



CONTRACTUAL AGREEMENT

2026-2030

EAST AURORA COUNCIL
IFT/AFT LOCAL 604
and the
BOARD OF EDUCATION
EAST AURORA SCHOOL DISTRICT
NO. 131

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SECTION 1: GENERAL PROVISIONS

ARTICLE I: RECOGNITION AND REPRESENTATION

1.1 Parties to the Agreement

This Agreement is by and between the Board of Education of East Aurora School District No. 131, Kane County, Illinois, hereinafter referred to as the "Board," and the East Aurora Council, American Federation of Teachers-Local 604, AFT/IFT, AFL/CIO, hereinafter referred to as the "Union," pursuant to and in compliance with the Illinois Educational Labor Relations Act.

1.2 Recognition, Jurisdiction, and Scope

For the purposes of collective bargaining with respect to wages, hours, and terms and conditions of employment, the Board recognizes the Union as the sole and exclusive representative for:

- a. all full-time certified personnel (except as excluded herein) including: teachers, school social workers, speech/language pathologists, school psychologists, school counselors, school nurses, librarians, interventionists, facilitators, instructional coaches, and ~~sped~~ special education coordinators (the "teachers bargaining unit" or "Teachers");
- b. all full-time (32.5 hours per week or more) classified employees in the following categories: academic assistants, special education assistants, learning center assistants, bilingual assistants, pupil personnel assistants, parent educator, bilingual special education interpreters, sign language interpreters, speech language interpreters, parent liaisons, health assistants, preschool assistants, and hearing/vision technicians (the "support staff bargaining unit" or "Support Staff"); and
- c. all full-time office staff in the following categories: Clerical, Secretary I, Secretary II, and Secretary III, bookkeeper, but excluding administrative assistants (Finance, HR, Associate Superintendent, and executive assistant to the Superintendent) and all other classified staff, certified staff, administrators, managerial, supervisory, and short-term employees as such employees are defined in Section 2 of the Illinois Educational Labor Relations Act (the "office staff bargaining unit" or "Office Staff"),

In the General Provisions applicable to all employees covered by this Agreement, the units described in subsections a., b., and c. above may be referred to collectively for convenience as "the bargaining unit."

1.3 Conformity to Law

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

ARTICLE II: UNION/BOARD RELATIONS

2.1 Right to Representation

The Union agrees to fulfill its duty of fair representation to all members of the bargaining unit for purposes of negotiations with the Board concerning terms and conditions of their employment.

2.2 Union/Superintendent Meetings

The Superintendent shall meet with ~~the Union's executive board, which is generally no more than six (6) members, up to six (6) (including the Union President) representatives of the Union~~ to discuss matters relating to the implementation of the Agreement, as well as matters of mutual concern, provided that the Superintendent shall not be required to meet more than one (1) time per calendar month. The Superintendent shall not be required during such meetings to discuss any pending grievances or any matter which is then subject to consideration as part of the negotiations of a successor Agreement. The Union's representatives shall submit an agenda of items to be discussed at least three (3) school days in advance, if possible, of such meeting, and for matters arising after the submission of the agenda not later than the outset of the meeting. The Union's agenda items shall be discussed prior to any other matters. The scope of the meetings should be general contract issues rather than individual issues that should be addressed at the building level. Where possible the Union should present documentation for patterns of actions, and the Superintendent shall provide relevant documents that the Union may request. Meetings shall ordinarily be one and one-half (1.5), but not to exceed two (2) hours in length, unless otherwise agreed. Minutes from the meetings shall be prepared by the Union and shall be reviewed by the Union and the Superintendent together at the conclusion of the meeting or when the minutes are prepared. The minutes shall be factually based without editorial comment, and shall include a summary of the issues discussed, possible resolutions, and necessary follow-up. The minutes shall be submitted to the Superintendent, the East Aurora Council President, the Assistant Superintendent of Human Resources, and, depending on the issues discussed, to such other persons as appropriate.

2.3 Union/Principal Meetings

The principal of each building shall meet with representatives of the Union to discuss matters relating to the implementation of this Agreement as well as matters of mutual concern, provided that the principal shall not be required to meet more than once each month. The principal shall not be required during such meetings to discuss any pending grievances or any matter which is then subject to consideration as part of the negotiations of a successor Agreement. Meetings shall be at mutually agreed times and ordinarily last one (1) hour, or one (1) class period unless otherwise agreed. The Union representative shall submit an agenda of items to be discussed at least three (3) school days, in advance, if possible, of such meeting, and for matters arising after the submission of the agenda not later than the outset of the meeting. The Union's agenda items shall be discussed prior to any other matters.

Minutes from the monthly meetings shall be prepared by the Union and shall be reviewed by the Union and the principal together at the conclusion of the meeting or when the minutes are prepared. The minutes shall be factually based without editorial comment, and shall include a summary of the issues discussed, possible resolutions, and necessary follow-up. The approved minutes shall be submitted to the Superintendent, the East Aurora Council President, the Assistant Superintendent of Human Resources, and, depending on the issues discussed, to such other persons as appropriate.

2.4 Information to the Union

Documents, including but not limited to the following, shall be either furnished to the Union President or posted on the District's website, as they are received, completed, or compiled. (Items G & H to be provided in electronic format):

- A. Board agendas;
- B. Official minutes of the Board;
- C. Monthly budget summaries;
- D. Board policy manual;
- E. Annual auditor's report and management letter;
- F. Current fiscal year budget;
- G. Statistical information, including employees' names, pertaining to employee step placement, salary lane placement, extended service placement and present insurance coverage;
- H. Bargaining unit employee lists, school and title, including home addresses, home and work email addresses, if available, and mobile and home telephone numbers, if available, **in accordance with the Illinois Education Labor Relations Act. A draft list of new employees shall be provided by the first institute day, and the final** list of new employees hired shall be given to the Union by September 20 of each year, and names of persons employed after that date, along with the information listed above, shall be provided within **twenty (20)** days of hire.

2.5 Meetings, Notices, and General Information

The Union shall have the right to request and, upon approval of the building principal, to use buildings for meetings of the East Aurora Council (which may include other employees of the Board and a reasonable number of guests), provided that such meetings do not interfere with instructional and/or extra-curricular programs. Any special expenses as a result of such meeting(s) will be reimbursed to the District by the Union.

The Union may use the inter-building delivery system, teacher school mailboxes, and teacher lounge bulletin boards for Union matters. The use of the inter-building delivery system shall be subject to any rules or regulations as may be promulgated by the United States Postal Service or other governing agency or any legislation which may be hereafter adopted.

The Union may use the District's e-mail system for the communication identified to the Superintendent.

When using the District's e-mail system, the Union will comply with the District's Acceptable Use policy and administrative procedures as amended from time to time.

The Union shall be allowed reasonable use of computers, copying equipment and audio/visual equipment upon approval of the Administration. The Union will pay for all consumable materials used. No school equipment may be removed from the premises or used for political purposes. The Union will be financially responsible for all damage occasioned by the use of such equipment. Nothing herein shall be construed as precluding the Board from designating an employee other than a member of the bargaining unit to actually operate such equipment or to supervise its use.

2.6 Dues Check-Off

The Board shall deduct from the regular paycheck of each member, from whom it received written authorization to do so, the required amount of Union dues. The dues of a list of employees from whom the dues have been deducted, and the amount deducted from each shall be forwarded to the proper Union officer no later than ten (10) days after such deduction was made. Deductions shall continue unless and until authorization is withdrawn by the employee in accordance with the law and the terms of the deduction authorization.

2.7 District Directory

The Union and its officers shall be listed in the District Directory posted on the District's website.

2.8 Union Presentation

The Union or designees shall be on the program for the orientation for new teachers for a period not exceeding sixty (60) minutes. The Union President or designees shall be given ten (10) minutes to welcome all IFT staff during the beginning of the year institute day. The Union President or designee shall also be on the agenda, upon request at least two (2) days in advance, for a period not to exceed ten (10) minutes at the beginning of the general building faculty meeting of the month, and for ten (10) minutes prior to their lunch break on SIP days or in-service days (regardless of the building where staff are attending), to address matters of staff concern. When available, Administrators shall cover the office in order for Office Staff to attend.

A Union representative will be provided with an opportunity to meet with new bargaining unit employees for one (1) hour pursuant to Illinois Public Act 101-0620 during the District's onboarding process to inform the new employee(s) of their obligations, rights and benefits under the Agreement. In order to facilitate such Union meetings with new employees, the employer shall schedule and notify the Union of onboarding meetings as soon as practicable.

2.9 Union President Released Time

A. The Union President, or ~~his/her~~ **their** designee, shall be released from ~~his/her~~ **their** regular duties to the District on a daily basis for each school day; provided, however, the amount of release time shall be reviewed each contract renewal by the Union and the District. It is understood that the released time will be used to attend to the duties of the Union President. In the absence of the President, or as may be needed for support staff or office personnel, the applicable ~~Vice President~~ **Union officers** shall be released for up to a total of five (5) school days per year without loss of pay for the investigation of grievances or other activities relating to personnel issues.

- B. If and when it is necessary for the Union President or ~~his/her~~ **their** designee to be absent during the non-school day time assigned to contractual services to the District, in order to attend meetings or conferences, investigate grievances, or deal with other teacher or school related matters, the President or ~~his-~~**their** designee will be available for a like amount of internal coverage time during hours ~~he/she~~**they** would normally be released. The Union President shall notify the Superintendent or ~~his~~ **their** designee at least two (2) school days in advance.
- C. The Union President or ~~his/her~~ **their** designee will not incur loss of wages, benefits, tenure, or salary scale advancement because of the exercise of this provision.
- D. Whenever the Union Presidency passes to a different member, the release time provision will be accommodated as soon as practicable, but no later than the beginning of the next semester.
- E. As used in this section, "designee" shall mean only another Vice-President.

2.10 School Security

The Board shall make a reasonable effort to assure the safety of ~~staff-members~~ **employees** in school buildings. In addition, the Board shall make a reasonable effort to provide security in faculty parking lots, provided it is acknowledged that absolute protection against vandalism may not be achievable.

In addition, the District will provide all ~~staff-members~~ **employees** with information and online training on school emergency response procedures and ~~staff-members~~ **employees** shall act in accordance with the procedures outlined in the School Emergency Procedures Flip Chart, a copy of which shall be available in each classroom.

2.11 Joint Advisory Committees

~~The following committees shall be advisory in nature and composed of an equal number of persons appointed by the Superintendent (or his/her designee) and the Union President: Evaluation Committee, Teaching and Learning Committee (formerly Multiple Tier System of Support Committee (MTSS), PLC, Assessment Committee), PD Committee and Behavior Committee. These committees shall make recommendations by majority vote.~~

~~The following committees shall be advisory in nature and composed of an equal number of bargaining unit members appointed by the Union President and administrators appointed by the Superintendent (or his/her designee): Insurance Committee, Calendar Committee, Stipend Committee, and Job Description Committee. These committees shall make recommendations on a consensus basis and not by majority vote.~~

The District and the Union agree to maintain joint committees to support collaboration on matters impacting the District. Joint committees shall be structured at the district, building, and ad hoc levels as outlined below.

District-Level Committees:

Insurance, Calendar, Stipends, Job Descriptions, Safety, Evaluation, Professional Development, MTSS-Behavior, and T&L/Academic.

Building-Level Committees:

MTSS-Behavior, T&L/Academic, and Safety.

Ad Hoc Committees:

Committees may be created and dissolved as needed by mutual agreement of the District and the Union to address specific topics (e.g., Mentoring, Dual Language).

~~Insurance Committee — Outcomes from this committee will be guided by section 8.1 Calendar Committee — Outcomes from this committee will be guided by section 9.1 Stipend Committee — Outcomes from this committee will be guided by Appendix D-1 Job Description Committee — Outcomes from this committee will be guided by section 9.14, 16.3 & 21.3~~

Joint committees shall operate under the following parameters:

- Representatives shall be appointed by the District and the Union respectively. The size of each committee will be determined by the committee co-leads based on its purpose and needs. Committees will include an equal number of District and Union representatives unless otherwise agreed.
- By October 1 of each year, committee co-leads will meet to establish a meeting schedule by mutual agreement and communicate that schedule to committee members.
- Committees will strive to reach decisions by consensus. For purposes of this section, consensus means general agreement among members, even if not all members fully agree.

~~For all committees the total number of appointees shall be mutually agreed upon but in no event less than six (6). These committees shall meet at such times as are mutually agreed, but in no event less than once each semester upon the request of either party.~~

~~The Superintendent and Union President may agree to add additional committees, merge committees, or eliminate committees.~~

The District and the Union may mutually agree to add, merge, or eliminate joint committees as needed.

~~(NOTE: PERA/SB7 Committee has been removed. Illinois law governs such committees.)~~

Committees required by law shall follow a similar collaborative structure, but will be governed by the applicable statutory requirements, including but not limited to PERA, RIF/SB7, and the Parent-Teacher Advisory Committee (PTAC).

2.12 Job Descriptions

Work duties for all bargaining unit employees shall be as described in the job description for each assigned position. Each job description shall identify the employee's immediate supervisor. The District shall provide job descriptions to the Union.

A Joint Job Description Committee, established in accordance with Section 2.11, shall review job descriptions and recommend changes as needed. The Committee shall also review and make recommendations regarding position category placements and work calendars.

Employee job descriptions, category placements, and work calendars shall not be permanently changed until the Joint Job Description Committee has reviewed and discussed the proposed changes. All recommended changes shall be subject to approval by the Board.

2.13 School Calendar

The Board shall establish school calendars on a two (2) year cycle. Each calendar shall not exceed one hundred eighty-nine (189) school days and shall include no more than one hundred eighty (180) teacher workdays (except for newly employed teachers who may be required to attend up to four (4) additional non-instructional workdays in their first partial and/or full year of employment). Emergency days which are not used for emergency purposes shall be designated as special holidays at the end of the school year.

School calendars shall be jointly developed through a District-wide Calendar Committee in accordance with Section 2.11. The Committee shall meet during the first quarter of the school year to develop the calendar. The Committee's recommended calendar for the upcoming school year shall be submitted in time to secure Board approval by the last Board meeting in March. A draft calendar for the subsequent school year shall be developed by the end of the school year. The Administration shall provide relevant information to the Committee to support the development of the calendar.

2.14 Staffing Projections and Communication

The District shall annually provide staffing projections to the Union and will maintain open dialogue to consider feedback regarding staffing needs. Final decisions regarding staffing levels and assignments shall remain within the discretion of the District.

2.15 Parent-Teacher Conferences

Parent-teacher conferences shall be scheduled in accordance with the approved school calendar. Teachers are required to attend and participate in all scheduled conference days and times.

Fall conferences shall be conducted on non-student attendance days and shall include conference sessions scheduled during the day and evening. The conference day shall include a mid-day break and an evening break. The total duration of the conference day, inclusive of all conference sessions and required attendance time, shall not exceed twelve (12) hours. On the day following the evening conferences, teachers shall be released at or near mid-day, consistent with the District-established schedule.

Spring conferences shall include an evening conference session following the teacher's regular workday. The evening conference session shall not exceed three (3) consecutive hours. On the day following the evening conferences, teachers shall be released at or near mid-day, consistent with the District-established schedule.

The specific conference schedules, including start and end times, shall be established by the District. On conference days, the teacher workday may differ from the regular daily schedule but shall be limited to the conference schedule established by the District and shall include appropriate break periods where applicable.

Support staff shall work their regular workday unless otherwise approved by the building principal to follow the teacher conference schedule. Support staff who are approved to follow the teacher conference schedule shall work the same hours as teachers on those days.

Office staff shall ensure that building office functions are maintained during conference days and shall work with the building principal to establish schedules that provide appropriate coverage. Office staff who are approved to follow the teacher conference schedule shall follow the same start and end times as teachers for those days.

ARTICLE III: MANAGEMENT RIGHTS

3.0 Management Rights

The Board retains and reserves unto itself all powers, rights, duties, and responsibilities conferred upon and vested in it by the statutes of the State of Illinois.

The Board shall not be required to bargain over matters of inherent managerial policy, which shall include such areas of discretion or policy as the functions of the employer, standards of services, its overall budget, the organization structure and selection of new employees, and direction of employees.

ARTICLE IV: NO STRIKE

4.0 No Strike

The Union agrees that there shall be no strike, withholding of services, or other refusal to render full and complete service to the Board during the term of this Agreement.

No Lockout

The Board agrees not to lock out any employees during the term of this Agreement.

ARTICLE V: GENERAL LEAVE PROVISION

~~The general leave provisions in this Article V are intended to apply to all employees covered by this Agreement. Specific leave provisions that apply to Teachers are in Article V Sec 5.8, specific leave provisions that apply to Support Staff are in Article XIX, and specific leave provisions that apply to Office Staff are in Article XXIV. In the event of a conflict between any provision of this Article V, and a provision contained in Articles V, XIX, or XXIV then the provision in Article V, Article XIX, or Article XXIV, as applicable, shall control.~~

The general leave provisions in this Article V apply to all employees covered by this Agreement. Specific leave provisions for certain employee groups are as follows: provisions applicable to Teachers are set forth in Article XIII (Leaves), Section 2; and provisions applicable to Office Staff are set forth in Article

XXI, Section 4. In the event of any conflict between the general provisions of this Article V and the specific provisions identified above, the applicable specific provision shall control.

