

MOST RECENT OFFER
Submitted to the IELRB on January 27, 2022 on behalf
of the Proviso Teachers Union

The Proviso Teachers Union (“PTU” or “Union”) is a Council within the West Suburban Teachers Union, Local 571, IFT-AFT/AFL-CIO and represents approximately 280 counselors, librarians, social workers and teachers (collectively referred to as “teachers” per the 2020-2021 Collective Bargaining Agreement [“CBA”] between the parties). The members of the PTU work at three campuses in Proviso Township High Schools D209 (“Board” or “District”) which are: Proviso East, Proviso West and the Proviso Math and Science Academy (“PMSA”). The one-year 2020-2021 CBA expired on June 30, 2021. The PTU has worked without a CBA for nearly seven months. The 2021-2022 school year began on August 18, 2021.

The Union submitted to the Superintendent on March 10, 2021, its demand to bargain a successor CBA. On May 12, 2021, the parties agreed to ground rules. The ground rules stated that all proposals from either party were to be submitted in writing within the first three bargaining sessions (May 26, June 2, and June 23). The Union complied with this ground rule; the Board team did not. On more than one occasion, the Board team added new proposals after the third bargaining session. The most recent occurred on January 19, 2022, the day on which the Union verbally declared the public posting process started. The Union filed written notice of the public posting process with the Illinois Educational Labor Relations Board (“IELRB”) on January 20, 2022.

The Union’s bargaining team is represented by a total of seven teachers representing all three school buildings. The Board’s bargaining team consists of two administrators, one of whom is the Superintendent. There are no Board of Education members on the team as has been the case in past negotiations. Each team has an advocate who serves as chief spokesperson for the respective teams.

The bargaining and mediation sessions which have occurred are as follows:

Bargaining Sessions: May 26, 2021 (1.5 hours) June 2, 2021 (2 hours); June 23, 2021 (2 hours); June 25, 2021 (2 hours); July 19, 2021 (2 hours); and July 21, 2021 (2 hours).

Mediation Sessions: July 29, 2021 (2 hours); August 13, 2021 (2 hours); September 23, 2021 (2 hours); October 27, 2021 (2.5 hours); November 17, 2021 (2 hours); January 12, 2022 (2 hours) and January 19, 2022 (2 hours).

The parties have agreed to mediation sessions for February 9, February 23 and March 9, only one of which will occur prior to the first date of a legal work stoppage.

In previous negotiations with other Board teams, the parties set a limit of three hours but never made that a hard limit when the parties mutually agreed to extend the time. Only one time in this bargaining season have negotiations continued beyond two hours. The Union team has asked to meet on weekends to negotiate. The Superintendent responds with a flat no to meeting on weekends or for longer than two hours.

The PTU has a sibling bargaining unit in the District. The unit is the Proviso PSRPs (paraprofessionals and school-related personnel) also represented by Local 571 of the IFT. As

of this submission to the IELRB, the PSRP unit has had but one bargaining session since their CBA also expired on June 30, 2021. This bargaining session was in mid-December. The parties did have a bargaining session scheduled for January 20, 2022, but it was cancelled by the Board team.

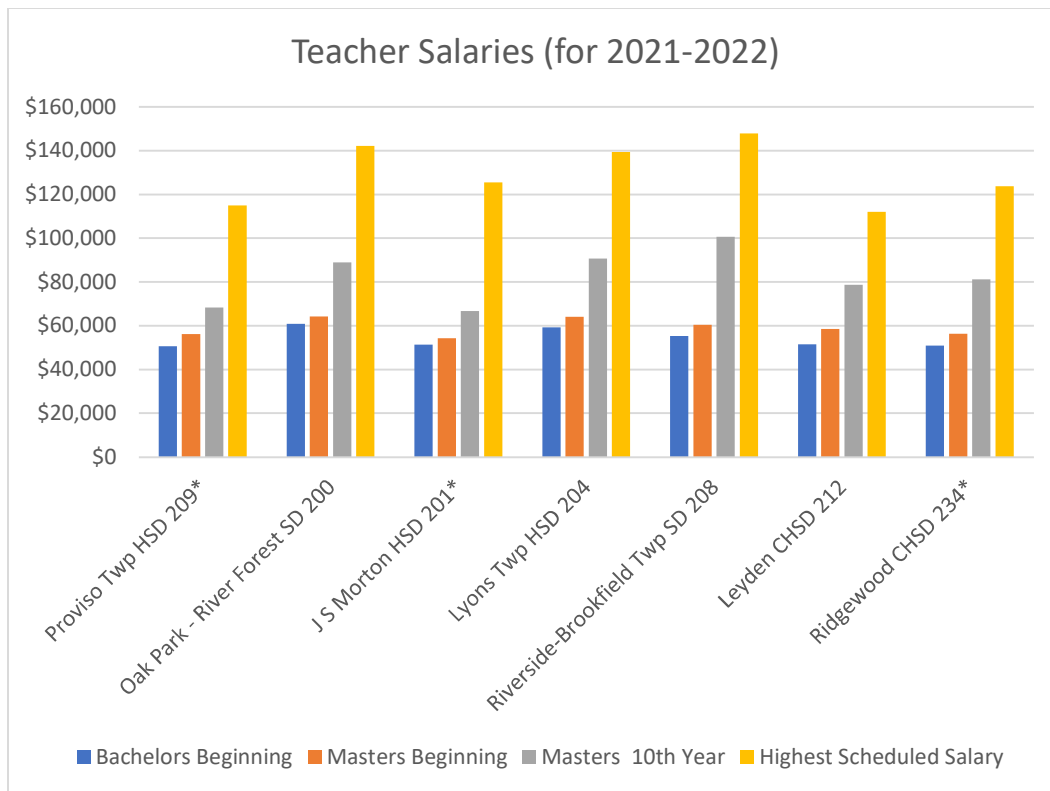
The PTU began its negotiations seeking a five-year CBA with 6.0% increases (inclusive of step) to the salary schedule for each of the five years. The PTU monitored rising inflation (7.0% for December 2021 as compared to December 2020) and had experienced a wage increase of 5.25% for the 2014-2015 school year during less inflationary times. The District routinely starts the school year with teacher vacancies and has a higher turnover rate of employees than other comparable high school districts in the suburban Cook County region. The retention rate of teachers in the District is approximately 82%, less than neighboring high school districts which have retention rates close to or in excess of 90%. The state average is approximately 87%. The source for this information is the Illinois School Report Card found at www.illinoisreportcard.com.

At least six vacancies exist in teaching staff currently. Salaries of teachers in the District do not compete with neighboring ones. Frequently, teachers start their careers at Proviso but leave for better wages in neighboring high school districts contributing to the low retention rate. Yet, the Board team's most recent salary proposal, which has remained unchanged since the onset of bargaining, is a wage freeze (0%) in the first year of a two-year CBA. The PTU believes students, parents and the Proviso community at large deserve the ability to compete for the best and brightest teachers. The Union argues that the diversity and needs of students in the school district are not a priority for a Board of Education which proposes a wage freeze in the first year of a CBA.

The PTU wants to ensure a supportive learning environment for our diverse student body, which requires experienced educators who understand them and their needs. Students in our predominantly Black and Brown community deserve the same educational opportunities as those in mostly white districts including a stable teaching force that establishes long-lasting relationships with students, parents and the community. The District cannot hire and keep the best and the brightest teachers for our students if educator salaries are not competitive with neighboring high school districts as shown below.

