	40,461	41,791	43,121	45,115	46,528	47,941	49,354	50,767	51,484	52,200	53,633
F	38,539	39,869	41,200	42,530	43,860	45,854	47,268	48,681	50,094	51,508	52,224	52,941	54,374
G	39,287	40,618	41,948	43,279	44,609	46,603	48,016	49,430	50,843	52,257	52,974	53,690	55,124
H	40,036	41,366	42,695	44,026	45,356	47,351	48,764	50,178	51,590	53,004	53,721	54,438	55,871
I	40,836	42,166	43,497	44,827	46,156	48,152	49,564	50,978	52,392	53,804	54,521	55,238	56,671
J	41,653	42,984	44,314	45,643	46,974	48,968	50,382	51,795	53,208	54,621	55,338	56,055	57,489
K	42,486	43,817	45,147	46,476	47,807	49,801	51,215	52,628	54,041	55,454	56,171	56,888	58,322
L	43,336	44,667	45,996	47,326	48,657	50,651	52,065	53,477	54,891	56,304	57,021	57,738	59,172
M	44,202	45,533	46,863	48,192	49,523	51,519	52,931	54,344	55,758	57,170	57,887	58,604	60,038
N	45,087	46,417	47,746	49,077	50,407	52,402	53,815	55,229	56,641	58,055	58,772	59,489	60,922
O	45,989	47,319	48,648	49,979	51,309	53,304	54,717	56,131	57,543	58,957	59,674	60,391	61,824
P	46,908	48,238	49,569	50,898	52,228	54,224	55,636	57,050	58,464	59,876	60,593	61,310	62,743
Q	47,847	49,176	50,506	51,837	53,167	55,162	56,575	57,988	59,401	60,815	61,532	62,249	63,682
R	48,803	50,134	51,464	52,793	54,124	56,118	57,532	58,945	60,358	61,771	62,488	63,205	64,639
S	49,779	51,110	52,439	53,770	55,100	57,094	58,508	59,922	61,334	62,748	63,464	64,181	65,615
T	50,774	52,105	53,435	54,765	56,095	58,091	59,503	60,917	62,330	63,743	64,460	65,176	66,610
U	51,791	53,120	54,451	55,781	57,110	59,106	60,520	61,932	63,345	64,759	65,476	66,193	67,627
V	52,826	54,157	55,487	56,816	58,147	60,141	61,555	62,968	64,381	65,794	66,511	67,228	68,662
W	53,883	55,213	56,542	57,873	59,203	61,198	62,611	64,025	65,437	66,851	67,568	68,285	69,718
X	54,961	56,290	57,621	58,951	60,280	62,276	63,690	65,102	66,515	67,929	68,646	69,363	70,797
Y	56,059	57,390	58,720	60,049	61,380	63,376	64,788	66,201	67,615	69,027	69,744	70,461	71,895
Z	57,180	58,511	59,841	61,171	62,501	64,497	65,909	67,323	68,736	70,149	70,865	71,582	73,016
AA	58,325	59,655	60,984	62,315	63,645	65,639	67,053	68,467	69,879	71,293	72,010	72,726	74,160
BB	59,492	60,821	62,151	63,482	64,811	66,807	68,220	69,632	71,046	72,460	73,177	73,894	75,327
CC	60,680	62,011	63,341	64,672	66,001	67,997	69,409	70,822	72,236	73,648	74,365	75,082	76,516
DD	61,895	63,225	64,554	65,885	67,215	69,209	70,623	72,037	73,449	74,863	75,580	76,296	77,730
EE	63,132	64,462	65,793	67,122	68,452	70,448	71,860	73,274	74,688	76,100	76,817	77,534	78,968
FF	64,395	65,725	67,055	68,385	69,716	71,710	73,124	74,537	75,949	77,363	78,080	78,797	80,231
GG	65,682	67,013	68,344	69,673	71,003	72,999	74,411	75,825	77,238	78,651	79,368	80,084	81,518
HH	66,997	68,326	69,657	70,987	72,316	74,312	75,724	77,138	78,552	79,964	80,681	81,398	82,831
II	68,336	69,667	70,996	72,326	73,657	75,651	77,065	78,479	79,891	81,305	82,021	82,738	84,172
JJ	69,703	71,033	72,364	73,693	75,023	77,019	78,431	79,845	81,259	82,671	83,388	84,105	85,538
KK	71,098	72,427	73,757	75,088	76,417	78,413	79,826	81,239	82,652	84,066	84,783	85,500	86,933
LL	72,519	73,849	75,180	76,510	77,839	79,835	81,247	82,661	84,074	85,487	86,204	86,920	88,354
MM	73,970	75,300	76,629	77,960	79,290	81,284	82,698	84,112	85,524	86,938	87,655	88,371	89,805
NN	75,449	76,780	78,109	79,439	80,770	82,764	84,178	85,591	87,004	88,417	89,134	89,851	91,285
OO	76,957	78,288	79,618	80,948	82,278	84,274	85,686	87,100	88,513	89,926	90,642	91,359	92,793
PP	78,497	79,828	81,157	82,487	83,818	85,812	87,226	88,640	90,052	91,465	92,182	92,899	94,333