5.1 Sick Leave

Sick leave means personal illness, quarantine at home, or serious illness or death in one's immediate family or household. Sick leave may also be used for the purpose of child bonding following the birth, adoption, or placement of a child for adoption, for up to sixty (60) workdays. Immediate family shall mean: parents, spouse, civil union partner, brothers, sisters, children, grandchildren, grandparents, parent-in-law, brother/sisters-in-law, and legal guardians. Sick leaves of four (4) or more consecutive days shall require medical verification and such medical verification should be presented on the 4th consecutive day of absence or as soon as practical thereafter. Failure to provide a required medical verification will result in the denial of additional requested sick days beyond the initial three (3) days for such claimed illness.

Sick leave shall terminate upon the earlier of (a) the employee's return to work, or (b) the exhaustion of the greater of accumulated sick days, other paid time off, or applicable FMLA or VESSA leave. An employee may apply for additional leave pursuant to Section 5.2 hereof in the event the employee has a condition that would qualify for sick leave and all paid time off, sick days, and applicable FMLA or VESSA leave has been exhausted. ~~As an example, if an employee is ill for a period that would extend 12 work weeks, has only one week left of FMLA and 15 sick days, that employee would have 15 days of sick leave left (the first week of which would be concurrent with the one week of FMLA) with benefits, and would thereafter need to apply for an uncompensated medical leave pursuant to Section 5.2.~~

Each full-time employee shall be entitled to thirteen (13) sick leave days per work year. Sick leave shall accumulate in accordance with applicable law and retirement system requirements.

Employees with five (5) or more years of service in the District who have a balance of fifty (50) or more accumulated sick days as of June 30 of each year shall receive fourteen (14) sick leave days for the following work year. This provision shall be implemented beginning with the 2026-2027 school year, using June 30, 2026 as the initial eligibility determination date.

5.2 Uncompensated Medical Leave of Absence

The Board of Education, in its sole discretion, may grant an employee a leave of absence, without pay or other benefits, for a matter which would qualify for sick leave. Such leave may not commence until the employee has exhausted all accrued paid time off, accumulated sick leave, and FMLA or VESSA leave. The leave shall not exceed ninety (90) consecutive school days. Request for an unpaid leave of absence must be accompanied by medical verification as to the nature and extent of the illness or incapacity and estimated time necessary for recovery therefrom. In exercising its discretion, the Board will take into consideration continuity of instruction, support staff, medical factors to the maximum degree possible, and the pertinent time factors related thereto. This leave is available to an employee whether or not the employee is receiving short-term disability.

Any employee on an approved leave pursuant to this section may participate in the District's available insurance programs but at such employee's own expense for the full monthly premium. The full monthly premium, which is the total of the portion of the premium previously paid by the employee

and the amount paid by the District, is payable to the District by the employee as provided herein except the first month of participation shall require an employee to pay one (1) full month's premium in advance. The District shall bill the employee for this premium and it will be the responsibility of the employee to deliver to the benefits facilitator, on or before the 15th day of the month preceding the onset of the leave, a check payable to the District in the full amount of one (1) month's premium, for the following month. Thereafter, the District will bill the employee monthly for this premium and on or before the 15th of each month a check for the full amount of the premium must be hand delivered and receipted, or sent U.S. Mail certified return receipt, postmarked on or before the 15th of the month. Subsequent failure to pay the required monthly premium shall constitute a thirty (30) day notice of cancellation of insurance coverage. No later than fourteen (14) calendar days prior to the scheduled termination of any leave in excess of sixty (60) days, the employee shall notify the Assistant Superintendent of Human Resources in writing of his/her their intention to return to employment. Failure to provide such notification shall be deemed a submission of resignation from employment in the District effective at the end of the leave.

5.3 Personal and/or Emergency Leave

~~The amount of personal or emergency leave available to an employee shall be as provided in Articles XIII, XVIII, and XXIII, as applicable.~~ Each full-time employee shall be granted three (3) personal leave days at full pay per work year. Employees may accumulate unused personal leave days up to a maximum of five (5) days. Any unused personal leave days in excess of five (5) as of June 30 shall be converted and added to the employee's accumulated sick leave balance.

Personal leave is intended to be utilized for attending to legal, personal business, and moral obligations which cannot be attended to at any other time except during school hours and is not intended to be used for such matters as vacation or recreation. Except in cases of an emergency, ~~written advance notice of the necessity and reason for personal leave shall be submitted two (2) school days prior to date of leave~~ a request for personal leave shall be submitted at least two (2) work days prior to the date of the leave to the employee's supervisor or building principal, as applicable. In the case of an emergency, the employee must provide a reason for the leave as soon as possible and in any event, no later than the date he/she they returns to duty. Requests for two (2) or more consecutive work days of personal leave shall require the employee to provide the specific reason for the request. The denial of a personal leave request may be appealed to the Assistant Superintendent of Human Resources. Any appeal shall be accompanied by documentation of the event for which the leave was requested. No more than two (2) advance notice personal leave days will be allowed in any one (1) week.

Personal leave, except in the case of an emergency, shall not be granted the day prior to or after vacation periods or holidays. Personal leave, except in the case of an emergency, shall not be granted on the day of parent-teacher conferences, open houses, curriculum nights, parent informational activities, in-service days, institute days, SIP days, nor during the first five (5) days of the school year or last five (5) days of the school year except for religious holidays; provided, however, that a personal day may be used by a teacher on the day of parent-teacher conferences, open houses, curriculum nights or parent informational activities so long as the teacher attends the required conference/open house, curriculum night or parent informational activity later that day. Examples of purposes not appropriate for personal leave include, but are not limited to, vacation, recreation, accompanying another individual on a trip, or extending a vacation or holiday period.

5.4 Court Appearances

- A. For a school-connected incident or matter, where a court appearance is required by the Board, a subpoena, or by court or law enforcement officials, there shall be no loss of salary or leave days. A copy of any subpoena or court order shall be submitted to the District in support of any claim for payment.
- B. For jury duty there shall be no loss of personal leave. A copy of a jury summons or other relevant documentation shall be submitted to the District.
- C. Family or personal court appearances must have pre-approval by HR during blackout periods to utilize personal days.

5.5 Absence due to Battery by Student

Absence due to injury incurred in the course of employment shall not be charged against sick leave if caused:

- 1. by a student during the school day or during a school sponsored event and in the course of the employee intervening in order to break up a fight or altercation; or
- 2. to protect the safety of a student or students; or
- 3. where the ~~staff member~~ employee is the subject of a battery.

For the period of such absence, the Board shall pay the difference between the employee's salary and the amount received by the employee under the Illinois Worker's Compensation Act for temporary total disability. Nothing herein shall be construed as requiring an employee to break up a fight when the employee's safety is in danger. For purposes of safety and security, physical interaction is deemed to be the action of last resort.

5.6 ~~Parental Maternity/Child Care Leave~~

In addition to the use of sick days as provided in subsection C hereof, and any FMLA leave to which an employee is entitled, the Board may, in its discretion, grant ~~maternity/childcare~~ parental leave without pay ~~or benefits~~ to full-time employees in the District.

Employees who are not eligible for FMLA leave and who are granted parental leave under this Section may, for a period not to exceed sixty (60) workdays, continue participation in the District's insurance programs at the employee/employer contribution rates in the same manner as if the employee was actively working, to the extent permitted by the District's insurance carrier.

Any employee on an approved leave pursuant to this section, ~~after exhausting any FMLA leave,~~ may participate in the District's available insurance programs ~~but at such employee's own expense for the full monthly premium~~ as provided herein. The full monthly premium, which is the total of the portion of the premium previously paid by the employee and the amount paid by the District, is payable to the District by the employee as provided herein except the first month of participation shall require an employee to pay one (1) full month's premium in advance. It will be the responsibility of the employee

to deliver to the benefits facilitator, on or before the 15th day of the month preceding the onset of the leave, a check payable to the District in the full amount of one (1) month's premium, for the following month. Thereafter, on or before the 15th of each month a check for the full amount of the premium must be hand delivered and receipted, or sent U.S. Mail certified return receipt, postmarked on or before the 15th of the month. Subsequent failure to pay the required monthly premium shall constitute a thirty (30) day notice of cancellation of insurance coverage.

No later than fourteen (14) calendar days prior to the scheduled termination of any leave in excess of sixty (60) days, the employee shall notify the Assistant Superintendent of Human Resources in writing of his/her intention to return to employment. Failure to provide such notification shall be deemed a submission of resignation from employment in the district effective at the end of the leave. In addition, such leave is subject to the following conditions:

- A. All such leaves shall be for a fixed period with specific beginning and ending dates not to exceed one (1) calendar year in duration. The length of such leaves shall be mutually agreed upon by the employee and the administration provided the termination of such leave during the school year shall be non-precedential. The duration of the leave shall take into consideration the continuity of instructional staff, support staff, instructional assistance, medical factors to the maximum possible degree, and the pertinent time factors related thereto. Every effort shall be made to have such leave terminate immediately prior to the start of a new school term.
- B. Requests to the Board for ~~maternity/childcare~~ **parental** leave shall be in writing and made no later than thirty (30) calendar days prior to the date the employee is requesting the leave to commence.
- C. Accumulated sick leave shall be used during periods of pregnancy-related illness or disability, and during any periods of FMLA leave, but is not available during any other portion of the unpaid ~~maternity/childcare~~ **parental** leave used for childcare or bonding.
- D. In the case of adoption, an employee shall keep the Superintendent and/or designee informed and make appropriate arrangements for the commencement and the duration of the leave with the Superintendent.

Adoptions shall apply to a child of less than six (6) years of age and the provisions of 5.6.C. above shall apply except as clearly inappropriate because of the nature of the adoption proceedings.

5.7 FMLA/VESSA Leave

Employees shall have all rights accorded by the Family Medical Leave Act (FMLA) and the Victims Economic Security and Safety Act (VESSA) and nothing in this Agreement shall be interpreted in a manner inconsistent with the provisions of either FMLA or VESSA or regulations promulgated by the United States Department of Labor.

5.8 Other Leaves of Absence

The Board may grant a leave of absence without pay or benefits to an employee for a purpose it, in its discretion, deems appropriate and beneficial to the ~~School~~ District for a period of up to one (1) school year upon such terms and conditions as Board may elect. The granting, withholding, or conditioning of

such leave of absence shall be nonprecedential with respect to any other request for such leave by such employee or any other employee.

Notification of intention to return to the employ of the ~~school~~ District from an unpaid leave of absence shall be made in writing to the Assistant Superintendent of Human Resources at least ninety (90) calendar days prior to the end of the school year preceding the expected return. Failure to notify the ~~Superintendent~~ District, in writing, shall be deemed a resignation. Employees returning from an unpaid leave of absence shall be placed on the salary schedule at the same place they occupied at the beginning of the leave unless they shall have worked at least ninety (90) days of the current year. In the latter case, employees shall be granted a full year's credit on the salary schedule if the partial year of service started before the commencement of the leave. Employees returning from an unpaid leave of absence shall resume their duties only at the beginning of the school year unless otherwise recommended by the Superintendent and approved by the Board of Education. Upon expiration of the leave and upon presentation of evidence satisfactory to the Board of ~~Education~~ manifesting compliance with the conditions of the leave, the employee shall be returned to a position within the ~~school~~ District, however, not necessarily at the same building and/or position formerly occupied.

5.9 Union Leave

The Board shall grant leaves of absence without loss of pay not exceeding nine (9) days cumulatively to Union representatives to attend local, state, or national conferences and/or conventions or other pertinent Union business or affairs, provided the Union shall promptly reimburse the Board for the cost of any substitutes.

5.10 Bereavement Leave

A bereavement leave of a maximum of three (3) days for each death in the immediate family shall be granted in the event of a death in the immediate family, by marriage, registered domestic partnership, as well as blood or adoption, and anyone living in the ~~staff member's~~ **employee's** household. Immediate family includes ~~spouse, parents, grandparents, children, grandchildren, siblings~~ **parents, spouse, civil union partner, brothers, sisters, children, grandchildren, grandparents, parents-in-law, brothers/sisters-in-law, and legal guardians**. Additional bereavement leaves of up to two (2) days may be granted where extended travel or unusual circumstances prevail with pre-approval and documentation by ~~Human Resources~~ **HR**.

5.11 Proration of Leave

Employees who begin employment after the start of the work year and all part-time employees shall receive a prorated amount of sick leave, personal leave, and, where applicable, vacation leave, based on their start date.

5.12 Sick Bank

The East Aurora sick bank is open for voluntary participation to members of all bargaining units of East Aurora Council AFT Local 604. To participate, members must fill out the approved form by September 15th of that ~~school~~ **work** year. Members hired after the start of the workschool year will have fifteen (15) workdays after the date of hire to participate in the sick bank. Members joining for the first time

shall contribute two (2) sick days to the bank from their personal accumulated sick leave. Days donated to the sick leave bank are irrevocable.

Provisions for the use of the sick bank are as follows:

A. **Application & Processing**

~~Application for its use must be submitted to the Union's Sick Leave Bank Committee for consideration. Accepted applications will be sent to the Union President and Superintendent or designee for processing subject to approval by the Union President and Superintendent or designee.~~ All applications shall be reviewed and determined by the Sick Bank Committee in accordance with the criteria outlined in this Agreement. Accepted applications shall be forwarded to the Union President and Superintendent or designee for processing.

B. **Exhaustion of Leave**

~~A member's sick and personal leave days must be used up, but an application may be submitted prior to exhausting such leave.~~ Eligibility requires exhaustion of all accumulated sick leave and applicable leave (but an application may be submitted prior to exhausting such leave), and a minimum of ten (10) consecutive workdays of absence related to the qualifying condition.

C. **Medical Documentation**

~~A current physician's letter indicating the member's inability to adequately perform his/her job is required for final approval.~~

Applicants must submit a completed application and a physician's statement verifying:

- the nature of the condition
- inability to perform essential job duties
- anticipated duration of absence

D. **Additional Medical Review**

~~Should the Board of Education require a consultation from another physician, this consultation shall be at the Board's expense.~~

The Committee may request additional medical documentation as necessary to determine eligibility.

E. **Qualifying Use**

~~Use of the sick leave bank shall be for long-term, serious illness or major disability of the employee, spouse, child, or parent. Maternity/paternity leave does not qualify, except in cases of medical complications.~~

Use of the sick bank shall be limited to catastrophic illness or injury of the employee, defined as a serious, life-altering, or medically significant condition that:

- requires ongoing medical treatment or recovery
- results in the employee being unable to perform essential job functions for an extended period
- is not routine, short-term, or elective in nature

Examples may include, but are not limited to:

- major surgeries with extended recovery
- cancer or serious medical diagnoses requiring ongoing treatment
- severe injuries requiring extended rehabilitation
- pregnancy-related medical complications

Parental leave does not qualify, except in cases of medical complications.

F. Disability Coordination

Should a member apply for and receive disability status from the Illinois TRS/IMRF/SS, all further benefits from the sick day bank relating to that illness will be disallowed and bank use will terminate when disability payments begin.

G. Benefit Limits

Members can draw from the sick leave bank a number of days equal to the number of the member's workdays remaining in the ~~school~~ work year, subject to the following table:

Years in East Aurora Sick Bank	Maximum Allowable Time from Bank
1	5 days
2	10 days
3	15 days
4	20 days
5	25 days
6 or higher	30 days

Thirty (30) days in ~~one school year~~ **one (1) twelve (12) month period** shall be the maximum allowed unless the Union's Sick Leave Bank Committee believes there are extenuating circumstances. **If the work year ends and any awarded Sick Bank days remain unused, those days shall be returned to the Sick Bank.** Any member who joined ~~s~~ the sick bank at inception (September 15, 2021) ~~will be~~ **has been** grandfathered with the understanding for such members that "Maximum Allowable Time from Bank" corresponds to "Years in East Aurora D131". Anyone who joins after September 15, 2021, will be joining with the understanding that the "Maximum Allowable Time from Bank" relates to "Years in East Aurora Sick Bank".

H. Bank Maintenance

Should the number of days fall below fifty (50):

1. Members would be allowed to donate up to **two (2)** days from their existing available sick time prior to requiring or assessing an additional day on the members of the sick bank, or
2. Each member of the bank shall contribute one (1) additional day of personal sick leave. Any member who chooses not to do so, may opt out of the sick leave bank, but will not be refunded for previously donated days. Members who have exhausted their sick leave when a contribution is required may continue membership in the bank by contributing a day from the next year's allotment.

I. **Annual Contribution**

After the initial membership contribution of two (2) days, each continuing member will contribute one (1) sick day each September until the bank reaches five hundred (500) days.