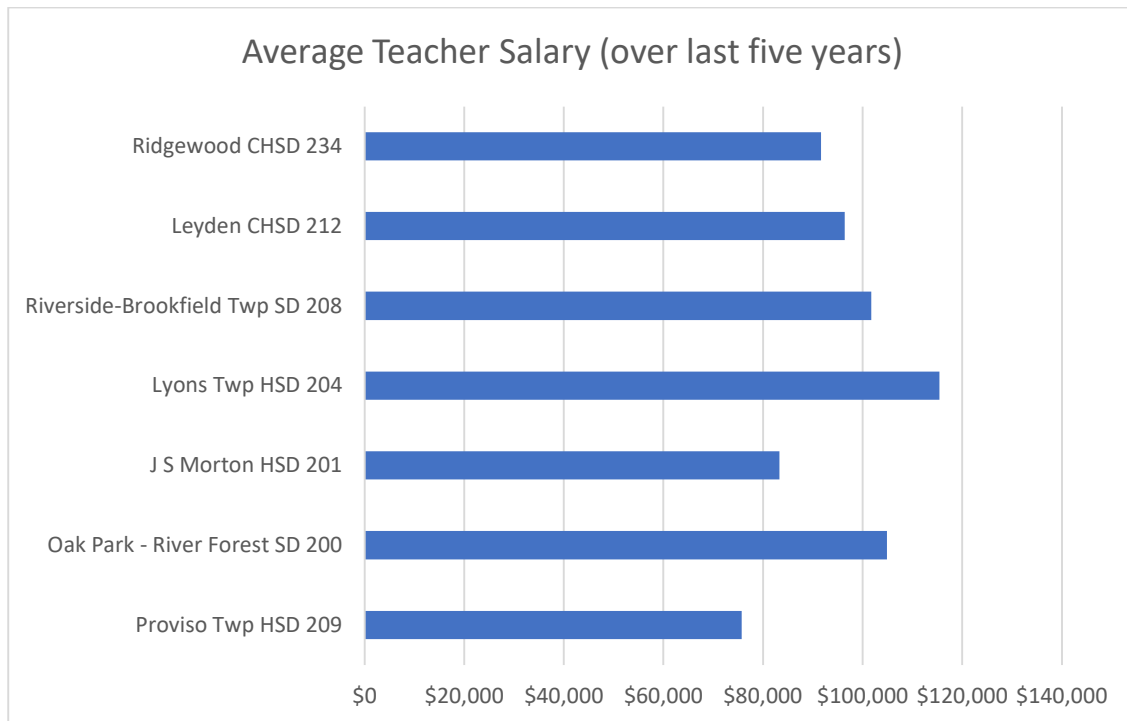
The following data is from the most recent CBAs found on the school districts' respective websites (those marked with an asterisk are still under negotiations or unavailable for 2021-2022 and therefore list the most recent salary from 2020-2021 as a comparison):

District (2021-2022 SY Comparison)	Bachelors Beginning	Masters Beginning	Masters 10th Year	Highest Scheduled Salary
Proviso Twp HSD 209*	\$50,643	\$56,097	\$68,347	\$114,938
Oak Park - River Forest SD 200	\$60,844	\$64,254	\$88,865	\$142,182
J S Morton HSD 201*	\$51,270	\$54,258	\$66,760	\$125,430
Lyons Twp HSD 204	\$59,295	\$64,039	\$90,722	\$139,344
Riverside-Brookfield Twp SD 208	\$55,330	\$60,360	\$100,599	\$147,882
Leyden CHSD 212	\$51,472	\$58,448	\$78,617	\$112,101
Ridgewood CHSD 234*	\$50,945	\$56,334	\$81,129	\$123,747



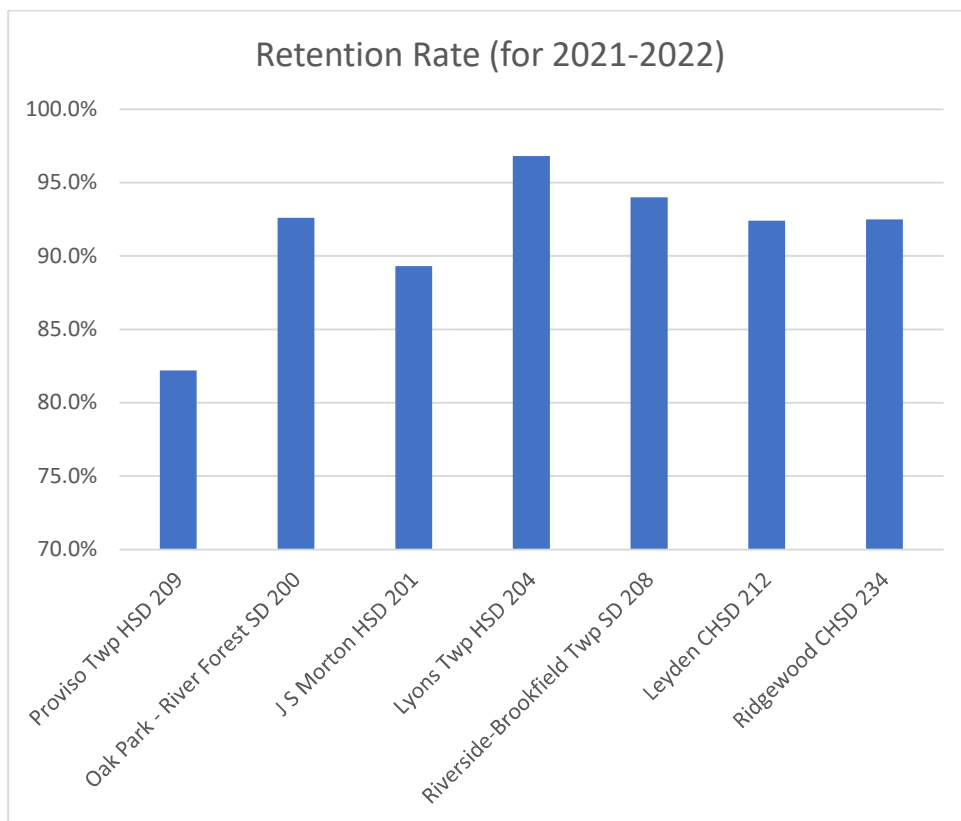
The next set of data shows the average teacher salaries over the last five years per the most recent Illinois School Report Card for 2020-2021 found at www.illinoisreportcard.com.

District (2020-2021 SY Comparison per IL School Report Card)	Average Teacher Salary (over last five years)
Proviso Twp HSD 209	\$75,698
Oak Park - River Forest SD 200	\$104,887
J S Morton HSD 201	\$83,323
Lyons Twp HSD 204	\$115,414
Riverside-Brookfield Twp SD 208	\$101,752
Leyden CHSD 212	\$96,416
Ridgewood CHSD 234	\$91,642



The final set of data exhibits the retention rate of teachers in Proviso HS District 209 per the most recent Illinois School Report Card for 2020-2021 found at www.illinoisreportcard.com. Proviso falls below the state average of 87.1%.

District (2020-2021 SY Comparison per IL School Report Card)	Retention Rate
Proviso Twp HSD 209	82.2%
Oak Park - River Forest SD 200	92.6%
J S Morton HSD 201	89.3%
Lyons Twp HSD 204	96.8%
Riverside-Brookfield Twp SD 208	94.0%
Leyden CHSD 212	92.4%
Ridgewood CHSD 234	92.5%



The PTU has requested verbally of the Board's bargaining team and in writing to the Superintendent a copy of the most recent Annual Financial Report (FY2021). The Union has not received the document. This is an act of bargaining in bad faith.

The Union's most recent offer, in the side-by-side comparison below of the most recent offers by each party, is a proposal for a five-year CBA with 5.7% increases (inclusive of step on the salary schedule). In April 2021, an administrator provided the Union's bargaining team with a scattergram which includes the annual salary for each teacher in the PTU. Based on that document, the total salaries for all teachers who are not in the retirement queue is \$18,699,430.22. The total salary cost including a 5.7% wage increase in each year of a five-year CBA is as follows:

FY 2022	\$19,765,297.74
FY 2023	\$20,891,919.71
FY 2024	\$22,082,759.14
FY 2025	\$23,341,476.41
FY 2026	\$24,671,940.56

The Union argues that the Board's proposal does not value students, teachers or the community it serves.