2008-09

5 YEAR
SALARY SCHEDULE 06-11
INCREASE 6%, 5.5%, 5%, 4%, 4%

YEAR 09-10		4.00% MA												
STEP	BA	BA+8	BA+16	BA+24	BA+32	BA+48	MA+8	MA+16	MA+24	MA+32	MA+45	MA+60	PHD	
A	35,706	36,892	38,078	39,264	40,451	42,230	43,490	44,751	46,011	47,271	47,911	48,550	49,829	
B	36,406	37,616	38,824	40,034	41,244	43,058	44,343	45,629	46,913	48,198	48,850	49,502	50,806	
C	37,113	38,346	39,578	40,812	42,045	43,894	45,204	46,515	47,824	49,134	49,799	50,463	51,792	
D	37,830	39,087	40,343	41,600	42,858	44,742	46,078	47,414	48,748	50,084	50,761	51,438	52,793	
E	38,558	39,941	41,324	42,707	44,090	46,164	47,634	49,104	50,574	52,044	52,789	53,534	55,024	
F	39,314	40,697	42,080	43,463	44,846	46,920	48,390	49,859	51,329	52,798	53,543	54,289	55,779	
G	40,081	41,464	42,848	44,231	45,615	47,689	49,158	50,628	52,098	53,568	54,313	55,059	56,549	
H	40,859	42,243	43,626	45,010	46,393	48,467	49,937	51,407	52,877	54,347	55,093	55,838	57,329	
I	41,637	43,021	44,403	45,787	47,171	49,245	50,715	52,185	53,654	55,124	55,870	56,615	58,106	
J	42,469	43,853	45,237	46,620	48,003	50,078	51,547	53,017	54,487	55,956	56,702	57,447	58,938	
K	43,319	44,703	46,087	47,469	48,853	50,927	52,397	53,867	55,336	56,806	57,552	58,297	59,788	
L	44,185	45,569	46,953	48,336	49,719	51,793	53,263	54,733	56,202	57,672	58,418	59,163	60,655	
M	45,070	46,453	47,836	49,219	50,603	52,677	54,147	55,616	57,086	58,557	59,302	60,048	61,539	
N	45,970	47,354	48,738	50,120	51,504	53,579	55,048	56,518	57,988	59,457	60,203	60,948	62,439	
O	46,890	48,274	49,656	51,040	52,424	54,498	55,968	57,438	58,907	60,377	61,123	61,868	63,359	
P	47,828	49,212	50,594	51,978	53,362	55,436	56,906	58,376	59,845	61,315	62,061	62,806	64,297	
Q	48,784	50,168	51,551	52,934	54,317	56,393	57,862	59,332	60,802	62,271	63,016	63,762	65,253	
R	49,761	51,143	52,527	53,910	55,294	57,368	58,838	60,307	61,777	63,248	63,993	64,739	66,230	
S	50,755	52,139	53,523	54,905	56,289	58,363	59,833	61,303	62,772	64,242	64,988	65,733	67,224	
T	51,771	53,154	54,537	55,920	57,304	59,378	60,848	62,319	63,787	65,258	66,003	66,749	68,240	
U	52,805	54,189	55,573	56,955	58,339	60,414	61,883	63,353	64,824	66,292	67,038	67,783	69,275	
V	53,863	55,245	56,629	58,012	59,395	61,470	62,940	64,409	65,879	67,350	68,095	68,841	70,332	
W	54,939	56,323	57,707	59,089	60,473	62,547	64,017	65,487	66,956	68,426	69,172	69,917	71,408	
X	56,038	57,422	58,804	60,188	61,572	63,646	65,116	66,586	68,055	69,525	70,271	71,016	72,507	
Y	57,159	58,542	59,925	61,309	62,691	64,767	66,237	67,706	69,176	70,646	71,392	72,137	73,629	
Z	58,302	59,685	61,069	62,451	63,835	65,911	67,379	68,850	70,320	71,788	72,534	73,280	74,771	
AA	59,468	60,851	62,235	63,617	65,001	67,077	68,545	70,016	71,486	72,955	73,700	74,446	75,937	
BB	60,658	62,041	63,423	64,807	66,191	68,265	69,735	71,205	72,674	74,144	74,890	75,636	77,127	
CC	61,871	63,254	64,637	66,021	67,403	69,479	70,949	72,418	73,888	75,358	76,104	76,849	78,340	
DD	63,107	64,491	65,875	67,259	68,641	70,716	72,185	73,655	75,126	76,594	77,340	78,085	79,576	
EE	64,370	65,754	67,136	68,520	69,904	71,978	73,448	74,918	76,387	77,857	78,603	79,348	80,839	
FF	65,657	67,041	68,425	69,807	71,191	73,266	74,735	76,205	77,675	79,144	79,890	80,635	82,126	
GG	66,971	68,355	69,737	71,120	72,504	74,578	76,049	77,519	78,987	80,458	81,203	81,949	83,440	
HH	68,310	69,694	71,077	72,459	73,843	75,919	77,388	78,858	80,328	81,797	82,542	83,288	84,779	
II	69,677	71,059	72,443	73,827	75,209	77,285	78,753	80,224	81,694	83,163	83,908	84,654	86,145	
JJ	71,070	72,454	73,836	75,219	76,603	78,677	80,148	81,618	83,086	84,557	85,302	86,048	87,539	
KK	72,491	73,875	75,258	76,641	78,024	80,100	81,569	83,039	84,509	85,978	86,723	87,469	88,960	
LL	73,942	75,324	76,708	78,091	79,474	81,549	83,019	84,488	85,958	87,429	88,174	88,920	90,411	
MM	75,419	76,803	78,187	79,570	80,953	83,028	84,497	85,967	87,437	88,906	89,652	90,397	91,888	
NN	76,928	78,312	79,694	81,078	82,462	84,536	86,006	87,476	88,945	90,415	91,161	91,906	93,397	
OO	78,467	79,851	81,233	82,617	84,001	86,075	87,545	89,015	90,484	91,954	92,700	93,445	94,936	
PP	80,036	81,419	82,803	84,185	85,569	87,645	89,113	90,584	92,054	93,523	94,268	95,014	96,505	