J. **Reporting**

The Sick Leave Bank Committee will receive an annual update which will include a list of sick bank members, the number of days remaining in the bank, the number of members who drew from the bank and the number of days granted during the previous ~~school~~ work year.

K. **Dissolution**

If the parties mutually agree to dissolve the sick leave bank during the life of the Agreement, remaining days will continue to be available to current sick leave bank members until exhausted.

L. **Committee Authority**

The Sick Bank Committee shall:

- review all applications
- approve, deny, or limit requests
- determine the number of days granted
- request additional documentation as needed

All decisions shall be made in good faith based on documentation provided.

M. **Reapplication**

An employee may reapply no sooner than twelve (12) months from the last awarded date of Sick Bank leave.

N. **Finality of Decisions**

Decisions of the Sick Bank Committee shall be final and not subject to the grievance procedure.

O. **Liability Protection**

Members of the Sick Bank Committee and the Council shall not be liable for decisions made in good faith in administering the Sick Bank.

ARTICLE VI: PERSONNEL FILE

Only one (1) personnel file shall be kept for each employee, and all materials to be placed in the file shall be inserted in a timely fashion.

The employee shall be notified by e-mail or given a copy of all non-routine documents containing an assessment of employee actions or conduct, or involving disciplinary actions placed in an employee personnel file within ten (10) school days. The employee shall have the right to attach dissenting or explanatory material to any document or other piece of material to be placed in the personnel file within thirty (30) days. Nothing shall be permanently removed from the personnel file without the consent of both the Board, or designee, and the employee. In the event there is no agreement then the employee shall have the rights as enumerated in Section 40/6 of the Illinois Personnel Records Review Act [820 ILCS 40/6].

The employee shall have the right to inspect ~~his/her~~ **their** personnel file at such reasonable times during the regular hours established for the Central Office. Such right to inspection shall not extend to such matters which should not be disclosed to the employee under the Illinois Personnel Records Act. The Board may designate a representative to be present during any review of the personnel file by the employee. The employee shall have the right to be furnished a copy of any or all material, at ~~his/her~~ **their** expense if requested.

Neither an employee's file nor any of its contents shall be copied or otherwise made known to other persons without the employee's permission either during or after ~~his/her~~ **their** service in the District, provided, however, that such a file shall be available to the Board, the Superintendent or designee, and the employee's principal or immediate supervisor to whom ~~he/she is~~ **they are** responsible, and shall be otherwise disclosed pursuant to law.

ARTICLE VII: DISCIPLINE AND DISCHARGE

7.1 Discipline and Discharge

A. General Principles

The Board agrees with the tenets of progressive and corrective discipline. Discipline of a non-probationary employee covered by this Agreement shall be for just cause and shall be administered in a manner so as not to embarrass the employee before other employees or the public.

Disciplinary action may include:

- a. Oral reprimand (which may be confirmed in writing)
- b. Written reprimand
- c. Suspension without pay (notice to be given in writing)
- d. Discharge/termination (notice to be given in writing)

The Board reserves the right to initiate discipline at any level if the circumstances warrant. Generally, job performance issues will be addressed through the evaluation process.

B. Pre-Disciplinary Meetings and Representation

If an employee is required to attend a meeting for the purpose of discussing a matter that may result in discipline, the employee, upon request, shall have the right to Union representation.

C. Notice and Documentation

In the event of a suspension or discharge, the employee shall be provided with a written statement of the reason(s) for the action. The employee shall have the opportunity to review their personnel file with a representative, if requested.

D. Evidence and Opportunity to Respond

Upon request of the Union, the District shall disclose evidence supporting proposed disciplinary

action and provide copies of documentation in its possession, to the extent not restricted by applicable law.

When external complaints are received, the District shall provide the employee with sufficient information regarding the substance of the complaint to allow for a meaningful opportunity to respond prior to the imposition of discipline, without necessarily disclosing the identity of the complainant.

E. Review by Assistant Superintendent of Human Resources

An employee who receives discipline may submit a written request to meet with the Assistant Superintendent of Human Resources to review the decision within ten (10) calendar days of receiving notice of the discipline.

The meeting shall be held as promptly as possible, but in no case later than fifteen (15) calendar days after receipt of the request. The employee shall have the right to Union representation and to present information, arguments, and witnesses.

Any recommendations resulting from this review shall be communicated in writing to the Superintendent and the employee.

F. Board Review / Closed Session

Employees who receive discipline of suspension or discharge may request review by the Board, or a committee thereof, by submitting a written request within ten (10) calendar days of the determination. Such review may be conducted in closed session in accordance with applicable law.

In lieu of Board review, employees may elect to proceed through the grievance procedure, where applicable.

G. Teachers – Statutory Requirements

Discipline and dismissal of teachers shall be subject to the applicable provisions of the Illinois School Code, including but not limited to requirements regarding notice, remediation, and dismissal procedures. In the event of a conflict between this Section and the School Code, the School Code shall control.

ARTICLE VIII: GRIEVANCE PROCEDURE

8.1 Definitions

A. Any claim by an employee, a group of employees, or the Union if said claim is of a class action nature or pertains to administrative staff beyond the building level, that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement shall constitute a grievance.

~~B. As used herein "days" means Monday through Friday except when the Business Office is closed.~~ As used herein, "days" means calendar days unless otherwise specified.

8.2 Statement of Basic Principles

- A. Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without representation. Nothing contained in this Article or elsewhere in this Agreement shall be construed to prevent any individual teacher from discussing a problem with the Administration and having it adjusted without intervention or representation of organization representatives, provided that the Union has been given the opportunity to be present at such adjustment.
- B. An employee who participates in these grievance procedures shall not be discriminated against and shall not be subjected to discipline or reprisal because of such participation.
- C. The failure of a grievant or the Union to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step.
- D. The Union will be notified of the final disposition of the grievance within ten (10) **calendar** days;
~~which disposition shall not be in conflict with any of the terms or conditions of this Agreement~~
- E. Conferences under this procedure shall be conducted at a time and a place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and will be held, insofar as possible, after regular school hours or during non-teaching times of personnel involved. When such hearings and conferences are held, at the option of the Superintendent, during school hours, all employees whose presence is required shall be excused with pay, for that purpose.
- F. It is agreed that any investigation or other handling or processing of any grievance by the grieving employee or the Union representatives shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the employee.

8.3 Procedures for Adjustment of Grievances

Informal Conference

A complaint shall first be discussed with the object of resolving the matter informally.

First Step

The aggrieved employee and a representative of the aggrieved, as desired, shall file the grievance in writing at the first step within twenty (20) **calendar** days from the date of the occurrence of the event giving rise to the grievance. The written grievance shall state, but not be limited to, the nature of the grievance, the clause or clauses of the Agreement allegedly violated, and the remedy requested. The principal or appropriate administrator will arrange for a meeting to take place within ten (10) **calendar** days after receipt of the grievance to discuss the matter. The principal or Assistant Superintendent of Human Resources, or designee, shall make a decision on the grievance and communicate it in writing to the employee and the Superintendent or designee within ten (10) **calendar** days.

Second Step

In the event a grievance has not been satisfactorily resolved at the first step, the aggrieved employee shall file, within ten (10) ~~calendar school~~ days of the principal or appropriate administrator's written decision or answer at the first step, a copy of the grievance with the Superintendent or ~~his/her~~ **their** designee. The aggrieved employee shall send a copy of such grievance to the Union President. Within ten (10) **calendar** days after such written grievance is filed, the aggrieved, a representative of the aggrieved, as desired, and the Superintendent or ~~his/her~~ **their** designee, shall meet to resolve the grievance. The Superintendent or ~~his/her~~ **their** designee shall file an answer within ten (10) **calendar** days of the second step grievance meeting and communicate it in writing to the employee, the principal or administrator, and the Union President. The employee, upon request to the Union may have a Union representative present.

Third Step

If the grievance is not resolved satisfactorily at Step Two, the Union may, within ten (10) calendar days of receipt of the Step Two response, submit a written request for a hearing before the Board. The hearing shall be conducted in closed session, in accordance with applicable law, and shall occur within the next two (2) regularly scheduled Board meetings. The Board, or its designee, shall provide a written response within ten (10) calendar days following the hearing.

Fourth Step - Arbitration

If the grievance is not resolved satisfactorily at Step ~~Two~~ **Three**, the Union shall submit a written demand for arbitration to the Superintendent and the Federal Mediation and Conciliation Service within thirty (30) **calendar** days of receipt of the step two answer. In the event of a termination of a **Support Staff** employee or an **Office Staff** employee pursuant to Sections 17.1 or 22.1 of this Agreement, and who has elected to proceed with arbitration as provided therein, the Union shall submit a written demand for arbitration within **ten (10) calendar** days of the determination to the Superintendent and the Federal Mediation and Conciliation Service. The Union shall request the Federal Mediation and Conciliation Service to issue a panel of arbitrators and their qualifications and experience. **In the event the Federal Mediation and Conciliation Service (FMCS) ceases to exist or is no longer available, the parties shall meet to select a mutually agreeable alternative arbitration service.** The arbitrator shall be selected in accordance with FMCS rules, with the first strike determined by lot. The arbitrator selected shall be jointly notified of ~~his/her~~ **their** selection and requested to contact the parties with respect to setting up a time for a hearing. If the demand for arbitration is not filed within thirty (30) **calendar** days of the date for the step two answer, then the grievance shall be deemed withdrawn.

The arbitrator, in ~~his/her~~ **their** opinion, shall not amend, modify, nullify, ignore, or add to the provision of the Agreement. ~~His/her~~ **Their** authority shall be strictly limited to deciding only the issue or issues presented to ~~him/her~~ **them** in writing by the ~~School~~ Board and the Union, and ~~his/her~~ **their** decision must be based solely upon ~~his/her~~ **their** interpretation of the meaning or application of the express relevant language of the Agreement. The arbitration shall not make any award void or prohibited by law, statutory, or decisional.

Each party shall bear full costs for its representation in the arbitration. The cost of the arbitrator and the FMCS shall be divided equally between the Board and the Union (or employee).

If either party requests a transcript of the proceedings, that party shall bear full cost of that transcript. If both parties order a transcript, the costs of the two transcripts shall be divided equally between the Board and the Union (or employee).

8.4 Bypass to Superintendent

If the Union and the Superintendent agree, Step One of the grievance may be bypassed and the grievance brought directly to Step Two.

8.5 Bypass to Arbitration

If the Superintendent and the Union agree, a grievance may be directly submitted to arbitration.

8.6 Class Grievances

Grievances involving an administrator above the building level, may be initially filed by the Union at Step Two.

ARTICLE IX FRINGE BENEFITS

9.1 Hospitalization/Major Medical Insurance

All employees scheduled to work **thirty (30)** or more hours per week are considered full-time employees for insurance purposes. The Board shall continue to provide health insurance including major medical, dental, vision, and prescription drug coverage, ~~in accordance with existing plans. The employee health insurance premium contribution and benefit levels (including but not limited to deductibles, co-insurance, copays, out-of-pocket maximums, out network penalties and coverages) shall remain the same as they were in the 2020-2021 school year for the life of the contract.~~

A. **Employee premium contributions and benefit levels (including, but not limited to, deductibles, co-insurance, copays, out-of-pocket maximums, and coverage provisions) shall remain unchanged through December 30, 2026.**

B. **Effective January 1, 2027, the District shall transition to a new employee premium contribution structure as follows:**

- **January 1, 2027 through June 30, 2028 (18-month period): Contribution rates shall align with Fiscal Year 2028 (FY28) as set forth below.**
- **July 1, 2028 through June 30, 2029: Contribution rates shall align with Fiscal Year 2029 (FY29).**
- **July 1, 2029 through June 30, 2030: Contribution rates shall align with Fiscal Year 2030 (FY30).**

C. **Employee Premium Contributions**

1. PPO and HMO Plans

Employee premium contributions shall be as follows:

Coverage Tier	FY28 (1/1/27-6/30/28) Employee % / Employer %	FY29 (7/1/28-6/30/29) Employee % / Employer %	FY30 (7/1/29-6/30/30) Employee % / Employer %
Employee Only	11% / 89%	13% / 87%	15% / 85%
Employee + Spouse	15% / 85%	16% / 84%	18% / 82%
Employee + Children	15% / 85%	16% / 84%	18% / 82%
Family	16% / 84%	18% / 82%	20% / 80%

2. **High Deductible Health Plan (HDHP) with Health Savings Account (HSA)**

If a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) is adopted by the Joint Insurance Committee and approved by the Board, employee premium contributions for all coverage tiers shall be:

Coverage Tier	FY28 (1/1/27-6/30/28) Employee % / Employer %	FY29 (7/1/28-6/30/29) Employee % / Employer %	FY30 (7/1/29-6/30/30) Employee % / Employer %
All Tiers	10% / 90%	10% / 90%	10% / 90%

D. The District shall maintain a Joint Insurance Committee consisting of representatives from the Board, the Union, other employee groups, administrators, and non-represented employees, as mutually agreed.

The Committee shall:

- Review insurance cost data, claims history, and projections
- Evaluate plan design and cost-containment strategies
- Make recommendations regarding insurance plans, premium contributions, and related matters

The Committee shall make recommendations on a consensus basis. The Committee's role is advisory. Any recommended changes must be approved by the Board.

Notwithstanding the contribution structure set forth above, the Joint Insurance Committee may recommend, and the parties may mutually agree, subject to Board approval, to changes that are more favorable to both employees and the District. In such cases, the agreed-upon changes shall supersede the contribution structure outlined in this Section.

E. The working spouse eligibility provision established in prior agreements shall remain in effect for the duration of this Agreement unless modified by mutual agreement of the parties.

~~The district Insurance Committee will consist of a number of representatives from the Board, the Union, other employee unions, administrators and non-represented employees as are agreed upon by all concerned. The Committee shall review insurance cost data, claims history, cost projections and other information necessary to evaluate options for controlling insurance expenses. The committee shall not have the authority to alter benefit or premium levels, but shall report findings and recommendations to the Board, the Union and other constituent groups. The committee shall make recommendations on a consensus basis and not by majority vote.~~

~~Effective January 1, 2023, all bargaining unit members will be subject to a working spouse eligibility provision with respect to their medical, dental and/or vision insurance. If a spouse is eligible for an employer-sponsored insurance coverage, that spouse will be ineligible to participate in the district's respective plan. If a spouse has access to government-sponsored coverage (e.g. Medicare, Medicaid), access to district coverage will be a supplementary coverage; not primary coverage. For the 2022-2023 and 2023-2024 school years, all employees affected by a spouse's ineligibility for medical insurance participation shall receive an annual payment of \$250 no later than the first payroll in February to assist with the cost of their spouse's separate insurance plan.~~

9.2 Dental Insurance

The Board shall provide a group dental insurance policy for each employee and ~~his/her~~ **their** dependents. The individual deductible shall be determined yearly by the Insurance Committee. The cost for those taking only the dental insurance and not the medical will be determined by the **Joint** Insurance Committee yearly.

9.3 Life Insurance

The Board agrees to furnish term life insurance in the amount equivalent to the annual cash salary (rounded to the nearest thousand dollars), but not to exceed \$75,000. This insurance will also carry the Accidental Death and Dismemberment coverage in the same amount. The Board agrees to offer employees the option of purchasing additional life insurance up to a maximum of \$150,000 of additional coverage provided the person meets the requirements of the insurance carrier regarding insurability.

9.4 Long-Term Disability Insurance

The Board agrees to furnish during the period of this contract a long-term disability income protection plan. Briefly, this is known as a 60% Plan (not to exceed \$2,500 monthly) coordinated with Social Security or Pension (TRS, IMRF) and carries a 180-calendar day elimination period. For any employee who becomes disabled on or before ~~he/she~~ **they** attains age **sixty (60)**, benefits cease at attained age 65. For an employee who becomes disabled after ~~he/she~~ **they** attains age **sixty (60)**, benefits cease at earlier of **five (5)** years or attained age **seventy (70)**. As soon as practicable, this policy shall be converted to a 120-calendar day elimination.

9.5 Payroll Deductions

Upon receipt of a written request from an employee, the Board will deduct from such employee's regular paychecks, any money designated by the employee for purposes of a Board approved

tax-sheltered annuity plan, tax-deferred compensation plan, short-term disability plan and shall remit the designated amount to the person or company designated by the employee.

It is understood by the parties that in order to obtain approval for such deduction, a minimum of six (6) employees must participate in any plan so approved by the Board. Further, it is agreed that the Board will not be required to approve more than six (6) plans in the aggregate.

9.6 Flexible Spending

The Board agrees to establish and provide to employees a flexible spending benefit cafeteria fringe benefit program as provided in Section 125 of the Internal Revenue Code.

The purpose of such a program will be to: provide the framework for adding new benefits at minimal cost to the Board; offer flexibility to employees in the selection of fringe benefits that will permit each employee to tailor benefits to ~~his/her~~ **their** individual needs; and to reduce taxes, thereby increasing spendable income.