Respectfully submitted by the Proviso Teachers Union Bargaining Team

Proviso Teachers' Union Package Counterproposals (Most Recent Offer of January 19, 2022)

(filed with IELRB on January 24, 2022 in accordance with Administrative Rule Section 1130.35 - Notification and Public Posting Procedures)

Article	Board of Education Proposal (1-19-22 4:10 pm)	Union Pkg Counterproposals (1-19-22 5:55 pm)
II. CONSULTATIONS	<p>2. The Superintendent <u>and/or a designee</u> shall meet at least once a month, upon request of either party, with the Union President, Vice-President, and a designated teacher or teachers not to exceed two (2), if the teacher's specific knowledge is/are needed to discuss matters of educational policy and development, as well as matters relating to the implementation of this Agreement. <u>The Superintendent will be present at these meetings at least every two (2) months.</u></p>	Back to Book
III. EDUCATIONAL DEVELOPMENT	<p>The Board, Superintendent, and Union agree that it is their shared responsibility to have the best thinking of the staff brought to bear on all areas of the educational program and/or course offerings. Changes in administrative policy affecting the educational program and/or course offerings shall be provided to the Union President prior to implementation. The Union President or his/her designee shall be given an opportunity to fully present the membership's views within a reasonably prompt period of time and no later than seven (7) calendar days after receipt of said information and prior to implementation. The Union President may request an extension of an additional seven (7) calendar days provided the specific reasons for the extension are provided to the Administration in writing.</p> <p>The Union may, at any time, propose that a study be conducted in the area of educational development. The Union shall transmit such request through the Union President to the Superintendent. The Superintendent will appoint an ad hoc committee to investigate the proposed area of educational development. The committee will be established with definite guidelines and a reporting date. The committee will study the particular area assigned to it and</p>	Back to Book

	<p>will prepare a report with recommendations to the Superintendent. This committee shall be composed of classroom teachers appointed or elected by the Union and an equal number of members of the administrative staff or other persons appointed by the Superintendent. The findings of the ad hoc committee shall be transmitted to the Superintendent who will make recommendations to the Board. The Superintendent will include the position of the committee in his/her report and he/she will transmit the findings of the committee to the members of the Board of Education.</p>	
<p>IV. PROFESSIONAL CONDITIONS AND OBLIGATIONS A. DAY AND CALENDAR</p>	<p>A. DAY AND CALENDAR</p> <p>1. 2017-2018 School Year For the 2017-2018 school term the bell schedule Grievance Resolution Agreement dated March 2012 shall remain in effect. The Board and Union recognize the importance of teachers being prompt and attentive to their responsibilities as the proper example for their pupils. It is agreed, therefore, that teachers, except as otherwise provided, shall respect the hours assigned to them with arrival by 7:45 a.m. and presence at their positions starting at 7:50 a.m. If they are not participating in club sponsorships, departmental or faculty meetings, or student activities, they shall remain available at the close of school until dismissal time, using that time for conferences with students and/or engaging in other teacher related activities, until 7 hours 45 minutes after the start of the contractual work day, except that on Friday afternoons, days before spring, Thanksgiving and winter recess, and the day of parent/teacher conferences which the teacher must attend, teachers may leave fifteen (15) minutes earlier.</p> <p>2. Starting with For the 2018-2019 <u>2021-2022</u> school year and each year thereafter, the bell schedule is attached as Appendix A. <u>Starting with the 2022-2023 school year and each year thereafter, the bell schedule is attached as Appendix B.</u> The Bell Schedule shall remain in effect during the term of this Agreement unless the Administration notifies the Union by</p>	<p>A. DAY AND CALENDAR</p> <p>1. 2017-2018 School Year For the 2017-2018 school term the bell schedule Grievance Resolution Agreement dated March 2012 shall remain in effect. The Board and Union recognize the importance of teachers being prompt and attentive to their responsibilities as the proper example for their pupils. It is agreed, therefore, that teachers, except as otherwise provided, shall respect the hours assigned to them with arrival by 7:45 a.m. and presence at their positions starting at 7:50 a.m. If they are not participating in club sponsorships, departmental or faculty meetings, or student activities, they shall remain available at the close of school until dismissal time, using that time for conferences with students and/or engaging in other teacher related activities, until 7 hours 45 minutes after the start of the contractual work day, except that on Friday afternoons, days before spring, Thanksgiving and winter recess, and the day of parent/teacher conferences which the teacher must attend, teachers may leave fifteen (15) minutes earlier.</p> <p>2. Starting with For the 2018-2019 <u>2021-2022</u> school year and each year thereafter, the bell schedule is attached as Appendix A. <u>Starting with the 2022-2023 school year and each year thereafter, the bell schedule is attached as Appendix B.</u> The Bell Schedule shall remain in effect during the term of this Agreement, unless the Administration notifies the Union by February</p>

<p>February 1 of a need to modify the Bell Schedule. Should the Board elect to modify the Bell Schedule it will negotiate the impact of said modification with the Union. The Board and Union recognize the importance of teachers being prompt and attentive to their responsibilities as the proper example for their pupils. It is agreed, therefore, that teachers, except as otherwise provided, shall respect the hours assigned to them with arrival by 7:45 a.m. and presence at their positions starting at 8:00 a.m. If they are not participating in club sponsorships, departmental or faculty meetings, or student activities, they shall remain available at the close of school until dismissal time, using that time for conferences with students and/or engaging in other teacher-related activities, until 7 hours 45 minutes after the start of the contractual work day, except that on Friday afternoons, days before spring, Thanksgiving and winter recess, and the day of parent/teacher conferences which the teacher must attend, teachers may leave fifteen (15) minutes earlier.</p> <p>Daily time schedule for Early Bird or Late Bird Teachers (2017-2018 School Year and Beyond):</p> <p>Teachers at any campus who are assigned to the Early Bird Schedule shall report for and shall complete their day one hour earlier than the regular time schedule; on days listed above, Early Bird teachers may leave at the end of their last period of the day.</p> <p>Teachers at any campus who are assigned to the Late Bird schedule shall report for and shall complete their day one hour later than the regular time schedule; on days listed above, Late Bird teachers may leave at the end of their last period of the day.</p> <p>Time compensation shall be provided to Early Bird teachers when they remain for faculty or departmental meetings.</p> <p>Assignments to Early Bird or Late Bird programs shall only be made to teachers who volunteer for those assignments.</p>	<p>1 of a need to modify the Bell Schedule. Should the Board elect to modify the Bell Schedule it will negotiate the impact of said modification with the Union. The Board and Union recognize the importance of teachers being prompt and attentive to their responsibilities as the proper example for their pupils. It is agreed, therefore, that teachers, except as otherwise provided, shall respect the hours assigned to them with arrival by 7:45 a.m. and presence at their positions starting at 8:00 a.m. If they are not participating in club sponsorships, departmental or faculty meetings, or student activities, they shall remain available at the close of school until dismissal time, using that time for conferences with students and/or engaging in other teacher-related activities, until 7 hours 45 minutes after the start of the contractual work day, except that on Friday afternoons, days before spring, Thanksgiving and winter recess, and the day of parent/teacher conferences which the teacher must attend, teachers may leave fifteen (15) minutes earlier.</p> <p>Daily time schedule for Early Bird or Late Bird Teachers (2017-2018 <u>2021-2022</u> School Years and Beyond):</p> <p>Teachers at any campus who are assigned to the Early Bird Schedule shall report for and shall complete their day one hour earlier than the regular time schedule; on days listed above, Early Bird teachers may leave at the end of their last period of the day.</p> <p>Teachers at any campus who are assigned to the Late Bird schedule shall report for and shall complete their day one hour later than the regular time schedule; on days listed above, Late Bird teachers may leave at the end of their last period of the day.</p> <p>Time compensation shall be provided to Early Bird teachers when they remain for faculty or departmental meetings.</p> <p>Assignments to Early Bird or Late Bird programs shall only be made to teachers who volunteer for those assignments.</p>
--	--