2009-10

5 YEAR
SALARY SCHEDULE 06-11
INCREASE 6%, 5.5%, 5%, 4%, 4%

YEAR 10-11	4.00% MA													
STEP	BA	BA+8	BA+16	BA+24	BA+32	BA+48	MA+8	MA+16	MA+24	MA+32	MA+45	MA+60	PHD	
A	36,420	37,630	38,839	40,050	41,260	43,074	44,360	45,646	46,931	48,217	48,869	49,521	50,825	28
B	37,134	38,368	39,601	40,835	42,069	43,919	45,230	46,541	47,851	49,162	49,827	50,492	51,822	
C	37,862	39,120	40,377	41,636	42,894	44,780	46,117	47,454	48,789	50,126	50,804	51,482	52,838	
D	38,597	39,880	41,161	42,444	43,727	45,650	47,012	48,375	49,737	51,100	51,791	52,482	53,864	
E	39,343	40,781	42,219	43,657	45,095	47,252	48,781	50,310	51,839	53,368	54,143	54,918	56,468	
F	40,100	41,538	42,976	44,415	45,853	48,010	49,539	51,068	52,596	54,125	54,900	55,675	57,224	
G	40,886	42,325	43,763	45,202	46,640	48,797	50,325	51,854	53,382	54,910	55,685	56,460	58,010	
H	41,684	43,123	44,562	46,001	47,440	49,596	51,125	52,653	54,182	55,711	56,486	57,261	58,811	
I	42,493	43,932	45,371	46,810	48,249	50,406	51,935	53,463	54,992	56,521	57,296	58,072	59,622	
J	43,303	44,742	46,179	47,618	49,057	51,215	52,744	54,273	55,800	57,329	58,104	58,880	60,431	
K	44,168	45,607	47,046	48,485	49,923	52,081	53,609	55,138	56,667	58,194	58,970	59,745	61,296	
L	45,052	46,491	47,930	49,368	50,807	52,964	54,493	56,022	57,549	59,078	59,854	60,629	62,180	
M	45,953	47,392	48,831	50,269	51,708	53,865	55,394	56,923	58,450	59,979	60,755	61,530	63,081	
N	46,872	48,312	49,749	51,188	52,627	54,784	56,313	57,841	59,370	60,899	61,674	62,450	64,000	
O	47,809	49,248	50,687	52,125	53,564	55,722	57,250	58,779	60,308	61,835	62,611	63,386	64,937	
P	48,766	50,205	51,643	53,082	54,521	56,678	58,207	59,736	61,263	62,792	63,568	64,343	65,894	
Q	49,741	51,180	52,618	54,057	55,496	57,653	59,182	60,711	62,239	63,768	64,543	65,318	66,869	
R	50,735	52,174	53,613	55,051	56,490	58,649	60,176	61,705	63,234	64,762	65,537	66,312	67,863	
S	51,751	53,189	54,628	56,067	57,506	59,663	61,192	62,719	64,248	65,777	66,553	67,328	68,879	
T	52,785	54,224	55,664	57,101	58,540	60,697	62,226	63,755	65,283	66,812	67,587	68,363	69,913	