The effective date for employee benefits to begin under this shall be as soon as possible.

Any monies in such program which are forfeited by law shall inure to the Board to offset the costs of administration.

9.7 Expense Reimbursement

Expenses may be reimbursed to the employee upon prior approval of the employee's immediate supervisor or the building principal. The request for reimbursement must be accompanied by an itemized paid receipt attached to a properly completed reimbursement form or completed purchase order. Employees who are required to use their personal vehicles in the course of their employment or otherwise use their vehicles in authorized service to the District shall be reimbursed at the IRS rate.

9.8 Payment Schedule

Current ~~staff members~~ **employees** not having previously elected to be paid in **twenty-four (24)** equal installments may continue to be paid in **twenty (20)** installments. All contracted salary for current ~~staff members~~ **employees** having previously elected, or ~~staff members~~ **employees** newly electing, to be paid in **twenty-four (24)** equal installments, and all contracted salary for ~~staff members~~ **employees** hired after ratification of this Agreement shall be satisfied through **twenty-four (24)** equal installments on the 15th and the 30th of the month. The first payday of the school year shall be August 30th following the first scheduled workday for teachers. If a payday falls on a weekend, employees shall be paid on the Friday before. Voluntary deductions will not be allowed to be changed for payments made in July and August. Employees scheduled to work less than twelve **(12)** months terminating employment with the District before the end of the school year, and **12-month** employees terminating employment with the District at any time, shall be paid all earned salary and benefits at the first pay period following the date of their termination.

Employees scheduled to work less than twelve (12) months who are separated from employment at the conclusion of the school year shall continue to receive all benefits under this Article until August 31 following the end of the school year in which the employee was separated.

9.9 Mandated Training

At least two (2) hours of state and federally mandated employee training may be completed by employees during the employee workday.

9.10 Student Discipline

Teachers and other employees shall maintain discipline in the schools. Every effort shall be made to implement the Uniform Code of Student Conduct by teachers and other employees. In the event the extent of effort by an employee to maintain discipline is in question, the matter may, upon request by the employee, shall be reviewed by the Superintendent and/or designee. The provisions of this section shall not be subject to the grievance process unless discipline ensues.

In the event an employee has a question concerning any discipline imposed on a student the employee may request a meeting with the administrator or building principal imposing such discipline for an explanation.

9.11 Tuition Reimbursement

~~Tuition reimbursement may be claimed by bargaining unit employees, subject to the following specific conditions:~~

Employees seeking course approval, tuition reimbursement, or lane advancement must submit requests through the District's standardized application process no later than thirty (30) business days prior to the start of the course. The total amount available for tuition reimbursement shall not exceed \$150,000 per fiscal year. All coursework must be part of an accredited college or university program and aligned to the criteria outlined in this Section.

A. Course Approval

All coursework must receive prior approval in order to be eligible for tuition reimbursement or, where applicable, lane advancement.

The District will approve coursework as follows:

- Support Staff and Office Staff: Bachelor's degree programs in education
- Support Staff, Office Staff, and Teachers: Master's degree programs in education and Professional Educator License (PEL) endorsements, with the expectation of attainment

Employees may submit other coursework for consideration. Approval shall be based on relevance to the employee's current or anticipated role within the District.

If a request is denied, HR shall provide a written explanation. Employees may appeal a denial by submitting a written request to the Assistant Superintendent of Human Resources within five (5) business days of receipt of the decision. The decision on appeal shall be final.

B. Tuition Reimbursement

Tuition reimbursement shall be available only for coursework in high-need areas identified jointly by the District and the Union and approved annually by the Board.

Only coursework that has been pre-approved in accordance with this Section shall be eligible for tuition reimbursement.

Employees must have completed two (2) years of full-time service in the District to be eligible for tuition reimbursement.

Employees receiving tuition reimbursement are expected to be willing to serve in a role aligned to the coursework completed, if such a role is available.

Employees who receive tuition reimbursement shall remain employed as full-time employees in the District for a minimum of three (3) complete work years following receipt of such reimbursement. Employees who voluntarily leave employment prior to fulfilling this commitment shall reimburse the District for the full amount of tuition reimbursement received.

The high-need areas list referenced in this Section may also be utilized for other District recruitment and retention incentives.

C. Reimbursement Amounts

Employees will be reimbursed at a rate not to exceed two hundred dollars (\$200) per semester (credit) hour, up to a maximum of nine (9) semester (credit) hours per year.

Courses for an ESL endorsement that receive partial reimbursement through the bilingual department shall remain eligible for reimbursement under this Section, provided the total reimbursement from all sources does not exceed the cost of tuition.

D. Reimbursement Procedures

Employees must follow the District's established process for reimbursement, including submission of official transcripts and itemized proof of payment.

The District shall confirm receipt of reimbursement applications and process complete and accurate submissions in accordance with established timelines. Incomplete or inaccurate submissions will be returned to the employee for correction and resubmission.

Reimbursement shall be issued only for coursework in which the employee earns a grade of "A" or "B" or receives a PASS in a PASS/FAIL course.

The employee must have paid the tuition at their own expense. Courses taken through a tuition waiver shall not be eligible for reimbursement.

~~A. Maximum reimbursement for all participating employees shall be \$150,000 per each year of the contract.~~

~~B. All courses claimed for reimbursement must be related to current assignment, leadership, advanced degree, or additional endorsement or new certification deemed critical by the administration.~~

~~A. The following specific requirements shall apply:~~

- ~~1. The employee receives prior written approval from the Assistant Superintendent of Human Resources or his/her designee for courses described above in paragraph B, which shall not be unreasonably denied.~~
- ~~2. All courses must be taken from an accredited college/university. Nontraditional formats (i.e., correspondence, online) must meet specific criteria, which must illustrate student to student and teacher to student interaction.~~
- ~~3. The employee has paid a tuition fee at his/her own expense. No reimbursement shall be given for a course taken with the use of a tuition waiver.~~
- ~~4. Tuition reimbursement will only be given for courses where the employee has earned a grade of an "A" or "B" or received a PASS as evaluated on a PASS/FAIL basis.~~
- ~~5. Official transcripts must be filed in the Office of Human Resources, in order to obtain tuition reimbursement.~~
- ~~6. An itemized receipt from the approved course provider or institution showing proof of payment by the employee must be filed with the request for reimbursement.~~
- ~~7. The District shall promptly confirm receipt of the reimbursement application by email.~~
- ~~8. When an employee receives all of the documentation required in this Section C, the employee shall endeavor to submit the documentation to the Office of Human Resources within 30 calendar days.~~
- ~~9. Employees will receive tuition reimbursement payment to a maximum rate of \$200 dollars per semester (credit) hour, maximum of nine (9) semester (credit) hours per year.~~
- ~~10. Employees with two (2) years or more of full-time experience in District 131 are eligible for tuition reimbursement.~~
- ~~11. Any course taken for an ESL endorsement, and which receives a partial reimbursement through the bi-lingual department is also eligible for tuition reimbursement under this provision,~~

provided, however, that the total reimbursement received from both sources may not exceed the tuition cost of the course.

- ~~B. Once an employee has submitted all required documentation for reimbursement, the office of Human Resources will promptly send an email (referenced in C7) to the employee acknowledging receipt of a complete and accurate request for reimbursement. Complete and accurate requests will be processed within thirty (30) business days. Complete and accurate requests for reimbursement will be processed by the Board for approval and payment within sixty (60) business days of the email confirming acceptance of the employee's submission. Incomplete or inaccurate submissions will be removed from processing and returned to the employee for correction and resubmission at initial processing stage.~~

- ~~C. An employee who applies for tuition reimbursement must agree to remain a fulltime employee in Aurora East School District 131 (in writing) for a minimum of three complete school years after payment of such reimbursement. If through his/her choice his/her employment is terminated before completing three full school years of service after each such reimbursement, he/she shall repay Aurora East School District 131 for such professional reimbursement.~~

- ~~D. Reimbursement will only be paid to employees employed by the District at the time of disbursement.~~

9.12 Retirement Incentive

The District shall offer a retirement incentive program applicable to all bargaining unit members, including Teachers, Support Staff, and Office Staff.

A. Definitions

For purposes of this Section, the following definitions shall apply:

Base Year - The last full work year immediately preceding the first Notice Year. The Base Year establishes the employee's creditable earnings upon which the retirement incentive increases will be calculated.

Notice Years - The one (1) to four (4) work years between the Base Year and the employee's retirement from the District, during which the employee receives the retirement incentive benefits described in this Section.

Creditable Earnings - Earnings recognized by the applicable retirement system (TRS or IMRF) as creditable, including creditable earnings from the District and, where applicable, from other employers, for the performance of duties in the work year immediately preceding the first Notice Year, to the extent required for compliance with TRS or IMRF regulations.

B. Eligibility

Employees shall be eligible to participate in the retirement incentive program if they:

- Have completed at least ten (10) consecutive years of full-time service in the District as of the date of retirement; and
- Are eligible to retire under the applicable retirement system, including the Illinois Teachers' Retirement System (TRS) or the Illinois Municipal Retirement Fund (IMRF), as applicable to their position; and
- Submit a written notice of intent to retire in accordance with the timelines set forth below.

C. Notice of Intent to Retire

Employees seeking to participate in the retirement incentive program must submit a written notice of intent to retire to the Superintendent or designee no later than April 1 of the employee's Base Year.

Once approved, the employee's retirement date shall be binding and may not be rescinded. An employee may request to accelerate the retirement date, subject to approval by the Board.

Once an employee's notice of intent to retire is approved under this Section, the employee shall be entitled to the retirement incentive benefits set forth herein, and such benefits shall not be reduced or eliminated by any subsequent collective bargaining agreement.

D. Retirement Incentive Benefit

Eligible employees shall receive a retirement incentive consisting of:

- An annual increase of six percent (6%) to the employee's creditable earnings, as defined above, for each Notice Year, up to a maximum of four (4) Notice Years; and
- A non-creditable post-retirement payment of five hundred dollars (\$500) for each Notice Year worked, payable no earlier than sixty (60) days following the effective date of retirement.

The six percent (6%) increase shall be calculated based on the employee's Base Year creditable earnings and applied in each Notice Year, subject to applicable TRS or IMRF limitations. The six percent (6%) increase shall be paid over the employee's regular pay periods. This increase is in lieu of any other raise, step or other creditable earnings increase the employee may otherwise have been entitled to receive under this Agreement or any successor agreement.

The District shall consider applicable creditable earnings, to the extent required for compliance with TRS or IMRF regulations, as applicable. Under no circumstances shall the retirement incentive exceed an amount under which the District would be assessed an excess cost contribution (penalty) under TRS or IMRF, as applicable. In the event of changes to applicable law or retirement system limitations, the retirement incentive shall be adjusted as necessary to maintain compliance.

E. Pipeline Retirement Expectations

Employees who provide advance notice of retirement and enter the Notice Years (“pipeline retirees”) are expected to maintain duties and responsibilities consistent with those performed during their Base Year, including any additional assignments contributing to creditable earnings.

If such duties are no longer available, or upon mutual agreement between the employee and the District, duties may be modified or replaced with assignments of equivalent value.

Failure to fulfill the duties and responsibilities required under this Section shall result in the loss of eligibility for the retirement incentive.

Employees may not increase compensation through additional duties or assignments beyond those agreed upon for purposes of enhancing retirement benefits. Under no circumstances shall compensation increases exceed the six percent (6%) annual limit.

F. Program Administration

This retirement incentive program shall apply to all eligible employees across bargaining groups and shall be administered in a consistent and non-discriminatory manner.

SECTION 2: TEACHERS' PROVISIONS

ARTICLE X: CONDITIONS OF EMPLOYMENT

9.1 School Calendar

~~The Board shall establish for the coming year(s) a school calendar which does not exceed one hundred eighty nine (189) school days. The calendar shall contain no more than one hundred eighty (180) teacher workdays (except for newly employed teachers who may be required to attend up to four (4) additional non-instructional workdays in their first partial and/or full year of employment). Emergency days which are not used for emergency purposes shall be designated as special holidays at the end of the school year.~~

~~A school calendar shall be prepared by the district wide calendar committee. The Union representatives and the Administration may each submit a proposed for consideration to the Calendar Committee. The Committee may choose one of the submitted proposed calendars or create its own calendar. The Committee's recommended calendar will be submitted to the Superintendent for approval in time to secure Board approval by the last Board meeting in March.~~

~~In order for the Committee to understand what options are feasible, prior to the first meeting of the Calendar Committee, the Administration will provide as much information as possible regarding factors which may influence the development of the calendar.~~

10.1 Workday

- A. The workday for teachers shall be seven (7) and one-half (0.5) hours in length, grade level times as follows: (PreK) 7:45 am – 3:15 pm, (K-5) 8:15 am - 3:45 pm, (MS & FRMA) 7:15 am – 2:45 pm, (HS) 7:55 am – 3:25 pm, which time shall include a duty-free lunch period of no less than thirty (30) minutes. **For school psychologists and school social workers, the duty-free lunch period shall be scheduled by the building principal.** During times when other teachers are assigned to instruct their students, classroom teachers shall typically use such periods for planning, preparation, conferences or like activities.
- B. High school teachers will have seven (7) assigned periods which will include five (5) assigned instructional periods. One (1) period of the day shall be used for individual planning, preparation and/or other professional activities related to the school program and shall not be subject to regular assignment. One (1) period of the day shall be assigned as a duty period (not to be used for lunch supervision) to be utilized for either hall duty, study hall supervision, **advisory period**, sweep room, detention/suspension holding areas, and/or to assist individual students as the need may arise. No teacher shall be assigned to ISI supervision for a continuous period of more than one (1) semester. ~~During the term of this Agreement, Advisory will be assigned on a voluntary basis and is not an additional teaching preparation. Advisory assignments will be made for one school year in length.~~
- C. If a high school teacher is requested to and agrees to teach a sixth (6th) instructional period, ~~he/she~~ **they** shall be compensated at one-fifth (1/5) salary. If a middle school teacher is requested to and agrees to teach a seventh (7th) instructional period, ~~he/she~~ **they** shall be compensated at one-sixth (1/6) salary.

- D. Middle school teachers will have eight (8) assigned periods which include six (6) periods of instruction, and one (1) period for team professional collaboration which shall not be subject to regular assignment, and one (1) individual preparation period.
- E. Elementary teachers (K-5) will have ~~at least seven (7)~~ **eight (8)** thirty (30) minute planning periods weekly. Planning periods shall be scheduled so that there should be at least one (1) planning period per workday. Planning periods should not be used for traveling to different buildings. All half day preK teachers will have a full plan period at the end of each day. A **motor skills** teacher (for gross motor skills) will provide a daily plan period for full-day preK teachers.

The District will make a good faith effort to review preK-12 bell schedules and explore the addition of elementary planning time. In addition to the planning time provided during the second scheduled faculty meeting of each month, and as a temporary measure until an alternative plan time structure is implemented, the first Professional Learning Community (PLC) late start Tuesday of each month at the elementary level shall be dedicated to teacher-directed planning time.

~~On days a teacher is scheduled for door duty they may be excused ten minutes early from professional collaboration time. If an elementary teacher, excluding pre-K, is unable to be scheduled for a sixth plan period, then the teacher may elect to exempt themselves from two PLC and two morning meetings a month.~~

~~Middle school and Elementary teachers, excluding Benavides Kindergarten and pre-K teachers, shall be required to perform door duty supervision on a rotating basis. Door duty consists of monitoring students in the vicinity of the entrance points of the buildings but, except for pre-school staff, does not include traffic control in the parking lot or street. However, special education staff door duty shall include drop off and pick up locations. Administration will work with faculty and staff to accommodate absences. Itinerant teachers will have door duty supervision at their home school. Full-day kindergarten teachers at Benavides and full-day pre-school teachers will have morning bus supervision on a rotating basis of 2 mornings a week and a daily fifteen minutes of afternoon bus safety supervision. Half-day pre-school teachers supervise the arrival and dismissal of each class.~~

Elementary and middle school teachers, excluding birth-preK teachers, shall perform door duty supervision on a rotating basis. Door duty shall consist of up to ten (10) minutes before or after the student day. Door duty assignments shall be established in consultation with the building Safety Committee and shall be reviewed annually. Assignments shall be communicated to staff prior to the first instructional day of the school year. Door duty consists of monitoring students in the vicinity of building entrance points and does not include traffic control in parking lots or streets, except as otherwise assigned for specific roles (e.g., special education staff at designated drop-off and pick-up locations). Administration will work with faculty and staff to accommodate absences. Itinerant teachers will perform door duty at their home school.

Certain thirty (30) minute preparation periods ordinarily provided to elementary teachers may be eliminated for those elementary teachers selected by the Board or Administration to teach overload classes. The elementary teachers selected to teach overload classes are hereinafter referred to as "Overload Teachers."