IV. C. PROFESSIONAL RESPONSIBILITIES OF TEACHERS	<p>3. The Board and Union accept the premise that a teacher’s planning period is part of the normal school day. Such planning periods should be devoted to lesson preparation and other appropriate functions, leading to effective teaching. Teachers are required to have lesson plans available <u>and to submit them upon request of the administration.</u> No teacher shall be required to submit lesson plans for approval on a regular basis except on an individual basis when such requirement is specified in a Notice to Remedy or a Remediation Plan.</p> <p>The lesson plan format attached hereto as Exhibit “A” or an alternative agreed to by the individual teacher and his or her department chair may be used.</p>	Back to Book
IV. C. PROFESSIONAL RESPONSIBILITIES OF TEACHERS	4. Back to Book	4. Back to Book
IV. C. PROFESSIONAL RESPONSIBILITIES OF TEACHERS	7. The District shall endeavor to abide by the North—Central—Association—guidelines <u>regulations approved by the Illinois State Board of Education</u> in regard to the professional responsibilities, duties, and activities of counselors. Where possible, counselors shall be allowed to provide counseling services to the same group of students during their years at Proviso, students shall, however, be permitted to transfer counselors pursuant to procedures established by the District.	7. The District shall endeavor to abide by the North—Central—Association—guidelines <u>regulations approved by the Illinois State Board of Education</u> in regard to the professional responsibilities, duties, and activities of counselors. Where possible, counselors shall be allowed to provide counseling services to the same group of students during their years at Proviso, students shall, however, be permitted to transfer counselors pursuant to procedures established by the District.
IV. D. WORKING CONDITIONS	3. Teachers shall be assigned classrooms, courses, and departmental service according to their individual qualifications and the administrative needs of the District. Where more than one teacher expresses an interest in a particular assignment, conflicts will be resolved by the Chairs—and/or Principal after consulting with the teachers involved. The Chairs—and/or Principal will consider the following in reaching a decision:	3. Teachers shall be assigned classrooms, <u>and</u> courses, and departmental service according to their individual qualifications, and the administrative needs of the District <u>and in consultation with the teacher.</u> Where more than one teacher expresses an interest in a particular assignment, conflicts will be resolved by the Chairs—and/or <u>building principal</u> after consulting with the teachers involved. The Chairs—and/or <u>building principal</u> will consider the following in reaching a decision:

	<p>The teacher's academic training, experience in teaching identical or similar courses, teaching ability, ability to deal with the problems and challenges of the particular courses involved, willingness to perform the educational challenges attributable to the particular class assignment, the relevant opinions of Associate Chairs <u>grade level principals</u> and/or principals, the teacher's seniority and schedule. A teacher may, upon request, receive a written explanation of the decision.</p> <p>Teachers shall be consulted about their assignments and teaching schedule and notified of their teaching assignment and teaching schedule no less than thirty (30) calendar days before the first day of the semester. If a teacher has his/her assignment modified less than thirty (30) calendar days prior to the first day of the semester or the District fails to issue an assignment prior to thirty (30) calendar days before the first day of the semester, the teacher shall be provided twenty-four (24) hours of pay at the hourly rate established for extra duty in the Stipend Schedule contained in Article VIII(D) of this Agreement unless the modified or late assignment includes a course which the teacher has taught within the last three (3) years wherein the teacher will be provided twelve (12) hours of pay at the hourly rate established for extra duty in the Stipend Schedule. Under no circumstances, however, shall the payments required in this section create a penalty under TRS rules and regulations.</p>	<p>The teacher's academic training, experience in teaching identical or similar courses, teaching ability, ability to deal with the problems and challenges of the particular courses involved, willingness to perform the educational challenges attributable to the particular class assignment, the relevant opinions of Associate Chairs <u>grade level principals</u> and/or principals, the teacher's seniority and schedule. A teacher may, upon request, receive a written explanation of the decision.</p> <p>Teachers shall be consulted about their assignments and teaching schedule and notified of their teaching assignment and teaching schedule no less than thirty (30) calendar days before the first day of the semester. <u>This includes caseload assignment for social workers and counselors.</u> If a teacher has his/her assignment modified less than thirty (30) calendar days prior to the first day of the semester or the District fails to issue an assignment prior to thirty (30) calendar days before the first day of the semester, the teacher shall be provided twenty-four (24) hours of pay at the hourly rate established for extra duty in the Stipend Schedule contained in Article VIII(D) of this Agreement unless the modified or late assignment includes a course which the teacher has taught within the last three (3) years wherein the teacher will be provided twelve (12) hours of pay at the hourly rate established for extra duty in the Stipend Schedule. Under no circumstances, however, shall the payments required in this section create a penalty under TRS rules and regulations.</p>
<p>IV. D. PROFESSIONAL CONDITIONS AND OBLIGATIONS</p>	<p>Back to Book</p>	<p>17. The District may call upon each teacher to substitute, without pay or other benefit, no more than one period each school term. <u>Any additional substitution assignments shall be at the discretion of the teacher and at the class substitution rate set forth within Article VIII of this Agreement.</u> In making substitution assignments, the Chairs or Administrator shall endeavor to find teachers who wish to accept such assignments on a voluntary</p>

		<p>basis rather than as an obligation under the terms of this Agreement. Thereafter, the Chairs or an Administrator may require teachers to carry on other substitute assignments at the compensation set forth within Article VIII of this contract. Records shall be kept as to the number of assignments which have been made to individual teachers. These records will be made available within a reasonable period of time after a teacher has fulfilled a substitute assignment. The Chairs or Administrator shall consider such records in making a determination as to which teacher will be assigned to substitute. Substitution shall be assigned as equally as period availability allows. The Chairs or Administrators shall consider any information made available by the teacher regarding prior instances of voluntary and involuntary substitution and shall endeavor to prevent repeated assignments from becoming burdensome.</p>
<p>IV. D. PROFESSIONAL CONDITIONS AND OBLIGATIONS</p>	<p>20. Discipline</p> <p>a. The Board of Education shall have the right and duty to discipline teachers for acts of insubordination and/or misconduct. Discipline may be issued at an enhanced rate based upon the severity of the offense the teacher has been determined to have committed but the Board agrees to the concept of progressive discipline for just cause.</p> <p>b. The parties agree that progressive discipline includes:</p> <ol style="list-style-type: none"> 1. Verbal warning (memorialized in writing); 2. Written reprimand; 3. Suspension; or 4. Discharge. <p>c. When an administrator calls a conference with a teacher for the purpose of investigating allegations of misconduct which might lead directly to possible disciplinary action or termination of the employee, the following provisions shall be applicable:</p>	<p>Back to Book</p>

1. The teacher shall be informed at least forty-eight (48) hours in advance of an investigatory conference and in writing as to the purpose for the investigatory conference EXCEPT when a teacher is placed on paid administrative leave, a similar prior offense has occurred or when a situation involving physical or emotional harm of a student is in question which will permit the immediate questioning of the teacher. The forty-eight (48) hour period described herein shall exclude weekends and/or school holidays during the school year. However, the forty-eight (48) hour period shall run on all days including winter, spring or summer break.

The written notice herein shall provide a description of the allegations against the teacher and the time frame of the alleged conduct involved.

2. The teacher has the right to be accompanied by a Union representative or other individual at all investigatory conferences.

3. Except in circumstances warranting immediate action, the administrator will not take disciplinary action against the teacher without first affording the teacher, upon request, an opportunity to schedule a subsequent conference to respond to the matter being discussed prior to disciplinary action being finalized. (The subsequent conference may occur immediately prior to the disciplinary conference where the final disciplinary action is issued.)

4. If, after an investigatory conference, an administrator takes disciplinary action against the teacher, the administrator shall provide the teacher with written notification of the reason for the action in a disciplinary conference.

~~5. In no instance shall disciplinary action be taken against a teacher later than fifteen (15) school days after the conduct leading to the discipline or in the fifteen (15) school days after the time the Administration becomes aware of the action leading to the discipline. When disciplinary action stems from a series~~

~~of uncorrected instances on the part of the employee, in no event shall discipline occur later than fifteen (15) school days after observation or learning of the last instance. If during the investigatory period described herein the Administration determines that additional time is necessary to complete the investigation, it shall notify the Union in writing of the reasons additional time is needed and it may extend the time period to twenty one (21) school days. School days are any day in which student attendance is required. During winter, spring and summer recess, week days shall be the equivalent of contractual work days when pertaining to the time frame for the issuance of discipline. The fifteen (15) or twenty one (21) day limitation herein shall not pertain to any final disciplinary action imposed by the Board of Education provided that notice of a recommendation for action to the Board of Education has been provided within the fifteen (15) or twenty one (21) day period set forth herein.~~

The Administration will begin a disciplinary investigation within twenty (20) workdays of becoming aware of misconduct of a teacher which could lead to disciplinary action.

d. As part of any disciplinary action:

1. The teacher being disciplined will be provided with the information forming the basis of the disciplinary action. Such information will be provided to the teacher and his/her representative in a subsequent Board of Education conference prior to final disciplinary action being taken.