U	53,841	55,281	56,718	58,157	59,596	61,753	63,282	64,811	66,339	67,868	68,643	69,419	70,969	
V	54,918	56,357	57,796	59,233	60,672	62,831	64,359	65,888	67,417	68,944	69,719	70,495	72,046	
W	56,017	57,455	58,894	60,333	61,770	63,929	65,458	66,985	68,514	70,044	70,819	71,594	73,145	
X	57,137	58,576	60,015	61,452	62,892	65,049	66,578	68,107	69,634	71,163	71,939	72,714	74,265	
Y	58,280	59,719	61,156	62,595	64,034	66,191	67,721	69,250	70,777	72,306	73,081	73,857	75,407	
Z	59,446	60,883	62,322	63,761	65,199	67,358	68,887	70,414	71,943	73,472	74,248	75,023	76,574	
AA	60,634	62,073	63,512	64,949	66,388	68,547	70,075	71,604	73,133	74,660	75,435	76,211	77,762	
BB	61,846	63,285	64,724	66,162	67,601	69,760	71,287	72,816	74,345	75,873	76,648	77,423	78,974	
CC	63,084	64,523	65,960	67,400	68,839	70,996	72,525	74,054	75,581	77,110	77,886	78,661	80,212	
DD	64,346	65,784	67,223	68,662	70,099	72,258	73,787	75,314	76,843	78,372	79,148	79,923	81,474	61
EE	65,632	67,071	68,510	69,949	71,386	73,545	75,073	76,602	78,131	79,658	80,433	81,209	82,760	
FF	66,945	68,384	69,822	71,261	72,700	74,857	76,386	77,915	79,442	80,972	81,747	82,522	84,073	
GG	68,283	69,723	71,162	72,599	74,038	76,197	77,724	79,253	80,782	82,310	83,085	83,861	85,411	33 YEAR
HH	69,650	71,089	72,526	73,965	75,404	77,561	79,090	80,620	82,147	83,676	84,451	85,227	86,777	
II	71,042	72,481	73,920	75,358	76,797	78,956	80,483	82,012	83,541	85,069	85,844	86,619	88,170	
JJ	72,464	73,902	75,341	76,780	78,217	80,376	81,904	83,433	84,962	86,489	87,264	88,040	89,590	
KK	73,913	75,352	76,789	78,228	79,667	81,824	83,353	84,882	86,410	87,939	88,714	89,490	91,040	
LL	75,390	76,830	78,269	79,706	81,145	83,304	84,831	86,360	87,889	89,417	90,192	90,968	92,518	
MM	76,899	78,337	79,776	81,215	82,653	84,811	86,340	87,868	89,397	90,926	91,701	92,476	94,027	
NN	78,436	79,875	81,314	82,753	84,191	86,349	87,877	89,406	90,935	92,462	93,238	94,013	95,564	
OO	80,005	81,444	82,882	84,321	85,760	87,917	89,446	90,975	92,503	94,032	94,807	95,583	97,133	
PP	81,606	83,045	84,482	85,921	87,361	89,518	91,047	92,576	94,103	95,632	96,408	97,183	98,734	