The Administration will seek volunteers for overload classes, but if the need arises because of no or

insufficient volunteers, a lottery will be held of those teachers properly certified for the class or classes. In lieu of the eliminated preparation period, each Overload Teacher will be required to teach the overload class for which ~~he/she has~~ **they have** been selected/appointed. The thirty (30) minute preparation periods to be eliminated will be designated by each Overload Teacher's principal and may include any preparation period that would normally be provided before school, after school, or during the school day.

Each Overload Teacher will receive compensation for such additional teaching duties (i.e., teaching the overload class) based upon an hourly rate that is computed by dividing the individual teacher's per diem by the number of hours in the teacher's workday less the teacher's duty-free lunch period.

- F. **An Ad Hoc Early Learning Committee shall convene prior to Summer 2026 to review Early Learning workloads, including preparation time. The committee may be reconvened based on audit results, Principal Consultant recommendations or requirements, changes to grant requirements, or as determined by the committee co-leads.**
- G. ~~On days with evening activities, the teacher workday shall remain the same. All teachers shall be required to attend two evening activities per year as designated by the building principal. The principal shall give the teacher at least 30 days prior notice of a required evening activity that occurs on or after October 1. Evening activities will include: open house, curriculum nights, or parent informational activity, each of which requires teacher planning.~~
On days with evening activities, the teacher's workday shall remain unchanged. All teachers shall be required to attend two (2) evening activities per school year, as designated by the building principal. One (1) of the required activities shall be Open House. The second required activity shall be a school-related event that may require planning and preparation. Examples of such events include, but are not limited to: curriculum nights, parent informational activities, STEM/math/reading nights, promotion or commencement ceremonies, freshman orientation, incoming sixth grade night, future Tomcat night, senior send-off events, or grade-level events. The principal shall provide at least thirty (30) days' notice of any required evening activity occurring on or after October 1. This Section does not include supervision of IHSA athletics or other District-sanctioned extracurricular activities.
- H. Teachers shall attend parent/teacher conferences as scheduled on the approved school calendar.
- I. Teachers may leave the building during their non-teaching period with notification to the appropriate administrator and/or designee. It is understood that Teachers may not exercise this prerogative for the purpose of shortening the workday.
- J. Non-Secondary and **m**iddle school counselors and **i**nstructional coaches may be required to work an extended contract of an additional five (5) days beyond the number of regular Teacher workdays. High School counselors and psychologists may be required to work an extended contract of an additional ten (10) days beyond the number of regular Teacher workdays. Academic/Technology facilitators; **a**nd Special Education coordinators ~~and middle school Special Education facilitators~~ may be required to work an extended contract of an additional twenty (20) days beyond the number of regular Teacher workdays. Such additional days shall be compensated on a per diem basis and must be scheduled by May 1~~st~~ for the upcoming summer per diem days.

- K. References in this Agreement to "Middle School", may become obsolete if the Board, for economic or academic reasons, reestablishes a "Junior High" organizational structure for grades 6-8. Instructional, supervisory and preparation periods for teachers in these grades may, if necessary, be adjusted for the Junior High structure, provided the conventional workday described in Section 10.1 above is not extended without further negotiation.
- L. All teachers at the Fred Rogers Magnet School Academy will follow the total instructional minutes of the middle school workday schedule.
- M. Special education teachers/case managers, school social workers, speech-language pathologists, and special education itinerant staff shall be provided release time for the purpose of completing Individualized Education Programs. ~~Teachers shall have three days~~ Eligible employees shall have five (5) days per year when the scheduled date has been approved by the building principal and a substitute has been requested in advance. No more than two (2) consecutive days may be used without principal approval. The time may be taken only in increments of one-half (0.5) day or one (1) whole day at a time and not more than two (2) teachers eligible employees per building per day may have such release time unless approved by the principal. Release time shall be completed in person; however, with prior approval, the work may be completed at an alternate District site.

10.2 Preparations

At the secondary level, it shall be the general practice to assign teachers no more than three (3) preparations.

Where it is necessary to assign more than three (3) preparations, such assignments shall be reasonable and equitable and in the best interests of the students' and teachers' needs. Such assignments shall be made in consultation with the teacher, and the following guidelines shall be the criteria for such assignments:

1. The interest, experience and training of the teachers.
2. The number of specific subject preparations and the number of ability levels within the specific subjects.
3. The nature of the subject taught in terms of time needed for preparation, method of evaluation, handling of special equipment and apparatus, and handling of materials and supplies.
4. Any teacher with four (4) or more preparations will be released from the duty period referenced in section 10.1.

10.3 Faculty Meetings/Professional Development Days

- A. Except in an emergency, the workday will not be extended more than twice a month for faculty meetings. Such meetings shall begin no later than fifteen (15) minutes after the normal student dismissal time and shall be no longer than fifty (50) minutes. Notification of such meetings shall be made at least forty-eight (48) hours in advance except in an emergency.

- B. At the elementary level, the second scheduled faculty meeting of each month shall be dedicated to teacher-directed planning time. Should a new bell schedule be implemented that provides additional elementary teacher planning time, the second faculty meeting may be reinstated upon mutual agreement of the parties.
- C. Inservice, school improvement, and institute days shall be as shown on the approved school calendar. In such cases, the workday shall not be extended past the regular workday.

9.5 Supervision/Special Events

~~With regard to supervision and extra-duty assignments outside the conventional workday, a teacher ordinarily shall have no more than one (1) per year. A teacher shall be able to select from among the available supervision/extra-duty assignments, on a first come, first serve basis.~~

~~If after the voluntary sign-ups and the involuntary assignments, resulting in all teachers having one assignment, there are necessary assignments remaining, volunteers shall again be solicited. If there are insufficient volunteers the second involuntary assignments shall be made on an inverse seniority basis.~~

~~Teachers shall not choose as their duty any activity for which they are the sponsor. Open house, curriculum day, parent informational activity, and stipend positions are not considered as supervision and extra-duty assignments under this section.~~

10.4 New Teacher Orientation and Mentorship

Newly hired licensed employees may be required, as a condition of employment, to attend up to four (4) days of orientation prior to the start of the school year. In addition, newly hired licensed employees may be required to participate in up to the equivalent of two (2) additional workdays, which may be scheduled across meetings, workshops, and professional development sessions related to new educator support (e.g. NEST). There shall be no additional pay provided for these days, and they are separate from any mentor/mentee meeting expectations.

The District shall maintain a mentoring program for newly hired licensed employees. Mentors shall be selected by the Administration based on qualifications and program needs. Employees serving as mentors shall receive a stipend of one thousand three hundred dollars (\$1,300) for the school year, which includes participation in required mentor orientation and support activities. This stipend shall be prorated in the event of a mid-year start or end to the mentoring assignment.

10.5 Substituting

- A. Should it be necessary for a teacher to teach, perform administrative duties, or supervise students during his/her their planning time, or when students are placed in your-a teacher's class due to the unavailability of a substitute teacher, and the teacher is required to assume responsibility for those students for twenty-five (25) minutes or more, such teacher shall be compensated at the internal substitution rate as noted below. Rates below are per elementary planning period or per middle and high school instructional period. When compensation is triggered due to additional students being assigned to a teacher's class, the rate shall be applied on a prorated hourly basis.

2026-2028 \$43.00
 2028-2030 \$44.00

When multiple preK or elementary teachers are assigned additional students under these circumstances, an hourly rate of \$60.00 shall be divided equally among the affected teachers. The District will make a reasonable effort to secure substitute coverage prior to assigning students to other classrooms.

	<u>Elementary (a)(c)</u>	<u>Middle School (b)</u>	<u>High School (b)</u>
2021-2024	\$40.00	\$40.00	\$40.00
2024-2026	\$42.00	\$42.00	\$42.00

- (a) ~~Per your seven (7) assigned plan periods~~
- (b) ~~Per instructional period~~
- (c) ~~Supervising additional students added to teachers' class per clock hour with a minimum of 25 minutes~~

10.6 Assignments and Transfers

Teachers shall be notified in writing no later than ~~five~~ **ten (10)** days before the last day of school of a change in their assignment(s) for the following school term, as to grade level, school and/or subject area. If notice of a change in assignment occurs later, the **Teacher** may transfer to any open position within the **District** for which ~~she or he is~~ **they are** qualified, with approval from the receiving principal. If a change in assignment is necessitated after August 1 the **Teacher** may, upon two **(2)** weeks prior written notice, resign without penalty.

The administration will attempt to avoid involuntary transfers. In the event of an involuntary transfer, upon the request of the **Teacher**, the Superintendent or designee and the **Teacher** shall meet to discuss the reasons for such transfer.

Teachers who are transferred between buildings, whether voluntarily or involuntarily, shall receive a one-time payment of \$300.00 for the purpose of reimbursing reasonable, job-related expenses associated with the transfer.

Vacancies shall be posted for a minimum of five (5) working days, or three (3) working days in the event the vacancy is created within **fourteen (14)** days prior to the start of school. As used herein, vacancy shall be any permanent full-time position which has been newly created or that becomes vacant because the employee holding that position has left the **District** or bargaining unit. Any employee interested in the position may apply.

Internal applicants who meet the minimum qualifications for a posted position shall be granted an interview. All internal applicants shall be notified of the outcome of the selection process.

An application made prior to the fifth student attendance day will require the approval of the receiving

principal/supervisor. Applications made after the fifth student attendance day require the approval of both the sending and receiving principal/supervisor.

10.7 Vacancies

The Superintendent and/or designee shall post notice of all vacancies via email blast to all staff as they occur on the District website, and send copies to the Union President. No vacancy, except in case of emergency, shall be filled on a permanent basis until such vacancy shall have been posted for at least five (5) working days.

A vacancy shall be any full-time position which has been newly created, or newly approved, remains unfilled for more than thirty (30) school days, or that becomes available because the employee holding that position has left the position (except where the Teacher is on an approved leave).

In an emergency situation, the required posting time for vacancies shall be 1-3 (one to three) working days, rather than 5 (five) working days. An emergency situation is defined as a situation in which a vacancy occurs within ten (10) days prior to the start of the school term, or during the school term.

10.8 Student Grades

The responsibility and prerogative for assigning grades to students typically rests with the classroom teacher. The Administration shall not change any grade recorded by a teacher without written notice to said teacher and written notice to the parent indicating that the grade was assigned by the Administration.

10.9 Reporting Absence

In addition to any school building internal procedure, anticipated absences by a Teacher from work shall be reported by way of the online substitute management system implemented by the District. Absences shall be reported at least one and a half (1.5) hours before the start of the Teacher's contractual workday. In an emergency situation where the absence cannot be reported at least one and a half (1.5) hours before the start of the Teacher's contractual workday, the absence shall be reported as soon as possible. Emergency absences needing to be reported, or otherwise not able to be reported using the District's online substitute management system, shall be reported to the school's principal, or designee.

10.10 Class Materials and Use of Building Equipment

Each Teacher shall receive an annual allowance of \$250 for use toward the purchase of instructional resources and classroom basic supplies. This allowance will be issued automatically on the December 15 pay period as non-creditable earnings under TRS guidelines. Teachers whose start date falls after the December 15 payroll processing period shall receive the \$250 allowance on the February 15 pay period. ~~Each teacher shall have a budget of \$200 for instructional resources, other classroom basic supplies, which may be spent or reimbursed upon approval of the building principal and processed in accordance with the District's business office. Annually, the topic of these stipends will be discussed as an agenda item during one of the initial staff meetings at the start of the school year.~~

~~Requests for such stipends may be submitted individually by teachers or as a request from the Professional Learning Community, provided that the requests are submitted at the same time as one request for all involved. All purchases must be from the District's approved vendor list. While requests may be submitted from more than one approved vendor, the full \$200 amount must be submitted at one time beginning on August 1, annually. The annual deadline for submitting such requests is as follows:~~

- ~~● Elementary school teachers no later than January 15~~
- ~~● Middle and High School teachers (Including FRMA and EAEC) no later than January 30~~

Each special education resource co-teacher shall receive teacher copies of all materials used by the general education teacher. In addition, resource co-teachers shall have a desk in a secured area where confidential records can be stored.

10.11 Lesson Plans

Teachers will provide to their building administrator, within one (1) workday of each request, lesson plans for a designated previous date, or a date that falls within the current work week. The plans may be submitted in either electronic or other District-wide software program, or hard copy format at the teacher's discretion. Emergency lesson plans shall be submitted within the first ten (10) days of the school year. Teachers shall maintain a bank of three (3) days of emergency lesson plans. After any emergency lesson plans are used, within two (2) workdays of returning to work the teacher shall replenish the emergency lesson plans that were used. Prior to beginning a planned leave of five (5) or more workdays, a teacher shall provide five (5) days of lesson plans for use by the substitute teacher.

The lesson plans to be submitted shall contain the categories Objectives/Standards, Procedure/Agenda, Resources, and Assessment. School psychologists, school social workers, speech-language pathologists, itinerants, coordinators, facilitators, school counselors, and other clinicians will provide weekly schedules with predicted outcomes in lieu of lesson plans.

9.13 Job Descriptions

~~Work duties are as described in the job description for each assigned position that shall include the identification of an immediate supervisor, a copy of which has been supplied to the Union. A joint committee shall review job descriptions and recommend changes as needed. Employee job descriptions shall not be permanently changed until the joint committee reviews and discusses the proposed changes.~~

ARTICLE XI: EVALUATIONS

The evaluation of licensed employees shall be governed by the District's Performance Evaluation Plan developed and maintained by the PERA Joint Committee in accordance with the Illinois School Code [105 ILCS 5/24A-1 et seq.]. The Administration shall provide each licensed employee with access to the District's Performance Evaluation Plan no later than the first day of student attendance each school year. Licensed employees shall receive a copy of any formal evaluation and may submit a written response, which shall be attached to the evaluation and included in the employee's personnel file. Professional Development Plans and Remediation Plans shall be implemented in accordance with applicable law and the District's Performance Evaluation Plan. The evaluation process, including

evaluation procedures and ratings, is not subject to the grievance procedure set forth in this Agreement, except to the extent required by law.

10.1

~~The evaluation instrument utilized for teachers shall include a description of each teacher's duties and responsibilities and contain the standards to which that teacher is expected to conform and shall include the following:~~

- ~~(a) personal observation of the teacher in the classroom by the evaluator;~~
- ~~(b) consideration of the teacher's attendance (taking into account the reason for absences), planning, instructional methods, classroom management, where relevant, and competency in the subject matter taught;~~
- ~~(c) by no later than the applicable implementation date as contained in the Performance Evaluation Review Act (PERA) [105 ILCS 5/24A-2.5] consideration of student growth as a significant factor in the rating of the teacher's performance, which shall not exceed the minimum portion of a teacher's annual rating as provided under State law or as established by a consensus of the District's PERA joint review committee;~~
- ~~(d) a rating of the teacher as "excellent", "proficient", "needs improvement", or "unsatisfactory";~~
- ~~(e) specification as to the teacher's strengths and weaknesses, with supporting reasons for the comments made.~~

10.2

~~No formal evaluation shall take place until the building principal or evaluator acquaints each teacher under his/her supervision with the evaluation procedures and instruments. The building principal or evaluator shall advise each teacher who shall typically observe and evaluate the teacher's performance.~~

10.3

~~Formal teacher observations may take place on any mutually agreed upon day in a week during a period designated by the evaluator provided such observation is preceded by a conference between the evaluator and the teacher and, prior to such conference, the teacher has submitted to the evaluator the written lesson plans and/or other evidence of planning for the instruction that will be conducted on the mutually agreed upon day for the formal observation and the teacher shall make recommendations for areas on which the evaluator should focus during the observation. In addition, the Pre Observation Form (see District Evaluation Plan) must be completed by the teacher and brought to the conference. During such conference the evaluator and the teacher shall discuss the Pre Observation form and all relevant factors involved in the evaluation process. In the event the initial agreed upon day is changed to another day in the designated week, then no new pre-observation meeting needs to be conducted.~~

10.4

~~A formal classroom observation shall be defined as one involving a classroom visitation for the length of one classroom period, but not less than thirty (30) minutes, and a written observation of the~~

visitation followed by a conference between the evaluator and the teacher. The evaluator will provide verbal feedback to the teacher at the conclusion of the visitation or within one school day. A Post Observation Reflection Form (see District Evaluation Plan) shall be completed by the teacher and returned to the evaluator within five school days following the formal classroom observation. The teacher may attach up to and including three additional artifacts as it relates to the Domain components with the component(s) labeled. The conference shall take place within twenty (20) calendar days of the classroom visitation.

10.5

The evaluator shall formally observe/evaluate each teacher in writing, using an observation/evaluation instrument containing the elements described in the District Evaluation Plan. All formal observations shall be done with the full knowledge of the teacher.

10.6

Non-tenured teachers shall be formally observed at least twice each year and evaluated once each year. Tenured teachers shall, if determined by the Administration to be necessary, be formally observed at least once each year and formally evaluated biannually (District Evaluation Plan). However, a tenured teacher who has obtained a "needs improvement" or "unsatisfactory" rating shall be placed on a Professional Development Plan or Remediation Plan as applicable. A formal observation means a specific period of time that is scheduled with the teacher to directly observe professional practices in the classroom.