2. The teacher being disciplined may be provided constructive suggestions for correcting the issues identified as the basis for the final disciplinary action. The parties agree that disciplinary actions are subject to the Grievance Procedure contained in the Agreement.

<p>IV. E. PROFESSIONAL CONDITIONS AND OBLIGATIONS</p>	<p>E. TEACHING LOAD</p> <p>1. a. Definition: A teaching preparation shall be any definitive course offering defined by base course code approved by the <u>Deputy Superintendent for Educational Services</u> Assistant Superintendent of Curriculum and Instruction, as directed by the Superintendent. <u>Multiple codes assigned to a single class period are considered one preparation for purposes of this Agreement.</u></p>	<p>E. TEACHING LOAD</p> <p>1. a. Definition: A teaching preparation shall be any definitive course offering defined by base course code approved by the <u>Deputy Superintendent for Educational Services</u> Assistant Superintendent of Curriculum and Instruction, as directed by the Superintendent.</p>
<p>IV. E. PROFESSIONAL CONDITIONS AND OBLIGATIONS</p>	<p>Back to Book</p>	<p>1. Teaching Assignments</p> <p>d. The ideal limits for class sizes and special education case management workloads are:</p> <p>Academic Classes (East and West) 25 students</p> <p>Academic Classes (PMSA) 30 students</p> <p>Physical Education Classes <u>35</u> 50 students</p> <p>Music Education Classes 100 students</p> <p>Special Education Case Management Workload <u>12</u> 25 students</p> <p><u>Counselors' workloads shall be equitably distributed amongst counselors District-wide.</u></p> <p><u>Social Workers' caseloads shall be equitably distributed amongst social workers District-wide.</u></p>
<p>IV. E. PROFESSIONAL CONDITIONS AND OBLIGATIONS</p>	<p>E. TEACHING LOAD</p> <p>2. Periods assigned.</p> <p>a. A teacher's regular daily teaching schedule shall include eight (8) periods including five (5) teaching periods, one (1) planning period, one (1) duty free lunch period which shall be in length equal to the regular class periods and one (1) flex/duty period. The duty period at PMSA, PWMSA and PEMSAs shall be used for <u>providing tutoring and other student supports,</u></p>	<p>E. TEACHING LOAD</p> <p>2. Periods assigned.</p> <p>a. <u>2021-2022 School Year</u> - A teacher's regular daily teaching schedule shall include eight (8) periods including five (5) teaching periods, one (1) planning period, one (1) duty free lunch period which shall be in length equal to the regular class periods and one (1) flex/duty period. The duty period at PMSA, PWMSA and PEMSAs shall be used for professional learning, team meetings, IB-</p>

professional learning, team meetings, IB-related tasks, collaboration time, curricula projects, admission functions, **EL and Special Education case management,** and/or staff meetings. The flex period at Proviso East and Proviso West shall be used as follows: one (1) day per week as professional learning collaboration, three (3) days per week as extended learning opportunity days (“ELOS”) for identified students and one (1) day for teacher directed activities. It is understood and agreed that on the first Friday of attendance each month at Proviso East and Proviso West, in lieu of teacher directed activities, this day may be scheduled for professional learning, grade level team meetings, collaboration time and/or a staff meeting. For purposes of this section, the substance of the teacher directed activities will be aligned to curriculum, instruction or assessment. The activity utilized will be determined by the individual teacher and may include, but not be limited to, the following: (a) collaboration between teachers, (b) data analysis, (c) professional reading related to school plans and initiatives, (d) lesson/assessment planning and peer review, (e) collaborative review of assessment results, (f) family communication and/or parent meetings, (g) committee and team meetings. Compensation shall be made for any additional monthly or semester teaching assignment and such assignment shall remain voluntary.

b. A teacher’s regular daily teaching schedule shall include eight (8) periods including ~~five (5)~~ **six (6)** teaching periods, one (1) planning period, one (1) duty free lunch period which shall be in length equal to the regular class periods ~~and one (1) flex/duty period.~~ ~~The duty period at PMSA, PWMSA and PEMSA shall be used for professional learning, team meetings, IB-related tasks, collaboration time, curricula projects, admission functions, and/or staff meetings.~~ The flex period at Proviso East and Proviso West shall be used as follows: one (1) day per week as professional learning collaboration, three (3) days per

related tasks, collaboration time, curricula projects, admission functions, and/or staff meetings. The flex period at Proviso East and Proviso West shall be used as follows: one (1) day per week as professional learning collaboration, three (3) days per week as extended learning opportunity days (“ELOS”) for identified students and one (1) day for teacher directed activities. It is understood and agreed that on the first Friday of attendance each month at Proviso East and Proviso West, in lieu of teacher directed activities, this day may be scheduled for professional learning, grade level team meetings, collaboration time and/or a staff meeting. For purposes of this section, the substance of the teacher directed activities will be aligned to curriculum, instruction or assessment. The activity utilized will be determined by the individual teacher and may include, but not be limited to, the following: (a) collaboration between teachers, (b) data analysis, (c) professional reading related to school plans and initiatives, (d) lesson/assessment planning and peer review, (e) collaborative review of assessment results, (f) family communication and/or parent meetings, (g) committee and team meetings. Compensation shall be made for any additional monthly or semester teaching assignment and such assignment shall remain voluntary.

b. **2022-2023 School Year and Beyond**
 - A teacher’s regular daily teaching schedule shall include eight (8) periods including five (5) teaching periods, one (1) planning period, **one (1) teacher-directed tutoring period (Tuesday, Wednesday, Thursday) or teacher-directed plan period (Monday and Friday)**, one (1) duty free lunch period which shall be in length equal to the regular class periods, ~~and one (1) flex/duty period.~~ ~~The duty period at PMSA, PWMSA and PEMSA shall be used for professional learning, team meetings, IB-related tasks, collaboration time, curricula projects, admission functions, and/or staff meetings.~~ The flex period at Proviso East and Proviso West shall be used as follows: one (1) day per week as professional learning

	<p>week as extended learning opportunity days (“ELOS”) for identified students and one (1) day for teacher directed activities. It is understood and agreed that on the first Friday of attendance each month at Proviso East and Proviso West, in lieu of teacher directed activities, this day may be scheduled for professional learning, grade level team meetings, collaboration time and/or a staff meeting. For purposes of this section, the substance of the teacher directed activities will be aligned to curriculum, instruction or assessment. The activity utilized will be determined by the individual teacher and may include, but not be limited to, the following: (a) collaboration between teachers, (b) data analysis, (c) professional reading related to school plans and initiatives, (d) lesson/assessment planning and peer review, (e) collaborative review of assessment results, (f) family communication and/or parent meetings, (g) committee and team meetings. Compensation shall be made for any additional monthly or semester teaching assignment and such assignment shall remain voluntary.</p> <p><i>Board team for first time introduces requirement that teachers teach six periods unlike any other high school district in the area. An example of bargaining in bad faith.</i></p>	<p>collaboration, three (3) days per week as extended learning opportunity days (“ELOS”) for identified students and one (1) day for teacher directed activities. It is understood and agreed that on the first Friday of attendance each month at Proviso East and Proviso West, in lieu of teacher directed activities, this day may be scheduled for professional learning, grade level team meetings, collaboration time and/or a staff meeting. For purposes of this section, the substance of the teacher directed activities will be aligned to curriculum, instruction or assessment. The activity utilized will be determined by the individual teacher and may include, but not be limited to, the following: (a) collaboration between teachers, (b) data analysis, (c) professional reading related to school plans and initiatives, (d) lesson/assessment planning and peer review, (e) collaborative review of assessment results, (f) family communication and/or parent meetings, (g) committee and team meetings. Compensation shall be made for any additional monthly or semester teaching assignment and such assignment shall remain voluntary.</p>
<p>IV. E. PROFESSIONAL CONDITIONS AND OBLIGATIONS</p>	<p>2. Periods assigned.</p> <p>c. In developing the master teaching schedule, the Administration shall use its best efforts to not assign a teacher more than three (3) consecutive teaching periods. It is understood and agreed that the flex periods or voluntary sixth assignments shall not be considered a teaching period for purposes of this section. If staffing considerations require the assignment of more than three (3) consecutive duty teaching periods, and the teacher has not specifically requested or approved the additional assignment, that teacher may, upon request, receive a written justification containing the reason for the</p>	<p>2. Periods assigned.</p> <p>c. In developing the master teaching schedule, the Administration shall use its best efforts to not assign a teacher more than three (3) consecutive teaching periods. It is understood and agreed that the flex periods or voluntary sixth assignments shall not be considered a teaching period for purposes of this section. If staffing considerations require the assignment of more than three (3) consecutive duty teaching periods, and the teacher has not specifically requested or approved the additional assignment, that teacher may, upon request, receive a written justification containing the reason for the assignment from the Chairs. Unless</p>

