

## Salary

~~2018-2019 School Year – 8% 2.75% increase from 2017-2018 salary for teachers~~

~~2019-2020 School Year – ~~876.75%~~ 2.75% increase from 2018-2019 salary for teachers~~

~~2020-2021 School Year – ~~876.75%~~ 3.00% increase from 2019-2020 salary for teachers~~

~~2018-2019 School Year – All remaining employees will receive a Four Thousand Dollar (\$4,000) increase~~

~~2019-2020 School Year – 6.00% increase from the 2018-2019 salary for support staff~~

~~2020-2021 School Year – 6.00% increase from the 2019-2020 salary for support staff~~

D. Starting salaries for each of the three (3) teacher's assistant's educational categories are as follows:

0-89 - \$21,420 ~~\$31,200~~ 28,000

90-11 - \$22,050 ~~\$32,760~~ 30,000

120 or more - \$22,680 ~~\$34,398~~ 32,000

~~These salaries shall increase annually by ½ of the increase provided to currently employed teachers.~~

## 8.5 Hospitalization Insurance

The Board agrees to pay up to six hundred dollars (~~\$600~~40) per month for the ~~2018-2019~~ 2021-2022 school year, up to six hundred ten dollars (~~\$610~~60) per month for the ~~2019-2020~~ 2022-2023 school year, and six hundred twenty dollars (~~\$620~~80) for the ~~2020-2021~~ 2023-2024 for each full-time bargaining unit member toward the cost of individual or family hospitalization insurance.

Article 2.5 - Bargaining Unit Work Year

All bargaining unit members shall be required to render services during the term provided by the official school calendar. The bargaining unit members work year shall not exceed one hundred eighty (180) work days unless required by the particular assignment of the staff member.

Prior to BOARD action on the official school calendar, the Superintendent will meet with no more than two (2) representatives of selected by the UNION to discuss alternative school

calendars for the next school year. The parties agree that the final decision regarding the official school calendar rests with the BOARD.

## **2.17 Dress Code**

~~It is recognized that staff serve as a role model for the students and are expected to dress in a professional manner during the work day. On non-designated dress down days, staff members are expected to dress in business casual attire which specifically excludes the wearing of denim jeans and t-shirts. Fridays, and other days specifically designated by the Principal, will be dress down days when spirit wear, sweatshirts and jeans will be permitted as acceptable attire. Staff may request and the Principal may grant exceptions to the dress code based upon demonstrated need and reasonableness.~~

## **5.6 Open House**

**Staff required to attend open houses will be compensated for 2 hours at the rate of \$50 per hour.**

## **7.7 Bereavement Leave**

Each school term, each bargaining unit member shall receive up to ~~four~~ **five (475)** days bereavement leave with pay, not to be counted as sick days, due to a death in the immediate family as defined in Article VII, Section 7.1 of this Agreement. Limited absence due to death of others may be approved by the Superintendent and the granting or denying of such requests shall be non-precedential and non-grievable.

## **8.11 Unused Sick Leave**

A tenured teacher who resigns or retires after fifteen (15) years of full-time service in District 133, shall receive separation pay of forty dollars (\$40) per unused sick leave day not otherwise reported for service credit to the Teachers' Retirement System up to a maximum of two hundred (200) days.

Teacher assistants who resign or retire after fifteen (15) full years of full-time service in District 133 shall receive separation pay of ~~thirty five~~ **one hundred fifty** dollars (~~\$35~~ **10050**) ~~1 for 1~~ per unused sick leave days. The amounts due and payable under this provision shall be paid as a lump sum severance bonus sixty (60) days after the last day of employment. Any employee resigning between August 1 and the end

of the following school term without the consent of the Board of Education will be deemed to have waived any benefit provided for in this Section of the Agreement.

### **8.10 Internal Substitution**

Special area teachers, such as Music, Art, and Physical Education teachers, will not be used as substitute teachers for any absent teacher at any time when they have a scheduled class to teach.

The parties agree that internal substitution will be used only when a regular substitute is not available. The administration shall make reasonable efforts to obtain regular substitutes. If a regular substitute is not available and a bargaining unit member is required to teach during his/her designated planning time, the bargaining unit member shall be paid for such teaching at the rate of ~~twenty-five~~ ~~one hundred sixty~~ (\$~~25~~ ~~100~~60) dollars per period.

### **8.3 Advancement on the Salary Schedule and Tuition Reimbursement.**

#### **A. Salary Enhancement**

In order to qualify for a salary enhancement, all of the completed course work for such enhancement must be at an accredited institution of higher learning and be in areas that will enhance the educational program of the district and shall include the following defined courses: (1) for additional educational licenses and/or endorsements as set forth under the Illinois School Code for professional educators, (2) for courses as part of a Master's Program which is designed to enhance elementary and/or junior high school educational instruction, including, curriculum and instruction, early childhood education, special education, reading and literacy, gifted education and ESL, (3) coursework on teaching methods for students for curricular areas utilized within the District ("Approved Course"). If a teacher wishes to obtain a salary enhancement based upon coursework which is not an Approved Course said work must be from an accredited institution of higher learning and be in an area which will enhance the educational program of the district as determined by Board, in its sole discretion. Employees shall seek pre-clearance of coursework for a salary enhancement for non-Approved Courses by submitting the information set forth within Section 8.3(B)(1) prior to enrolling in the classwork. If the Board grants pre-clearance for a non-Approved Course, it may not be retracted. A salary enhancement will be made only at the beginning of each semester. In order to qualify for a salary enhancement, teachers must provide curricular proof that they qualify for the salary enhancement and that the course(s) they took to qualify for the salary enhancement was an Approved Course or was pre-cleared by the Board. In cases where the Board denies pre-clearance or determines that a course was not an Approved Course, the Board will provide the teacher with the reasons for the denial. Such curricular proof shall be in the form of an official transcript and shall be presented to the Superintendent by October 1 in order to be applicable for a