10.7

The teacher shall sign copies of the written evaluation and receive a copy of said evaluation. If the teacher feels that his/her formal evaluation is incomplete, inaccurate, or unjust, he/she may put his/her objections in writing. The evaluator shall sign the teacher's objection, if any, a copy of which shall be given to the teacher and one copy attached to the evaluation report to be placed in the teacher's official personnel file.

10.8

The Administration may utilize informal observations and other firsthand evaluative criteria for considering the competency of any teacher. An informal observation means observations of the teacher by a qualified evaluator that is not announced in advance of the observation. An informal observation shall be 20 minutes or less. A joint committee consisting of equal representation from the Union and Administration has developed District-wide guidelines for informal observations which guidelines are found in the District Evaluation Plan. Informal observations which are used to evaluate the teacher shall be reduced to writing, with a copy given to the teacher within three (3) days of the observation and a copy signed by the teacher and returned to the evaluator. A documented informal observation may be discussed with the teacher upon the request of either party. If an area of growth is noted in a documented informal observation, then the same shall be discussed with the teacher. Documented informal observations that may be used to evaluate the teacher shall be limited to three times per year unless one or more additional informal observations are requested by the teacher. The teacher may attach up to and including one additional artifact as it relates to the Domain components with the component(s) labeled. In addition to informal observations, the evaluation process may include notes, memoranda, e-mails, or other types of documentation. If the teacher feels that the documentation is incomplete, inaccurate, or unjust, he/she may put his/her response in writing. The response shall be attached to the documentation to be placed in the official personnel file.

10.9—Professional Development/Remediation Plan

- (a) ~~A teacher rated as “needs improvement” shall have a professional development plan and procedure developed and implemented in accordance with Section 24A-5 of the School Code [105 ILCS 5/24A-5(h)], which plan shall provide a period of ninety (90) days for improvement with a final evaluation at the end of such period. The consulting teacher for the professional development plan shall be selected by the administrator from a list of three teachers having a rating of at least proficient selected by the teacher. If the teacher does not receive a rating of “proficient” or “excellent” in his or her final evaluation the teacher shall be rated as “unsatisfactory.”~~
- (b) ~~A teacher receiving a rating of “unsatisfactory” shall have a remediation plan and procedure developed in accordance with Section 24A-5 of the School Code [105 ILCS 5/24A-5(i)] which plan shall provide a period of ninety (90) school days for improvement with a final evaluation as provided in the School Code.~~
- (c) ~~Consulting teachers will receive a stipend and/or released time, which shall be agreed upon among the consulting teacher, the Union and the Administrator.~~
- (d) ~~The Board will hold consulting teachers harmless from any legal liability arising from the performance of their responsibilities as consulting teachers.~~

10.10

~~As outlined in the Performance Evaluation Reform Act, a Joint Committee met and reached consensus within 180 days as provided in that Act regarding the incorporation of student growth in the teacher evaluation plan. See the District Evaluation Plan for applicable procedures. Sub sections (a), (b), (c) and (d) shall not be subject to the arbitration provisions of the grievance procedures of this agreement.~~

ARTICLE XI: DISCIPLINE AND DISCHARGE

11.1 Discipline and Discharge

- A. ~~The Board agrees with the tenets of progressive and corrective discipline. Discipline of a teacher covered by this Agreement shall only be for just cause and be done in a manner so as not to embarrass the teacher before other employees or the public and shall include the following:~~
- ~~1. A conference with the teacher by the appropriate administrator or supervisor on the decision;~~
 - ~~2. In the event of a suspension, a written statement of the reason(s) for the action shall be given to the teacher and a review of the teacher’s personnel file with the teacher and his/her representative if the teacher so chooses;~~
 - ~~3. A disciplinary action or measure shall include the following:
 - ~~a. Oral reprimand~~
 - ~~b. Written reprimand~~
 - ~~c. Suspension without pay (notice to be given in writing)~~~~

d. ~~Recommend termination~~

~~The Board reserves the right to initiate discipline at any step if the circumstances warrant. Generally, job performance issues will be addressed through the evaluation process.~~

- B. ~~In the event any Administrator requires a teacher to attend a meeting for the purpose of discussing a matter which may result in his or her discipline, the teacher, upon request, may have a Union Representative present.~~

~~For pending disciplinary matters, or unresolved grievances, upon request of the Union, the Board shall disclose all evidence in support of the proposed disciplinary action and provide copies of documentation in its possession, provided the delivery of such copies is not restricted by applicable law. When external complaints are received, as part of the investigation, the District will provide the teacher or staff the substance of the complaint sufficient to give them an opportunity to respond prior to any discipline being imposed but not necessarily disclosing an identity. When a teacher is informed of his/her discipline, he/she may make a written request to meet with the Assistant Superintendent of Human Resources to review the decision. Such request must be filed within ten (10) working days of receiving such notice. The meeting with the Assistant Superintendent shall be held as promptly as possible, but in no case shall be delayed more than fifteen (15) calendar days after receiving the written request. The employee shall have the right to a Union Representative at such meeting, and shall have the right to present arguments and witnesses on her/his behalf. Recommendations by the Assistant Superintendent, if any, shall be communicated to the Superintendent and the teacher in writing. In the event the employee is dissatisfied with the determination the employee shall have the right to a meeting either with the Board of Education, or with a committee appointed by the Board, which may meet in closed session to consider the matter.~~

- C. ~~Terminations or dismissal shall be done in accordance with the applicable provisions of the School Code.~~

ARTICLE XII: SENIORITY

12.1 Seniority

Seniority shall be defined as the length of continuous service (including scheduled breaks and authorized leave) within the Teacher's bargaining unit. Said service shall be computed from the first day of current uninterrupted employment within the unit. The "first day" shall be defined as the day upon which duties are first performed. Seniority credit will not accrue during any leave-of-absence without pay in excess of ninety (90) workdays. Employees who are promoted or work out of the Teacher bargaining unit for up to ninety (90) workdays and subsequently return to the Teacher bargaining unit without a break in service in the District shall have their seniority computed from their first day of original employment.

Employees who transfer into the Teacher bargaining unit shall not retain prior accrued seniority; provided, that if the employee is subsequently laid off from the Teacher bargaining unit the employee may return to his or her prior bargaining unit with seniority restored to the date the employee originally transferred.

The parties acknowledge that where it is necessary to reduce the number of Teachers in the District, it is desirable that such reduction be accomplished through attrition if possible, rather than by lay-off.

12.2 Reductions-in-Force and Seniority

Reductions-in-force shall be accomplished in accordance with the applicable provisions of the Education Reform Act, revising Section 24-12 of the School Code, effective June 13, 2011. Seniority for purposes of reduction-in-force shall be computed from the date of Board approval or date services began, whichever date is earlier. Seniority shall be terminated upon resignation by the Teacher or termination of his/her their services (provided seniority is not to be extinguished during the recall period arising following a reduction in-force). Seniority shall not be affected by any leave of absence, but unpaid leaves of absence in excess of ninety (90) workdays in any one (1) school year shall not be included in the computation of seniority, and the Teacher's seniority date shall be adjusted as follows: the seniority date will be moved forward one (1) calendar year. Note: unpaid leaves of less than ninety (90) workdays in any one (1) school year shall not affect a Teacher's seniority date.

12.3 Seniority - Breaking of Ties

In the event of equal seniority in the District, ties shall be broken according to:

1. Highest degree earned.
2. Number of graduate hours obtained.
3. Length of service in public education.
4. Availability to participate in non-academic programs.
5. By lot.

ARTICLE XIII: LEAVES

13.1 Sick Leave

~~Each full-time employee shall be entitled to thirteen (13) days sick leave per school year as shown on Appendix C. Sick leave shall be allowed to accumulate up to a maximum of three hundred forty (340) days.~~

13.2 Personal and/or Emergency Leave

~~Each teacher shall be granted three (3) days personal leave at full pay per school year. Personal leave, except in the case of an emergency, shall not be granted the day prior to or after vacation periods or holidays. Personal leave, except in the case of an emergency, shall not be granted on the day of parent teacher conferences, open houses, curriculum nights, parent informational activities, in service days, institute days, SIP days, nor during the first five days of the school year or last five days of the school year except for religious holidays; provided, however, that a personal day may be used by a teacher on the day of parent teacher conferences, open houses, curriculum nights or parent informational activities so long as the teacher attends the required conference/open house, curriculum night or parent informational activity later that day. No more than two (2) advance notice personal leave days will be allowed in any one week. Unused personal and/or emergency leave days for any~~

~~employee as of June 30 each year shall be added to said employee's accrued sick leave.~~

~~Any time that two consecutive school days or more of personal leave is requested, the specific reason must be stated.~~

~~Examples of purposes which are not meant to be used for personal or emergency leave include, but are not limited to, any matters which qualify as vacation, recreation, accompanying another person on a trip, or the extension of appropriately granted personal or emergency leave.~~

13.1 Professional Conferences

Upon the discretion and approval of the Superintendent or designee, Teachers shall be allowed to attend professional conferences and pre-approved expenses for food, lodging, and travel will be reimbursed. Itemized paid receipts for all expenses claimed shall be turned into the Administration before reimbursement is approved.

13.2 Parental Maternity/Child Care Leave

Probationary Teachers requesting ~~maternity/child care~~ parental leave are advised that for the purposes of determining contractual continued service, a school term shall be counted only toward attainment of contractual continued service if the Teacher actually teaches or is otherwise present and participating in the District's or program's educational program for **one hundred twenty (120)** days or more, provided that the days of leave under FMLA taken by the Teacher until the end of the school term shall be considered days of teaching or participation in the District's or program's educational program, and shall only be deemed a break in service as provided in Section 24-1.5 of the School Code.

13.3 Sabbatical Leave

Sabbatical leaves may be granted in accordance with Section 24-6.1 of the Illinois School Code. The purpose of this clause is to contribute to the improvement of the quality of education in the schools of this District by aiding individual professional development through the granting of sabbatical leave time. Inasmuch as leaves will be granted only for those activities deemed beneficial to the program of the system, except as provided in subsection I. hereof, a partial payment of salary during the leave period is considered reasonable and justifiable under the following conditions.

- A. Application for sabbatical leave may be made by any certificated person who will have completed six (6) continuous years of employment in this District prior to the commencement of the leave. Such leave shall be for a period of at least four (4) school months, but not in excess of one (1) school term. A second sabbatical leave may be granted only if the applicant has completed six (6) years of satisfactory service since ~~his/her~~ **their** last sabbatical.
- B. The application should reach the office of the Superintendent not later than ninety (90) days before the leave period is to begin. Each application will be evaluated by the Superintendent and such other persons as ~~he/she~~ **they** may desire to involve in the decision, on the basis of its merits and its value to the school system. Certain limiting factors, such as the availability of suitable substitutes and of budget funds, must also be considered in each case.

- C. Applications for sabbatical leaves may be submitted for any of the following reasons or any combination of these reasons:
- a. Training - This must be resident study. The equivalent of twelve (12) semester hours per semester of college level coursework is a minimum.
 - b. Planned program of professional development - research, writing, similar activities.
 - c. Travel - a planned program of educational travel having a direct relationship to the individual's assignment within the system.
 - d. Other purposes which, in the opinion of the Superintendent and the Board of Education, are designed to improve the school system.
- D. The employee shall submit evidence of professional development at the conclusion of the sabbatical leave period. This may be in the form of written reports, course credit, certification of performance or other means as recommended and approved by the Superintendent.
- E. The employee shall receive the same scheduled salary (excluding stipends, if any) during the leave period as if in actual service, except that there shall be deducted therefrom an amount equivalent to the amount payable for substitute service. However, such salary after deduction for substitute service shall in no case be less than the minimum provided by Section 24-8 of the Illinois School Code or one-half (0.5) of the basic salary, whichever is greater.
- F. The person on leave shall not engage in any activity for which salary or compensation is paid unless the activity is directly related to the purpose for which the leave is granted and is approved by the Board. A sabbatical leave may be granted to enable the applicant, if otherwise eligible, to accept scholarships for study or research. Unless justified by illness or incapacity, failure of any person granted a leave under this section to devote the entire period to the purposes for which the leave was granted, shall constitute a cause for removal from teaching service.
- G. The sabbatical leave period shall be counted as equivalent to teaching service and credit allowed for salary determination purposes.
- H. Failure to return to the school system for at least three (3) school years after this leave shall result in reimbursement to the District of all sums of money received by the employee from the Board during ~~his/her~~ their sabbatical leave, unless such return and performance is prevented by illness or incapacity. This condition shall be secured by note or bond which shall be canceled in the event of death or permanent disability.
- I. Notwithstanding anything to the contrary in this Section 13.5, or in Section 13.6 of this Agreement, the following modifications shall govern a sabbatical leave granted to Teachers accepted into a U.S. Department of Education funded Illinois Partnerships Advance Rigorous Training project ("IL-PART") with North Central College or other approved District/University partnership:
- (i) the Teacher must have entered into contractual continued service in the District but need not have completed six (6) years of continuous years of employment in the District;
 - (ii) the Teacher shall receive ~~his or her~~ their full salary and benefits during the term of the sabbatical leave;

- (iii) during the Teacher's internship the teacher may participate in the evaluation process for other certified staff, but such teacher's participation or input shall not be used in the summative evaluation for any certified staff.
- (iv) the Teacher shall not be required to return to employment in the District upon completion of the Program unless such Teacher is offered a position in the District for the school term following the completion of the IL-PART Program as a Principal, Assistant Principal, or Administrator.

Final approval of the application for sabbatical leave shall be by the Board of Education and only upon recommendation by the Superintendent. The plan for the sabbatical leave may not be modified without the approval of the Board of Education.

13.4 Rights on Leave

Any Teacher on leave authorized by the Board shall be accorded the opportunity, if the carrier approves, to maintain at their expense the insurance benefits to which a Teacher would have been entitled were the Teacher regularly employed.

ARTICLE XIV: SALARY AND ADDITIONAL COMPENSATION

14.1 Salary Schedule

Teachers shall be paid in accordance with the following salary schedules:

- Appendix A-1 - ~~2021-2022~~ 2026-2027 Salary Schedule
- Appendix A-2 - ~~2021-2022~~ 2027-2028 Salary Schedule
- Appendix A-3 - ~~2021-2022~~ 2028-2029 Salary Schedule
- Appendix A-4 - ~~2021-2022~~ 2029-2030 Salary Schedule

~~Except for 16 staff members who shall be paid a 3% increase for each of the five years of the contract unless they choose the district benefit stated in section 14.5:~~

- ~~2 at BS Step 31~~
- ~~5 at BS 16 Step 31~~
- ~~5 at BS 32 Step 28, 29 & 31~~
- ~~2 MS Step 35~~
- ~~2 MS 16 Step 34 & 35~~

Newly hired Teachers will generally receive the starting rate for the lane provided, however, a Teacher can be assigned by the Administration to a place on the schedule with a higher salary based on education or experience or for a position requiring a specified education and/or certification.

14.2 Schedule of Stipend Payments

Appendix D-2- Classification of Stipend Positions

Stipends shall be paid in accordance with the schedule set out in Appendix D-3.

14.3 Salary Schedule Advancement

~~Only college credit from an accredited institution in a field of education, or which can reasonably be construed as enhancing the teacher's competency or technique in the District, shall apply towards horizontal advancement on the salary schedule, providing the teacher has received approval from the Assistant Superintendent of Human Resources or his/her designee.~~ **Only coursework that has been pre-approved in accordance with Section 8.11 shall be eligible for horizontal movement on the salary schedule. Coursework must be part of an accredited program and aligned to the criteria established through the approval process.** Movement to an advanced lane will be implemented two (2) times per fiscal year with the first pay period after submission and processing of appropriate paperwork, which must be submitted to Human Resources by September 30 and February 15.

14.4 Summer School and Summer Camp Compensation

All ~~Teachers employed during a summer school (if any) conducted by the Board~~ **to teach in the Summer School Program or conduct e-learning outside of the contractual work day** shall be compensated therefore at the rate of ~~\$42.00 per hour for the school years 2021-2024 and \$44.00 per hour for the school years 2024-2026~~ **at the rate of \$45.00 per hour.** Summer camp for sports and fine arts shall be limited to no more than **twenty-five (25) days or fifty (50) hours** with the compensation ~~for the 2021-2026 summer camps~~ for a Coach to be at the rate of \$28.00 per hour, and for an Assistant Coach to be at the rate of \$23.00 per hour.