	<p>assignment from the Chairs. Unless the teacher specifically requests to the contrary, a copy of that written justification shall be submitted to the President of the Union. The teacher shall make the request for the written justification within five (5) working days after the assignments are made and shall direct the request to the Superintendent with a copy to the Chairs.</p>	<p>the teacher specifically requests to the contrary, a copy of that written justification shall be submitted to the President of the Union. The teacher shall make the request for the written justification within five (5) working days after the assignments are made and shall direct the request to the Superintendent with a copy to the Chairs.</p>
<p>IV. E. PROFESSIONAL CONDITIONS AND OBLIGATIONS</p>	<p>Back to Book</p>	<p>C. SICK LEAVE</p> <p>3. Teachers shall be granted sick leave in the amount of fourteen (14) days at full pay in each school term or seven (7) days in a semester for any teacher who is hired to commence teaching during the second semester of a school term.</p> <p><u>If a teacher uses no more than two (2) sick leave days in a semester, the teacher shall receive an additional two (2) sick leave days per semester.</u></p>
<p>VI. F. PROFESSIONAL LEAVES AND ABSENCES</p>	<p>F. MATERNITY LEAVE</p> <p>Teachers beyond the probationary period may, upon request, be granted a maternity leave, subject to the following conditions:</p> <ol style="list-style-type: none"> 1. Written notification to the Superintendent or designee must be made by the time the teacher is four (4) months pregnant. 2. The date of the beginning and ending of leave shall be scheduled to make only one (1) interruption in the school term. The term of the leave shall not be longer than the end of the school year in which the leave is requested, unless additional leave is granted by the Board for the following semester and/or the entire next school year. 3. A step increment shall be granted for teachers who complete the equivalent of a semester or more of teaching during the school term in which the maternity leave is granted. 	<p>Back to Book</p>

	<p>4. Maternity leave shall be treated as any other physical disability for the period of time that the teacher is incapacitated by doctor's certification, provided, however, that maternity illness beyond that period of time when the teacher is an in-patient in a hospital shall be limited to a period of fifteen (15) days for any one birth. The Superintendent may, however, in the presence of detailed medical information regarding the incapacitating nature of the maternity illness, allow sick leave credit to be given beyond the period of fifteen (15) days. The Superintendent shall exercise his discretion in this matter in a reasonable and liberal manner.</p> <p>Back to Book</p>	
<p>VI. G. PROFESSIONAL LEAVES AND ABSENCES</p>	<p>Back to Book (except for housekeeping item = "Agreement" in last sentence)</p>	<p>G. PERSONAL LEAVE</p> <p>1. Teachers shall be entitled to three (3) days per year for personal business, religious holidays or unforeseen emergencies, which cannot be attended to before or after school hours, or on Saturdays, Sundays or holidays. Notice of such absence, within reason, shall be given, when possible, at least a day in advance. In the absence of <u>a</u> compelling emergency <u>reason</u>, such personal leave days cannot be taken before or after holidays or vacations except for the purpose of religious holidays. Unused personal leave days shall be added to the teacher's accumulated sick leave under this contract Agreement.</p>
<p>VIII. FACULTY SALARIES</p>	<p>The salary rates in the agreement will increase as follows:</p> <ul style="list-style-type: none"> ● 2020-2021 salary shall increase by 3.40% inclusive of Step on the Salary Schedule ● <u>2021-2022 salary shall increase by 0.0% inclusive of Step on the Salary Schedule.</u> ● <u>2022-2023 salary shall increase by 5.0% inclusive of Step on the Salary Schedule.</u> 	<p>The salary rates in the agreement will increase as follows:</p> <p>2020-2021 salary shall increase by 3.40% inclusive of Step on the Salary Schedule</p> <p><u>2021-2022 salary shall increase by 5.7% inclusive of Step on the Salary Schedule</u></p> <p><u>2022-2023 salary shall increase by 5.7% inclusive of Step on the Salary Schedule</u></p> <p><u>2023-2024 salary shall increase by 5.7% inclusive of Step on the Salary Schedule</u></p>

		<p><u>2024-2025 salary shall increase by 5.7% inclusive of Step on the Salary Schedule</u></p> <p><u>2025-2026 salary shall increase by 5.7% inclusive of Step on the Salary Schedule</u></p>
VIII. FACULTY SALARIES	<p>STIPENDS</p> <p>Resubmit proposal to remove athletics as previously presented.</p> <p>All other extra-duty positions remain static for the remainder of the contract.</p> <p><i>For the first time, the Board proposes to remove payment for "Sixth Assignment" for both "Term" and "Semester" (in line with bargaining in bad faith regarding requirement to teach six periods).</i></p>	<p>STIPENDS</p> <p><u>July 1, 2021 – June 30, 2026</u></p> <p>Sports – Remain in the CBA – Back to Book</p> <p>Activity Sponsors - <u>The clubs will be increased by 4% in each year of this Agreement.</u></p> <p>Sixth Assignment – Term 8,800.00 <u>20% of the teacher's salary</u></p> <p>Sixth Assignment – Semester 4,400.00 <u>10% of the teacher's salary</u></p> <p>Homebound Consulting Teacher - 32.00 <u>40.00</u></p> <p>Drivers Ed <u>Behind the Wheel</u> 32.00 <u>40.00</u></p> <p>Department <u>Class Period</u> Substitute (<u>not to exceed 50 minutes</u>) 32.00 <u>35.00</u></p> <p><u>Hourly Rate 40.00</u></p> <p>Department Sub/Double Class <u>Substitute</u> 32.00 <u>40.00</u></p> <p>Saturday School 32.00 <u>40.00</u></p> <p>Second Chance 32.00 <u>40.00</u></p> <p>IB-Related Duties 32.00 <u>40.00</u></p>
VIII. FACULTY SALARIES	<p>STIPENDS</p> <p>Back to Book – Reject addition of 14, 15, and 16</p>	<p>STIPENDS</p> <p>6. Teachers shall, if asked, be required to substitute one (1) period each school term without pay or the teachers shall pay for the substitute.</p>

		<p><u>14. Teachers shall be assigned on a rotating basis to All School Testing job-related duties for each All School Testing day (eg., hall monitors, relief proctors, room supervisors, test proctors, etc.) Job-related duties shall be equitable and not to be repeated in a four (4) year period. Once student testing is completed, teachers shall be released from duty.</u></p> <p><u>15. No job descriptions for stipends will contain such provisions as “and other duties as assigned.” Any other requested duty not set forth in the description of the position will be compensated at the hourly rate. Further, there will be no requirement that members serving in any stipended activity shall be required to engage or supervise any fundraising whatsoever.</u></p> <p><u>16. All stipends will be paid on a separate check.</u></p>
	F. TUITION REIMBURSEMENT Status Quo amount of \$2,500 with updated dates	<p>F. TUITION REIMBURSEMENT</p> <p>4. Teachers who possess a Master’s Degree shall be eligible for a maximum annual reimbursement of \$2,000.00 <u>\$2,500</u> for the tuition cost of eligible post-graduate course work in:</p> <p>Date Changes to the reimbursement schedule</p>
IX. INSURANCE	Status Quo	<i>Union’s Position on Invalid Proposal (Article IX) – On July 29, 2021, the Union team in following the ground rules will not 1) respond to the Board’s submission of Article IX and 2) will reserve its right to file a ULP charge for the Board’s disregard of the ground rules, specifically the change that the Board itself requested and to which the Union agreed as part of the final agreed upon ground rules.</i>
X. RETIREMENT INCENTIVE PROGRAM	The Board shall provide a retirement incentive for teachers who submit an irrevocable letter of intent to resign and retire on or before June 30, 2021. The benefits and conditions of this incentive are hereinafter set out.	The Board shall provide a retirement incentive for teachers who submit an irrevocable letter of intent to resign and retire on or before June 30, 2021 <u>2026</u> . The benefits and conditions of this incentive are hereinafter set out.