salary enhancement for the entire year and by March 1 in order to be applicable for the second semester. If the teacher is only awarded a partial enhancement based upon the date of providing curricular proof, the remaining portion of the salary enhancement shall be made in the following school year in addition to any raises agreed to herein. After having presented such proof, the teacher shall have the salary enhancement retroactive to the beginning of the applicable semester. In order to qualify for credit toward a salary enhancement, the teacher shall present an official transcript of the completed course, with a grade of "B" or better, to the Superintendent for presentment to the Board. In addition, a maximum of two (2) approved courses per school year which are online, correspondence based or otherwise not completed at a physical location will be eligible for tuition reimbursement or towards credit for a salary enhancement as described in this Section provided that the coursework otherwise meets the eligibility for an enhancement under this Section.

## **B. Tuition Reimbursement**

For purposes of tuition reimbursement only, a year shall be defined as September 1 through August 31 and the date that the teacher completes the course shall determine the year to which the reimbursement applies. Tuition reimbursement shall be available only for coursework at an accredited institution of higher learning and which will enhance the educational program of the district as determined by the Board in its sole discretion. It is understood and agreed that any employee who leaves the employment of the Board prior to completing any course, even if approved, shall not be eligible for tuition reimbursement. Tuition reimbursement shall be limited to \$2,500.00 per year for the length of the Agreement. Any employee who leaves the employment of the Board within two (2) years of receiving tuition reimbursement under this Section or Section 9.9 agrees to reimburse the Board the full amount that was provided to the employee. In cases where the Board denies tuition reimbursement, the Board will provide the teacher with the reasons for the denial. The following criteria will guide the Board in determining whether courses will be approved for tuition reimbursement:

1. The teacher must provide a written statement which sets forth: (a) the name of the institution where the teacher intends to take said course, (b) the title of the course, (c) the reasons that the teacher is taking the course being sought for approval and (d) any and all ways that the teacher believes said course will enhance the educational program of the District and provide benefits to the District's students.
2. Course work for which permission is sought must be from an accredited institution of higher education approved by the Board. A maximum of two (2) approved courses per school year, which are online, correspondence based or otherwise not completed at a physical location will be eligible for tuition reimbursement as described in this Section.

3. The course must be one that is designed to improve and/or enhance the teacher's ability to provide delivery of instruction or service to the District's students.

4. Grade for the completed course must be with a "B" or higher.

The Board shall permit up to ~~Fifteen~~ **Twenty Five** Thousand Dollars (~~\$15,000~~ **\$25,000**) for each school year to be utilized for tuition reimbursement for teachers. When the total amount of approved reimbursements is less than this amount, those eligible teachers who otherwise qualify for tuition reimbursement may exceed the Two Thousand Five Hundred Dollar (\$2,500) limit on a pro-rata basis as determined at the end of the school year.

~~C. Any teacher receiving a final evaluation rating of "unsatisfactory" shall not be eligible for the annual salary increases set forth herein for the next school year.~~

### **8.13 TRS Early Retirement Option (ERO)**

~~No teacher shall elect or otherwise participate in the TRS Modified Early Retirement Option (ERO) or any successor program.~~

### **9.1 Discipline and Suspension Procedures**

1. All newly hired non-certified employees will serve a 180-work day probationary period during which the employee may be disciplined, suspended or terminated without cause.

**Progressive Discipline Defined.** The parties embrace the concept of progressive and corrective discipline for employees. Progressive discipline is a systematic approach to correct unwanted behavior and deter its occurrence by administering disciplinary actions based upon various factors, including but not limited to: (a) the seriousness of the misconduct; (b) the number of times it has occurred; (c) prior acts of misconduct; (d) the attitude and cooperation of the employee; (e) the employee's work history; and (f) the totality of the circumstances. Toward that end, the following disciplinary process and forms of discipline shall be used for appointed teachers, temporarily assigned teachers and PSRPs.

2. Non-probationary ~~support staff~~ employees shall not be suspended without pay for longer than ten (10) work days or dismissed without just cause. Any suspension without pay for longer than ten (10) work days or dismissal of a non-probationary employee shall require:
- a. Charges reduced to writing and presented to the employee prior to any formal action by the employer.
  - b. Right to union representation at all times.
  - c. Immediate access to the employee's personnel file with the right to dated copies of all materials therein, excepting confidential materials such as references or recommendations.
  - d. At the next regularly scheduled Board meeting, the affected employee may present information to the Board as to why the discipline should not be imposed.
  - e. Warnings for violations not requiring immediate suspension or dismissals will be issued in writing. More serious violations or repeated violations of the same rule or procedure may result in suspension with or without pay or dismissal.

## APPENDIX A

### EXTRA DUTY COMPENSATION

Intramurals	\$ <del>1759</del> 2000
Athletic Coaches	
- Head Coach	\$ <del>854</del> 1464
- Assistant Coach	\$ <del>653</del> 1263
Student Council	\$ <del>653</del> 1263
<del>Extended Day Band</del>	<del>\$2,443</del>
National Junior Honor Society	\$ <del>653</del> 1263
Morning Supervision	\$ <del>854</del> 1000

(Walkie-Talkie Bd Provided  
per person per semester)

Lunch Room Supervision	\$ <del>854</del> 1000
per semester per person (Minimum two per lunch)	

Extra-Duty Compensation for other programs will be governed by the grant supporting the respective program. The Board will consider appointing an “assistant” to those programs which enroll large numbers of students. If the Board determines that an assistant is appropriate, it will set an extra duty compensation level for the assistant position, which will be no less than 50% of the extra compensation paid to the head coach/lead coordinator.