14.5 District Retirement Benefit

~~The Board offers a retirement incentive plan for eligible teachers who retire no later than June 30, 2026.~~

A. ELIGIBILITY

~~The retirement incentive plan shall be available for the duration of this Agreement for teachers who meet all of the following eligibility criteria:~~

- ~~1. Completed, by the date of retirement, at least ten (10) consecutive years of full-time service to East Aurora School District; and~~
- ~~2. Are eligible and elect to retire as of the designated retirement date under a retirement plan in the Illinois Teacher Retirement System (TRS); and~~
- ~~3. Have filed for participation in a TRS retirement program with a retirement date of June 30, but no later than June 30, 2026, provided, however, that this retirement program is subject to revision under section D paragraph 2 below; and~~
- ~~4. Have submitted a notice of intent to retire as required below.~~

~~The Board may, at its discretion, consider retirement requests from teachers not meeting the above~~

eligibility requirements. Such requests may be considered on a case-by-case basis and will be processed with in collaboration with the Union President. The granting of such requests shall not be precedential or subject to the grievance procedure found in this Agreement.

B. PROCEDURES

Eligibility to participate in this incentive program requires the teacher to submit a notice of intent to retire to the Superintendent during one of the retirement "Deadline" periods noted below:

<u>"Deadline"</u>	<u>Retirement on June 30</u>
November 2021	2022
February 2022	2023, 2024, 2025
February 2023	2023, 2024, 2025, 2026
February 2024	2024, 2025, 2026
February 2025	2025, 2026
February 2026	2026

The Board may annually limit the number of retirees retiring each year to a maximum of 55 teachers eligible for TRS retirement. Any such limitation shall be based on seniority. Any teacher denied participation because of such limitation shall be allowed to rescind his or her notice of intent to retire and may apply the following year, subject to the same eligibility requirements.

Teachers can give up to 4 year notice in all years of the contract, but 6% annual increase only applies until 2026.

C. BENEFIT

As a voluntary retirement benefit for Teachers who qualify as noted above, the Board agrees to increase the Teacher's base salary by 6% over the Teacher's prior year's base salary for each remaining year of the Teacher's employment in the District. This increase is in lieu of any other raise, step or other creditable earnings increase the Teacher may otherwise have been entitled to receive under this agreement. This increase will be granted beginning in the school year in which the Teacher gives notice as provided above. A retiring Teacher may receive no more than four (4) years of 6% increases in base salary under this program.

D. PROGRAM DURATION

Regardless of the participation experience and the implementation of this agreement, in no event shall this agreement create an expectancy of a property interest among staff members beyond June 30, 2026, nor shall the same be regarded as a policy, custom, practice or contractual agreement between

~~the parties beyond such date, except as noted above. Nothing in this agreement, however, shall be deemed to prohibit the parties from mutually agreeing to amend this agreement or to continue this agreement after June 30, 2026.~~

~~In the event that TRS reduces the annual increase allowed without an employer excess salary payment or penalty (currently up to 6%), the parties agree to modify this retirement incentive program benefit to reflect the new TRS approved salary enhancement limitation.~~

14.5 Additional Compensation Rates

1. Outside of contractual **hours** PD, District meetings, and supervision **\$31.00/hour**
2. Summer curriculum writing **\$38.00/hour**

14.6 Sign-On Incentive for Hard-to-Fill Positions

The District may offer a sign-on incentive of up to two thousand dollars (\$2,000) for positions identified as hard-to-fill. Eligible positions shall be limited to those included on the high-need areas list jointly developed by the District and the Union and approved annually by the Board pursuant to Section 8.11.

Receipt of a sign-on incentive shall require a commitment to remain employed in the District in a full-time position for a period of three (3) complete school years. Employees who voluntarily separate employment prior to fulfilling this commitment shall reimburse the District for the full amount of the incentive received.

Current District employees who obtain an endorsement aligned to a high-need area and are selected for a position on the approved list may also be eligible to receive the sign-on incentive, consistent with this Section.

ARTICLE XV: CLASS SIZE

~~Effective with the start of the 2019-20 school year, the District and the Union commit to work on the issue of class size. In working on this issue, t~~The District and the Union will strive to maintain class sizes at reasonable levels in order to deliver quality educational services and maintain expenditures at levels consistent with District resources. With these parameters in mind, annually ~~at approximately~~ **on or about** October 1 and February 15 the Superintendent shall take action to attempt to ameliorate class sizes in CORE courses (i.e., reading, math, science, and social studies) and the ENCORE courses of art, music, physical education, and technology exceeding the following thresholds:

<u>Grade Levels</u>	<u>Class Size Thresholds</u>
K-2	26
3-5	28
6-8	30

Additionally, in reviewing appropriate class sizes the Superintendent will take into account the subject taught, the physical limitations of the instructional area, and the composition of the class. **Secondary Music and PE are exempt from the class size thresholds listed above, but shall be maintained at a safe and reasonable number based on the individual circumstances of each course.**

~~Any teacher who has concerns about assigned class size(s) in excess of the goals stated above or the composition of a class may ask for a meeting with the Principal and Building Representative to discuss relief, which may include the following:~~

Building administration shall schedule a meeting with any Teacher exceeding the class size threshold and their Building Representative within five (5) workdays of the October 1 and February 15 deadlines to discuss and implement appropriate relief. The parties shall select at least one (1) of the following options:

1. The assignment of a teaching assistant.
2. Release from building supervisory duties.
3. Scheduling of additional planning time.
4. Splitting **or leveling of the class assignment.**
5. Reassignment of students.
6. The provision of other ~~classroom supports~~ **mutually agreed-upon supports/remedies.**
- ~~7. Other remedies as determined at the meeting.~~
- ~~8. Assignment of a classroom tutor.~~

~~In the event the teacher is not satisfied with the results of this building meeting, the teacher may appeal the issue for review and decision by the Superintendent, who~~ **If the Teacher is not satisfied after the conclusion of that meeting, they may appeal to the Superintendent or designee within ten (10) workdays.** As part of the review, the Superintendent or designee (unless the Union requests otherwise) will meet with the **T**eacher and designated Union representative. **The decision shall be final.**

The District will provide the Union a section enrollment report on or before ~~each~~ **both** October 1 and February 15.

SECTION 3: SUPPORT STAFF PROVISIONS

ARTICLE XVI: CONDITIONS OF EMPLOYMENT

16.1 Work Hours/Day/Year

- A. A normal workday for elementary (preK to 5th grade), middle (6-8 grade and FRMA), and JumpStart school Support Staff, except for classifications e, f, g (as listed in Section 16.2) shall be seven (7) hours per day, exclusive of lunch. A normal workday for high school Support Staff, except for classifications e, f, g (as listed in Section 16.2) shall be seven (7) hours, exclusive of lunch. They will be entitled to a thirty (30) minute duty-free lunch period. The normal workday shall be as follows: (PreK) 7:45 am – 3:15 pm, (K-5) 8:15 am - 3:45 pm, (MS & FRMA) 7:15 am – 2:45 pm, (HS) 7:55 am – 3:25 pm except for classifications e, f, g which may have additional shift times due to building coverage.

Health Assistants (listed in classification g) shall be seven (7) hours and fifteen (15) minutes exclusive of lunch.

- B. A normal workday for all pupil personnel assistants (classification e) shall be not less than eight (8) hours per day exclusive of lunch. They will be entitled to a thirty (30) minute duty free lunch period. A normal workday for parent liaisons shall be not less than eight (8) hours per day, exclusive of lunch. They shall be entitled to a thirty (30) minute duty-free lunch.

The normal workday for parent liaisons (classification f) shall be from 7:30 a.m. to 4:00 p.m. exclusive of lunch, or in accordance with the established school calendar, provided, however, that the start time and end time of the parent liaison's eight (8) hour day, or the Jump Start employee's seven (7) hour day, including dividing the workday into segments, may be modified by the building principal, or designee, so that the parent liaison can assist with either before school or after school functions.

- C. All Support Staff shall be entitled to two (2) breaks of ten (10) minutes each day, one in the a.m. and one in the p.m. It is further understood that they may not be accumulated to shorten the workday.
- D. All Support Staff, ~~except for BKC and full-day pre-school support staff,~~ shall be expected to perform supervisory duties (breakfast, bus, lunch/recess, or door duty) of no more than forty (40) minutes daily except for late start days, in which they will be rotated into monitoring students before breakfast, as part of their responsibilities. ~~Supervisory duties for BKC and full-day pre-school and pre-school support staff will be 55 minutes.~~ Support Staff traveling between two (2) or more buildings, health assistants, and parent liaisons shall be exempt from supervisory duties. ~~An employee may be excused from identified duties upon presentation of a supporting medical basis on the standard FMLA medical form.~~

- E. ~~Hours worked in addition to the normal workday shall be considered as overtime hours. The rate of pay for overtime shall be one and one-half the employee's regular hourly rate of pay for any time in excess of 40 hours per week.~~ Hours worked in excess of forty (40) hours in a workweek shall be considered overtime. Overtime shall be compensated at one and one-half (1.5) times the employee's regular hourly rate of pay. All hours worked beyond an employee's regularly scheduled workweek must receive prior written approval from the employee's supervisor. Employees shall submit a record of all additional hours worked within the same workweek in which the time was

worked, in accordance with District procedures. Compensation for approved additional hours shall be provided in the form of overtime pay. An employee may request flex time in lieu of overtime pay, to be used within the same workweek, subject to supervisor approval. Overtime will be paid on the payroll date immediately following the pay period in which the overtime was earned and approved.

- F. The **Support Staff** employee's work year shall be no more than the **Teacher** work year, unless agreed to by mutual consent between the employee and the administration. All **Support Staff** employees shall receive the same holidays as the **Teachers** that fall within the regular school calendar. ~~Support staff hired after the effective date of this agreement may have their work year shortened to exclude times when students are not present, provided any such shortening of the work year shall be prescribed by the Board at least thirty (30) calendar days prior to the onset of the affected school term.~~

G. New Employees

Newly recommended employees must demonstrate the knowledge, skills, and abilities necessary to perform in the position for which they have been recommended. The principal may give a computer skills assessment prior to an offer of employment.

At any time during the thirty (30) day probationary period the District may release the employee at the District's discretion without a grievance.

Prior to the start of the work year, newly hired Office and Support Staff may be required to attend training related to their position. Such training shall be compensated at the employee's regular hourly rate of pay.

During the 2026-2027 school year, an Ad Hoc Joint Committee shall convene in accordance with Section 2.11 to develop a job shadowing and mentoring program for Office and Support Staff, with the goal of implementation in the 2027-2028 school year. The District will pilot job shadowing opportunities during the 2026-2027 school year.

- H. Anticipated absences by a **Support Staff** employee from work shall be reported pursuant to the school building's internal procedure at least 1.5 hours before the start of the employee's contractual workday. The school building will develop and share clear procedures for support staff absence reporting. In emergency situations where the absence cannot be reported at least 1.5 hours before the start of the employee's contractual workday, the absence shall be reported as soon as possible. Emergency absences needing to be reported less than 1.5 hours before the start of the employee's contractual workday shall be reported to the school's principal, or designee.

16.2 Seniority

Seniority shall be defined as the length of continuous service (including scheduled breaks and approved leave) within the **Support Staff** bargaining unit. Said service shall be computed from the first day of current uninterrupted employment within the unit. The "first day" shall be defined as the day upon which duties are first performed. Seniority credit will not accrue during any leave-of-absence without pay in excess of ninety (90) workdays. Employees who are promoted or work out of the

Support Staff bargaining unit for up to ninety (90) workdays and subsequently return to the Support Staff bargaining unit without a break in service in the District shall have their seniority computed from their first day of original employment. Employees transferring into the Support Staff bargaining unit shall retain their accrued seniority for all purposes and will be placed in the new classification step commensurate with their existing salary step. In the event District seniority is equal between employees, the following procedures are to be utilized as a tiebreaker:

1. Previous work experience in the District
2. Previous relevant work experience outside the District
3. By lot.

If reduction-in-force for full-time employees should become necessary, such shall be effectuated within the following categories by inverse seniority:

- a. Special education assistants;
- b. Classroom assistants;
- c. Bilingual assistants;
- d. Special education interpreters;
- e. Learning Center assistants;
- f. Pupil personnel assistants;
- g. Parent liaisons;
- h. Health assistants;
- i. Preschool assistants;
- j. Jump Start Parent Educators; and
- k. All other employees covered by this Agreement.

Recall shall also be within such categories.

If a reduction-in-force for full-time employees should become necessary within Category ~~4~~ a particular category, it shall be effectuated within the respective job title by inverse District seniority.

Recall shall also be within such job title.

16.3 Job Descriptions

~~Work duties are as described in the job description for each assigned position that shall include the identification of an immediate supervisor, a copy of which has been supplied to the Union. A joint committee shall review job descriptions and recommend changes as needed. Employee job descriptions shall not be permanently changed until the joint committee reviews and discusses the proposed changes.~~

16.3 Job Assignment

Each employee will be given written notice of his/her their tentative assignment for the forthcoming year prior to August 1 and the District will make a good faith effort to post an employee's tentative assignment on the District employee portal before the end of the school year. If changes in employee's assignments are made after such notice is posted, the employee will be notified prior to August 1 of such changes by mail. All assignments are tentative and are subject to change based on student needs and staffing levels.

16.4 Involuntary Transfers

Notice of involuntary transfer shall be given to an employee by telephone as soon as practicable. In the event the involuntary transfer occurs after the end of the school year, then notice of such transfer shall be given to the employee via telephone and U.S. mail. In the event of an involuntary transfer, upon the request of the employee, the Assistant Superintendent of Human Resources, or designee, and the employee shall meet to discuss the reasons for such transfer. Employees who are involuntarily transferred to another position shall be returned to their original position if the original position becomes available or vacant, upon the earlier of: (a) hiring an employee into the new position; or (b) the end of the academic semester.

16.5 Vacancies and Transfers

The Board will post notice of any vacancy which occurs to the Support Staff bargaining unit via email blast to all staff on the District's website, and send a copy to the Union President. No vacancy, except in case of an emergency, shall be filled on a permanent basis until such vacancy shall have been posted for a minimum of five (5) working days, or three (3) working days in the event the vacancy is created within fourteen (14) days prior to the start of school. As used herein, vacancy shall be any permanent full-time position which has been newly created or that becomes vacant because the employee holding that position has left the District or support staff bargaining unit.

Any employee interested in the position may apply by completing an online internal application. Internal applicants who meet the minimum qualifications for a posted position shall be granted an interview. All internal applicants shall be notified of the outcome of the selection process.

An internal application made prior to July 1 requires the approval of HR. An application made on or after July 1 and prior to August 1 requires the approval of both supervisors and HR. First consideration shall be given to internal candidates for any vacancy prior to filling the position by an external candidate. Any vacancy can be filled by either an internal candidate, an external candidate or by involuntary transfer.

16.6 In-Service/Institute or SIP Days

Employees shall be required to attend Institute and School Improvement Days. Patterns of missed institute and school improvement days may result in discipline and/or reflected on the annual evaluation of the employee.

16.7 Substituting

A. —Should it be necessary for a Support Staff to teach or cover for a licensed ~~staff member~~ employee due to the unavailability of a substitute teacher, such support staff shall be additionally compensated at the internal substitution rate as noted.

	<u>Per Period</u>	<u>All Day</u>
2026-2028	\$22.00	\$110.00

ARTICLE XVII: EVALUATIONS

~~All support staff shall receive an annual formal evaluation utilizing the evaluation instruments as listed in Appendix E, 1 through 9. No formal evaluation shall take place until the administrator or evaluator acquaints each employee under his/her supervision with the evaluation procedures and instruments. At the completion of the formal evaluation, a conference shall be held between the employee and the administrator. The employee shall be provided with a copy of the evaluation report at the time of the conference for use during the conference. The employee shall be given an opportunity to sign the evaluation in order to acknowledge receipt. In the event that the employee disagrees with the formal evaluation he/she shall have the option of attaching a written response to the evaluation document provided such response is filed within ten (10) working days of the receipt of the original evaluation. This attachment will become part of the official evaluation of the employee.~~

~~The Administration may utilize observations and other first hand evaluative criteria for considering the competency of any employee. Each employee shall have at least one observation. The Administrator conducting the observation shall designate and announce in advance which week each employee will be observed (which may be different weeks for different employees). An employee will not be observed more than one time each semester unless otherwise requested by the employee. In the event a scheduled observation does not occur due to the unavailability of either the employee or the administrator then the same shall be rescheduled to another pre-designated time. Only observations made during a designated observation week may be used as part of the employee's formal evaluation. Observations shall be conducted at the employee's assigned classroom or work area, while the employee is performing his or her normal assigned duties. Each observation shall be not less than twenty minutes and shall not exceed 50 minutes or one class period, whichever is greater. Guidelines for observations are attached as Appendix E-10. Observations which are used to evaluate the employee shall be reduced to writing, with a copy given to the employee to be signed by the employee to acknowledge receipt and shall be discussed with the employee at the employee's request. In addition to observations, the evaluation process may include notes, memoranda, e-mails, or other types of documentation. If the employee feels that the documentation is incomplete, inaccurate, or unjust, he/she may put his/her response in writing. The response shall be attached to the documentation to be placed in the official personnel file.~~

All Support Staff shall receive an annual evaluation to be completed no later than April 15 utilizing the evaluation instruments set forth in Appendix E. No formal evaluation shall take place until the administrator or evaluator acquaints each employee under their supervision with the evaluation procedures and instruments. At the completion of the evaluation, the employee shall be provided with a copy of the evaluation and shall have the opportunity to submit a written response, which shall be attached to the evaluation and included in the employee's personnel file. All other evaluation procedures and requirements shall be governed by the District's Evaluation Plan as developed and maintained by the Joint Evaluation Committee.