<p>A. ELIGIBILITY. To be eligible for retirement under this Article, teachers must have taught for at least twenty (20) years but no more than thirty five (35) years by June 30 of their retirement year. Years of teaching shall include all years for which the Teachers' Retirement System ("TRS") will grant retirement credit, except sick leave.</p> <p>B. TRS PAYMENTS BY TEACHER. Any TRS member contribution resulting from the teacher's election to retire under this Article shall remain the obligation of the retiring teacher to pay TRS.</p> <p>C. NOTICE AND SALARY BENEFITS.</p> <p>1. Teachers seeking to retire under this incentive program shall give notice to the Superintendent no later than June 30th of the school year prior to the school year in which the teacher intends to receive his/her first six percent (6%) salary increase not to exceed a total of four (4) years of six percent (6%) salary increases. If a teacher properly notifies the Superintendent of his/her retirement, the teacher's salary shall be increased by six percent (6%) over his/her TRS creditable earnings for the prior school year and any other year for the duration of the retirement years pursuant to the notice. The retiring teacher agrees NOT to accept additional paid assignments which would cause his/her TRS creditable earnings increase to exceed six percent (6%).</p> <p>2. During this time, the teachers will continue to perform any extra duty (stipend) positions he/she was performing the year in which notice was tendered on or before June 30. Should the teacher resign a stipend position, or be removed from the stipend position by the Board for just cause, subject to the grievance process, the salary will be adjusted downward for the years the work is not performed. Should the District fail to offer the stipend position to the teacher absent such just cause, subject to the grievance process, no downward adjustment is to be made. However the Board and teacher may voluntarily agree to an alternate stipend</p>	<p>E. TERMINATION OF PROGRAM</p> <p>The Retirement Incentive Program shall conclude on June 30, 2024 2026, thus allowing eligible teachers who properly notify the Superintendent of their intention to retire up to June 30, 2024 2026 to receive appropriate salary benefits as described above through the 2024-2025 2029-2030 school year.</p>
--	---

~~assignment of similar pay rate, provided, the teacher's annual TRS creditable earnings do not exceed 106% of the prior year's TRS creditable earnings. Other than as described herein, the teacher will not accept new stipend positions, and the district will not assign new stipend positions after the notice is given.~~

~~D. POST RETIREMENT PAYOUTS~~

~~1. Terminal pay in the amount of one hundred (\$100) dollars for each full year of District service shall be granted to all teachers who retire and take their pension benefits.~~

~~2. Upon retirement each retiree shall be provided a post retirement payment of \$30.00 per day for any sick leave days the individual has remaining after all eligible sick leave has been reported to the Teachers Retirement System (TRS) for service credit.~~

~~a. Report all remaining unused sick days and be paid \$30.00 per day for the forty (40) days over the one hundred seventy (170) days.~~

~~b. Report all remaining unused sick days and be paid \$30.00 per day for the forty (40) days over the three hundred forty (340) days.~~

~~3. Any payment under this Section shall be considered post-retirement severance payments which shall be made in the payroll after the teacher's receipt of his/her final paycheck.~~

~~E. TERMINATION OF PROGRAM~~

~~The Retirement Incentive Program shall conclude on June 30, 2021, thus allowing eligible teachers who properly notify the Superintendent of their intention to retire up to June 30, 2021 to receive appropriate salary benefits as described above through the 2024-2025 school year.~~

~~F. CHANGES IN LAW PERTAINING TO INCENTIVES. Should the payment of this incentive become illegal or limited by law in amount, or if the payment of the incentives~~

	<p>results in an unexpected new payment to TRS by the Board, the incentive will be changed. In this event, the cost of the incentive as described above shall be calculated, and any allowable amount, up to the incentive amount will be paid as agreed above. Any remaining portion of the incentive shall be paid to the teacher during the month of July, but no later than December 31, immediately following retirement, however, that the Board and Union may negotiate and agree to an alternative manner of incentive payment so long as the total cost of the incentive to the Board is the same.</p> <p>REMOVED IN ITS ENTIRETY IN CONFORMITY WITH ARTICLE X(E)</p>	
XIII. TERM OF AGREEMENT	Effective from July 1, 2020 2021 to June 30, 2024 2023 .	Effective from July 1, 2020 2021 to June 30, 2024 2026 .

UNION Most Recent Offer 1-19-22

APPENDIX A – 2021-2022 BELL SCHEDULE

Bell Schedule (Proviso East and Proviso West)				
	Regular Schedule (M, F) 50 minute periods	Regular Schedule (Tu, W, Th) 50 minute periods	Half-Day Schedule 45 minute periods	Early Release Schedule 40 minute periods
	(M - PLC; F - teacher-directed)	ELOS	ELOS	ELOS
Period 1	8:00 AM - 8:50 AM	8:00 AM - 8:50 AM	8:00 AM - 8:45 AM	8:00 AM - 8:40 AM
Period 2	8:55 AM - 9:45 AM	8:55 AM - 9:45 AM	8:50 AM - 9:35 AM	8:45 AM - 9:25 AM
Period 3	9:50 AM - 10:40 AM	9:50 AM - 10:40 AM	9:40 AM - 10:25 AM	9:30 AM - 10:10 AM
Period 4	10:45 AM - 11:35 AM	10:45 AM - 11:35 AM		10:15 AM - 10:55 AM
Period 5	11:40 AM - 12:30 PM	11:40 AM - 12:30 PM		11:00 AM - 11:40 AM
Period 6	12:35 AM - 1:25 PM	12:35 AM - 1:25 PM		11:45 AM - 12:25 PM
Period 7	1:30 PM - 2:20 PM	1:30 PM - 2:20 PM		12:30 PM - 1:10 PM
Period 8	2:25 PM - 3:15 PM	2:25 PM - 3:15 PM	10:30 AM - 11:15 AM	1:15 PM - 1:55 PM
				teachers depart 1:55 PM

Professional Learning Communities: Period 1 on Monday of each week

ELOS: Period 1 on Tuesday, Wednesday and Thursday of each week

Staff Meetings: First Friday of student attendance each month

Teacher-Directed Time: Period 1 of each Friday (except the first Friday of student attendance each month)

Bell Schedule (PMSA, PEMSA, PWMSA)				
	First Day of Student Attendance (PMSA only) 45 minute periods	Regular Schedule 50 minute periods	Half-Day Schedule 45 minute periods (PMSA only)	Early Release Schedule 40 minute periods
	PLC/Staff Meeting 8:00 AM - 8:35 AM			
Period 1	8:40 AM - 9:25 AM	8:00 AM - 8:50 AM	8:00 AM - 8:45 AM	8:00 AM - 8:40 AM
Period 2	9:30 AM - 10:15 AM	8:55 AM - 9:45 AM	8:50 AM - 9:35 AM	8:45 AM - 9:25 AM
Period 3	10:20 AM - 11:05 AM	9:50 AM - 10:40 AM		9:30 AM - 10:10 AM
Period 4	11:10 AM - 11:55 AM	10:45 AM - 11:35 AM		10:15 AM - 10:55 AM
Period 5	12:00 PM - 12:45 PM	11:40 AM - 12:30 PM		11:00 AM - 11:40 AM
Period 6	12:50 PM - 1:35 PM	12:35 AM - 1:25 PM		11:45 AM - 12:25 PM
Period 7	1:40 PM - 2:25 PM	1:30 PM - 2:20 PM	9:40 AM - 10:25 AM	12:30 PM - 1:10 PM
Period 8	2:30 PM - 3:15 PM	2:25 PM - 3:15 PM	10:30 AM - 11:15 AM	1:15 PM - 1:55 PM
				teachers depart 1:55 PM

Professional Learning Communities: 8:00 AM – 8:35 AM on first student attendance day of each week

Duty periods shall be dispersed throughout the workday.