2010-11

APPENDIX B
Extra Duty Stipend Schedule
2006-07, 2007-08
2008-09, 2009-10, 2010-11

<u>CURRENT SCHEDULE</u>	<u>TIME COMMITMENT</u>	<u>PROPOSED SCHEDULE</u>	<u>TIME COMMITMENT</u>
<u>LEVEL A - \$5,000</u>		<u>LEVEL A - \$3,500</u>	
Substitute Caller	? hrs over 176 days	C- Basketball-Gr.7/8 Boys/Girls	160 hrs over 64day season
		Head Track	↓
<u>LEVEL B - \$2,000</u>		<u>LEVEL B - \$2,500</u>	
Volleyball-Gr. 8		Volleyball-Gr. 7/8	120 hrs over 45day season
Basketball-Gr. 8		W- Basketball-Gr.7/8 Boys/Girls	
Wrestling		Head Wrestling	
Head Track		Head Soccer	
Recess/Lunch Supervision (45mins)	132 hrs over 176 days	Head XCountry	↓
<u>LEVEL C - \$1,800</u>		<u>LEVEL C - \$2,000</u>	
Volleyball-Gr. 7		Assstant Wrestling	
Basketball-Gr. 7		Assistant Track	
Cross Country		Assistant Soccer	
Drama Club		Assistant XC	
		Head Cheerleading	
<u>LEVEL D - \$1,500</u>		<u>LEVEL D - \$1,500</u>	
Basketball-Gr. 6		Basketball-Gr. 6	120 hrs over 45day season
Cheerleading (A & B)		Volleyball-Gr. 6	
Soccer (A Team)			
Assistant Track			
Yearbook Sponsor	? hrs over 176 days		
Homework Hut	225 hrs over 150 days		
Recess/Lunch Supervision (30mins)	88 hrs over 176 days		
Math Team Sponsor	?		
Student Council Sponsor	? hrs over 176 days		
			STEP 1 - 3-5 YRS EXP
<u>LEVEL E - \$1,300</u>			ADD \$400
Soccer (B Team)			
Assistant Basketball-Gr. 6			STEP 2-6 PLUS YRS EXP
			ADD \$800
<u>LEVEL F - \$700</u>			
Volleyball-Gr. 6			C=Central
			W=West
<u>LEVEL G - \$300</u>			
Flags			

Stipend Schedule will be reviewed every two years.

Print Date: 09/03/2009

Appendix C

Negotiations Summary

Salary

1. A 5-year employment agreement beginning in the 06/07 school year and continuing through the 10/11 school year (pay increases for the 06/07 will be paid out retroactively throughout the remainder of the 06/07 year)
2. Salary increases over this period shall be at the rate of 6%, 5.5%, 5%, 4%, 4%
3. A lane shall be added to the salary schedule – MA+45 (the increase prior to and into the next lane are half the amount of other lanes.)

Tuition Reimbursement

1. Reimbursement for graduate tuition shall be \$250 per semester hour with a cap of total reimbursement per person to \$3000 in any given school year. Anyone receiving such reimbursement would agree to remain employed with District 24 for one year after reimbursement unless said employee incurs health issues, was asked to resign, or spouse was relocated or the reimbursement would have to be repaid to the district.

Agreement Language

1. Language inaccuracies as described in the hand out of 9/18 shall be corrected in the new agreement

Retirement

- 1.q Any staff member who made known their retirement announcement prior to May 1st of 2006 for their retirement in June of 2007 will retire with benefits as outlined in the prior contract.
2. Any staff member who gives a 4 year advanced retirement announcement shall be paid a salary rate increase of 6% each of their last 4 years of employment
3. After retirement, the school district shall pay for that employee's medical insurance for 4 years at the rate of 100%.

Insurance

1. Rate reduction for 'employee plus one' and short-term disability will be investigated as possible employee options. Flexible Spending will be offered if a sufficient number of employees are interested.
2. Staff representation will be a part of any insurance issues that might be examined during this 5-year contract.

Miscellaneous

1. There will be no stipend/pay for Ad Council
2. As in the past, the board has expressed that during a 5-year agreement that they are amenable to revisit some agreement conditions that might need readjustment due to changes in district dynamics.