Half-Day Schedule for PEMSA and PWMSA: Follow the PE and PW Half-Day Bell Schedule

APPENDIX B – 2022-2023 AND BEYOND BELL SCHEDULE

Bell Schedule (All School Buildings)				
	<u>First Day of Student Attendance</u> 45 minute periods	<u>Regular Schedule</u> 50 minute periods	<u>Half-Day Schedule</u> 45 minute periods	<u>Early Release Schedule</u> 40 minute periods
	<u>PLC/Staff Meeting/Department</u> 8:00 AM - 8:35 AM			
Period 1	8:40 AM - 9:25 AM	8:00 AM - 8:50 AM	8:00 AM - 8:45 AM	8:00 AM - 8:40 AM
Period 2	9:30 AM - 10:15 AM	8:55 AM - 9:45 AM	8:50 AM - 9:35 AM	8:45 AM - 9:25 AM
Period 3	10:20 AM - 11:05 AM	9:50 AM - 10:40 AM		9:30 AM - 10:10 AM
Period 4	11:10 AM - 11:55 AM	10:45 AM - 11:35 AM		10:15 AM - 10:55 AM
Period 5	12:00 PM - 12:45 PM	11:40 AM - 12:30 PM		11:00 AM - 11:40 AM
Period 6	12:50 PM - 1:35 PM	12:35 AM - 1:25 PM		11:45 AM - 12:25 PM
Period 7	1:40 PM - 2:25 PM	1:30 PM - 2:20 PM	9:40 AM - 10:25 AM	12:30 PM - 1:10 PM
Period 8	2:30 PM - 3:15 PM	2:25 PM - 3:15 PM	10:30 AM - 11:15 AM	1:15 PM - 1:55 PM
				teachers depart 1:55 PM

Professional Learning Communities: 8:00 AM – 8:35 AM on first student attendance day of each week

BOE Most Recent Offer 1-19-2022
--

APPENDIX A – 2021-2022 BELL SCHEDULE

Bell Schedule (Proviso East and Proviso West)				
	Regular Schedule (M, F) 50 minute periods	Regular Schedule (Tu, W, Th) 50 minute periods	Half-Day Schedule 45 minute periods	Early Release Schedule 40 minute periods
	(M - PLC; F - teacher-directed)	ELOS	ELOS	ELOS
Period 1	8:00 AM - 8:50 AM	8:00 AM - 8:50 AM	8:00 AM - 8:45 AM	8:00 AM - 8:40 AM
Period 2	8:55 AM - 9:45 AM	8:55 AM - 9:45 AM	8:50 AM - 9:35 AM	8:45 AM - 9:25 AM
Period 3	9:50 AM - 10:40 AM	9:50 AM - 10:40 AM	9:40 AM - 10:25 AM	9:30 AM - 10:10 AM
Period 4	10:45 AM - 11:35 AM	10:45 AM - 11:35 AM		10:15 AM - 10:55 AM
Period 5	11:40 AM - 12:30 PM	11:40 AM - 12:30 PM		11:00 AM - 11:40 AM
Period 6	12:35 AM - 1:25 PM	12:35 AM - 1:25 PM		11:45 AM - 12:25 PM
Period 7	1:30 PM - 2:20 PM	1:30 PM - 2:20 PM		12:30 PM - 1:10 PM
Period 8	2:25 PM - 3:15 PM	2:25 PM - 3:15 PM	10:30 AM - 11:15 AM	1:15 PM - 1:55 PM
				teachers depart 1:55 PM

Professional Learning Communities: Period 1 on Monday of each week

ELOS/DUTY: Period 1 on Tuesday, Wednesday and Thursday of each week

Staff Meetings: First Friday of student attendance each month

Teacher-Directed Time: Period 1 of each Friday (except the first Friday of student attendance each month)

Bell Schedule (PMSA, PEMSA, PWMSA)				
	First Day of Student Attendance (PMSA only) 45 minute periods	Regular Schedule 50 minute periods	Half-Day Schedule 45 minute periods (PMSA only)	Early Release Schedule 40 minute periods
	PLC/Staff Meeting 8:00 AM - 8:35 AM			
Period 1	8:40 AM - 9:25 AM	8:00 AM - 8:50 AM	8:00 AM - 8:45 AM	8:00 AM - 8:40 AM
Period 2	9:30 AM - 10:15 AM	8:55 AM - 9:45 AM	8:50 AM - 9:35 AM	8:45 AM - 9:25 AM
Period 3	10:20 AM - 11:05 AM	9:50 AM - 10:40 AM		9:30 AM - 10:10 AM
Period 4	11:10 AM - 11:55 AM	10:45 AM - 11:35 AM		10:15 AM - 10:55 AM
Period 5	12:00 PM - 12:45 PM	11:40 AM - 12:30 PM		11:00 AM - 11:40 AM
Period 6	12:50 PM - 1:35 PM	12:35 AM - 1:25 PM		11:45 AM - 12:25 PM
Period 7	1:40 PM - 2:25 PM	1:30 PM - 2:20 PM	9:40 AM - 10:25 AM	12:30 PM - 1:10 PM
Period 8	2:30 PM - 3:15 PM	2:25 PM - 3:15 PM	10:30 AM - 11:15 AM	1:15 PM - 1:55 PM
				teachers depart 1:55 PM

Professional Learning Communities: 8:00 AM – 8:35 AM on first student attendance day of each week.
Duty Periods shall be dispersed throughout the workday.
Half-Day Schedule for PEMSA and PWMSA: Follow the PE and PW Half-Day Bell Schedule

APPENDIX B – 2022-2023 AND BEYOND BELL SCHEDULE

Bell Schedule (PMSA, PEMSA, PWMSA)				
	First Day of Student Attendance (PMSA only) 45 minute periods	Regular Schedule 50 minute periods	Half-Day Schedule 45 minute periods (PMSA only)	Early Release Schedule 40 minute periods
	PLC/Staff Meeting 8:00 AM - 8:35 AM			
Period 1	8:40 AM - 9:25 AM	8:00 AM - 8:50 AM	8:00 AM - 8:45 AM	8:00 AM - 8:40 AM
Period 2	9:30 AM - 10:15 AM	8:55 AM - 9:45 AM	8:50 AM - 9:35 AM	8:45 AM - 9:25 AM
Period 3	10:20 AM - 11:05 AM	9:50 AM - 10:40 AM		9:30 AM - 10:10 AM
Period 4	11:10 AM - 11:55 AM	10:45 AM - 11:35 AM		10:15 AM - 10:55 AM
Period 5	12:00 PM - 12:45 PM	11:40 AM - 12:30 PM		11:00 AM - 11:40 AM
Period 6	12:50 PM - 1:35 PM	12:35 AM - 1:25 PM		11:45 AM - 12:25 PM
Period 7	1:40 PM - 2:25 PM	1:30 PM - 2:20 PM	9:40 AM - 10:25 AM	12:30 PM - 1:10 PM
Period 8	2:30 PM - 3:15 PM	2:25 PM - 3:15 PM	10:30 AM - 11:15 AM	1:15 PM - 1:55 PM
				teachers depart 1:55 PM

Professional Learning Communities: 8:00 AM – 8:35 AM on first student attendance day of each week.
Duty periods shall be disbursed throughout the workday.
Half-Day Schedule for PEMSA and PWMSA: Follow the PE and PW Half-Day Bell Schedule