ARTICLE XVIII: DISCIPLINE AND DISCHARGE

18.1 Discipline and Discharge

~~A. The Board agrees with the tenets of progressive and corrective discipline. Discipline of an employee covered by this Agreement shall be done only for just cause and in a manner so as not to embarrass the employee before other employees or the public and shall include the following:~~

- ~~1. A conference with the employee by the appropriate administrator or supervisor on the decision;~~
- ~~2. In the event of a suspension or dismissal, a written statement of the reason(s) for the action shall be given to the employee and a review of the employee's personnel file with the employee and his/her representative if the employee so chooses;~~
- ~~3. A disciplinary action or measure shall include the following:
 - ~~a. Oral reprimand (confirmed in writing)~~
 - ~~b. Written reprimand~~
 - ~~c. Suspension without pay (notice to be given in writing)~~
 - ~~d. Discharge (notice to be given in writing)~~~~

~~The Board reserves the right to initiate discipline at any step if the circumstances warrant. Generally, job performance issues will be addressed through the evaluation process. Paragraphs A 1-3 will always apply if a termination decision is made.~~

~~B. In the event any Administrator requires an employee to attend a meeting for the purpose of discussing a matter which may result in disciplining the employee, the employee, upon request, may have a Union Representative present.~~

~~C. For pending disciplinary matters, or unresolved grievances, upon request of the Union, the Board shall disclose all evidence in support of the disciplinary action and provide copies of documentation in its possession provided the delivery of such copies is not restricted by applicable law. When external complaints are received, as part of the investigation, the District will provide the teacher or staff the substance of the complaint sufficient to give them an opportunity to respond prior to any discipline being imposed but not necessarily disclosing an identity.~~

~~D. When an employee is informed of his/her discipline he/she may make a written request to meet with the Assistant Superintendent of Human Resources to review the decision. Such request must be filed within ten (10) working days of receiving such notice. The meeting with the Assistant Superintendent of Human Resources shall be held as promptly as possible, but in no case shall be delayed more than fifteen (15) calendar days after receiving the written request. The employee shall have the right to a Union Representative at such meeting and shall have the right to present arguments and witnesses on her/his behalf. Recommendations by the Assistant Superintendent, if any, shall be communicated to the Superintendent and the employee in writing. In the event an employee is informed of his/her dismissal, and the employee is dissatisfied with the determination, the employee shall, within 10 days, upon written notice, elect to have a meeting with the Board of Education, or with a committee appointed by the Board, which may meet in closed session to consider the matter, or have the right to initiate a grievance in writing at Step 3 of the grievance process.~~

The Board agrees with the tenets of progressive and corrective discipline. Discipline of an employee covered by this Agreement shall be done in a manner so as not to embarrass the employee before other employees or the public and shall include the following:

ARTICLE XIX: LEAVES

19.1 Sick Leave

Each full time employee shall be entitled to twelve (12) days sick leave per school year as shown on Appendix D. Sick leave shall be allowed to accumulate up to a maximum as may be allowed by IMRF.

19.2 Personal and/or Emergency Leave

All support staff employed by the District as of the effective date of this Agreement shall retain the number of personal days per year earned and to which they are entitled pursuant to the Agreement in effect for the 2011-2012 school year, provided, however, that such employees shall be frozen at the number earned as of the date of this Agreement (so that a staff person with 2 such days may not move to 3 personal days in the future). All support staff newly employed beginning on or after July 1, 2012, shall receive (2) days personal leave at full pay. Unused personal and or emergency leave days for any employee as of June 30 each year shall be added to said employee's accrued sick leave. Personal leave, except in the case of an emergency, shall not be granted the day prior to or after vacation periods or holidays in service days, institute days, SIP days, nor during the first five days of the school year or last five days of the school year except for religious holidays. No more than two (2) advance notice personal leave days will be allowed in any one week. Unused personal and/or emergency leave days for any employee as of June 30 each year shall be added to said employee's accrued sick leave.

Any time that two consecutive school days or more of personal leave is requested, the specific reason must be stated.

Examples of purposes which are not meant to be used for personal or emergency leave include, but are not limited to, any matters which qualify as vacation, recreation, accompanying another person on a trip, or the extension of appropriately granted personal or emergency leave.

ARTICLE XVIII: SALARY AND ADDITIONAL COMPENSATION

18.1 Salary

Support Staff shall be paid in accordance with the following salary schedules:

Appendix B-1 - ~~2021-2022~~ 2026-2027 Salary Schedule
Appendix B-2 - ~~2021-2022~~ 2027-2028 Salary Schedule
Appendix B-3 - ~~2021-2022~~ 2028-2029 Salary Schedule
Appendix B-4 - ~~2021-2022~~ 2029-2030 Salary Schedule

18.2 Summer School and Summer Camp Compensation

All **Support Staff** employees employed in the Summer School Program **or e-learning outside of the contractual work day** shall be compensated at the rate of **\$29.00 per hour** ~~\$26.00 per hour for the school years 2021-2024 and \$28.00 per hour for the school years 2024-2026~~. District employees shall be given preference before any outside employees are hired. Seniority shall be an important criterion for selection. Summer **camp** for sports and fine arts shall be limited to no more than **twenty-five (25)** days or **fifty (50)** hours with the compensation ~~for the 2021-2026 summer camps~~ for a Coach to be at the rate of \$28.00 per hour, and for an Assistant Coach to be at the rate of \$23.00 per hour.

18.3 Interpreter Duties

Support Staff who are called away from their normal duties ~~for 30 or more minutes in the aggregate during a school day~~ in order to perform interpreting duties at the District's request shall be paid for such time at the employee's regular rate of pay or the rate of \$25.00 per hour, whichever is greater. Timesheets on forms to be supplied at each building shall be turned in to the building principal's office, which shall be processed monthly.

20.4 Retirement Plan

~~The Board offers a retirement incentive plan for eligible support staff who retire no later than June 30, 2026.~~

A. ELIGIBILITY

~~The retirement incentive plan shall be available for the duration of this Agreement for support staff who meet all of the following eligibility criteria:~~

- ~~1. Completed, by the date of retirement, at least ten (10) consecutive years of full-time service to East Aurora School District; and~~
- ~~2. Are eligible and elect to retire as of the designated retirement date under a retirement plan in the Illinois Municipal Retirement Fund (IMRF); and~~
- ~~3. Have filed for participation in a IMRF retirement program with a retirement date of June 30, but no later than June 30, 2026, provided, however, that this retirement program is subject to revision under section D paragraph 2 below; and~~
- ~~4. Have submitted a notice of intent to retire as required below.~~

~~The Board may, at its discretion, consider retirement requests from support staff not meeting the above-eligibility requirements. Such requests may be considered on a case-by-case basis and will be processed with in collaboration with the Union President. The granting of such requests shall not be precedential or subject to the grievance procedure found in this Agreement.~~

B. PROCEDURES

~~Eligibility to participate in this incentive program requires the support staff to submit a notice of intent to retire to the Superintendent during one of the retirement "deadline" periods noted below:~~

<u>"Deadline"</u>	<u>Retirement on June 30</u>
November 2021	2022
February 2022	2023, 2024, 2025
February 2023	2023, 2024, 2025, 2026
February 2024	2024, 2025, 2026
February 2025	2025, 2026
February 2026	2026

~~The Board may annually limit the number of retirees retiring each year to a maximum of 25 support staff eligible for IMRF retirement. Any such limitation shall be based on seniority. Any support staff denied participation because of such limitation shall be allowed to rescind his or her notice of intent to retire and may apply the following year, subject to the same eligibility requirements.~~

~~C. BENEFIT~~

~~As a voluntary retirement benefit for Support Staff who qualify as noted above, the Board agrees to increase the Support Staff's base salary by 6% over the Support Staff's prior year's base salary for each remaining year of the Support Staff's employment in the District. This increase is in lieu of any other raise, step or other creditable earnings increase the Support Staff may otherwise have been entitled to receive under this agreement. This increase will be granted beginning in the school year in which the Support Staff gives notice as provided above. A retiring Support Staff may receive no more than four (4) years of 6% increases in base salary under this program.~~

~~Support Staff can give up to 4 year notice in all years of the contract, but 6% annual increase only applies until 2026.~~

~~D. PROGRAM DURATION~~

~~Regardless of the participation experience and the implementation of this agreement, in no event shall this agreement create an expectancy of a property interest among staff members beyond June 30, 2026, nor shall the same be regarded as a policy, custom, practice or contractual agreement between the parties beyond such date, except as noted above. Nothing in this agreement, however, shall be deemed to prohibit the parties from mutually agreeing to amend this agreement or to continue this agreement after June 30, 2026.~~

~~In the event that IMRF reduces the annual increase allowed without an employer excess salary payment or penalty (currently up to 6%), the parties agree to modify this retirement incentive program benefit to reflect the new IMRF approved salary enhancement limitation.~~

18.4 Additional Compensation Rates

1. Outside of contractual ~~hours~~ PD ~~and~~ District meetings ~~and~~ supervision ~~and~~ \$24.00/hour
2. Toileting Stipend – A \$550/quarter stipend will be paid to Support Staff (grades preK - 12+) that perform toileting as part of their job duties.

Payments will be made as follows: 1st quarter Oct-30, 2nd quarter Dec-30, 3rd quarter Feb-28, and 4th quarter Apr-30.

Support Staff who perform toileting as part of their ESY/Summer School assignment shall receive a stipend equivalent to one (1) quarter of the toileting stipend (\$550).

Staff that are required to sub in a position that requires toileting will be ~~given~~ paid \$11 for each day that they work in the position.

SECTION 4: OFFICE STAFF PROVISIONS

ARTICLE XIX: CONDITIONS OF EMPLOYMENT

19.1 Work Hours/Day/Year

- A. The Office Staff shall be given their work hour schedule by July 1 any changes to the schedule will need District approval and employee notification of at least one (1) week. Ten and one third (10 1/3), ten and one half (10 ½), and eleven (11) month employees shall be considered full-time employees and shall not suffer any loss of rights or benefits under this Agreement. Ten and one third (10 1/3) month employees shall commence work ten (10) work days prior to the start of the school year and shall work two hundred nine (209) days, ten and one half (10 1/2) month employees shall commence work fifteen (15) work days prior to the start of the school year and work two hundred nineteen (219) days, eleven (11) month employees shall commence work twenty (20) work days prior to the start of the school year and work two hundred twenty-eight (228) days, and twelve (12) month employees shall work either two hundred sixty (260) or two hundred sixty-one (261) days depending on the number of work days in the calendar year.
- B. The MS Bookkeeper, MS Records, MS Clerical Assistant, HS General Secretary, and those employees working similar positions in certain elementary schools as determined by the Administration, shall work the number of days applicable to such designation. The number of workdays for a designated position shall not be shortened without prior consultation with the Union.
- C. All elementary buildings with an office staff of less than four (4) shall be entitled to one (1) thirty-minute duty free lunch, provided, however, such employees shall be entitled to one (1) 60-minute lunch when students are not present. All office personnel shall be entitled to one (1) sixty (60) minute duty free lunch except elementary buildings with an office staff of less than four (4) shall be entitled to one (1) thirty-minute duty free lunch, provided, however, such employees shall be entitled to one (1) 60-minute lunch when students are not present. All employees shall be entitled to one (1) 15-minute break in the morning and one (1) 15-minute break in the afternoon, provided, however, that no such duty-free time may be used to shorten the workday. The normal workday for a Central Registration Secretary shall be an eight (8) hour day provided, however, that the start time and end time of an employee's eight (8) hour day, including dividing the workday into segments, may be modified by the employee's supervisor in order to facilitate registration.
- D. ~~Time worked by school building office personnel beyond the assigned work week shall have prior written approval on the District's overtime form (Appendix G) from the Building Administrator. Time worked by administrative center personnel beyond the assigned work week shall have prior written approval on the District's overtime form from the employee's immediate supervisor. Overtime shall be paid/provided in accordance with the Fair Labor Standards Act.~~ Hours worked in excess of forty (40) hours in a workweek shall be considered overtime. Overtime shall be compensated at one and one-half (1.5) times the employee's regular hourly rate of pay. All hours worked beyond an employee's regularly scheduled workweek must receive prior written approval from the employee's supervisor. Employees shall submit a record of all additional hours worked within the same workweek in which the time was worked, in accordance with District procedures. Compensation for approved additional hours shall be provided in the form of overtime pay. An employee may request flex time in lieu of overtime pay, to be used within the same workweek, subject to supervisor approval. Overtime will be paid on the payroll date immediately following the pay period

in which the overtime was earned and approved.

E. Holidays

The following holidays, as shown on Appendix C, shall be granted (with pay) to full-time ~~twelve (12)~~ 12-month employees when they fall during one of the regular working days:

January 1	July 4	Thanksgiving Day
Martin Luther King Day	Labor Day	Day after Thanksgiving Day
Presidents' Day	Columbus Day	December 24
Memorial Day	Federal Election Day	December 25
Juneteenth	Veterans' Day	December 31

When any of the above holidays occur on Saturday or when December 24 or December 31 occur on Sunday the holiday will be assigned by the District office to the next available non-student attendance day. When the holidays of January 1, July 4, or December 25 occur on a Saturday or Sunday, observance shall be on the day as observed by the Federal government. Juneteenth will be recognized as a paid holiday only when it falls on a scheduled workday. Federal Election Day will be recognized when designated as a legal school holiday.

The following holidays, as shown on Appendix C, shall be granted with pay to 10¹/₃-, 10¹/₂-, and 11-month employees when they fall during one of the regular working days:

Labor Day	December 25
Columbus Day	December 31
Federal Election Day	January 1
Veterans' Day	Martin Luther King Day
Thanksgiving Day	Presidents' Day
Day after Thanksgiving Day	Memorial Day
December 24	Juneteenth

Office Staff employed less than twelve (12) months will be granted one (1) additional day of pay for the day before Thanksgiving provided it is a nonattendance day for students. They will also be granted an additional day of pay for the Friday before Easter provided it is a non-attendance day for students. If either of those days fall on a student attendance day, they will be granted one (1) floating holiday of their choice, for each such day, to be approved by their administrative supervisor. Juneteenth will be recognized as a paid holiday only when it falls on a scheduled workday. Federal Election Day will be recognized when designated as a legal school holiday.

Employees working on a legal holiday will be compensated at the rate of time and one half (1½), in addition to their regular salary.

A listed holiday is subject to the ISBE waiver process and may, through that process, become a regular workday in a given year.

F. New Employees

Newly recommended employees must demonstrate the knowledge, skills, and abilities necessary to perform in the position for which they have been recommended. The principal may give a computer skills assessment prior to an offer of employment.

At any time during the thirty (30) day probationary period the District may release the employee at the District's discretion without a grievance.

Prior to the start of the work year, newly hired office and support staff may be required to attend training related to their position. Such training shall be compensated at the employee's regular hourly rate of pay.

During the 2026-2027 school year, an Ad Hoc Joint Committee shall convene in accordance with Section 2.11 to develop a job shadowing and mentoring program for office and support staff, with the goal of implementation in the 2027-2028 school year. The District will pilot job shadowing opportunities during the 2026-2027 school year.

- G. Anticipated absences by an office staff employee from work shall be reported pursuant to the school building's internal procedure at least 1.5 hours before the start of the employee's contractual workday. The school building will develop and share clear procedures for office staff absence reporting. In emergency situations where the absence cannot be reported at least 1.5 hours before the start of the employee's contractual workday, the absence shall be reported as soon as possible. Emergency absences needing to be reported less than 1.5 hours before the start of the employee's contractual workday shall be reported to the school's principal, or designee.

19.2 Seniority/Reduction in Force

A. Seniority

1. Seniority shall be defined as the length of continuous service (including scheduled breaks and approved leave) within the Office Staff bargaining unit. Said service shall be computed from the first day of current uninterrupted employment within the unit. The "first day" shall be defined as the day upon which duties are first performed. Seniority credit will not accrue during any leave-of-absence without pay in excess of ninety (90) workdays. Employees who are promoted or work out of the Office Staff bargaining unit for up to ninety (90) workdays and subsequently return to the office staff bargaining unit without a break in service in the District shall have their seniority computed from their first day of original employment. Employees transferring into the Office Staff unit shall retain their accrued seniority for all purposes and will be placed in the new classification step commensurate with their existing salary step.
2. If the length of continuous service in the School District is equal between two (2) or more employees, then seniority shall be determined by total service in the School District, whether or not continuous.

3. If the total service in the ~~School~~ District is equal between two or more employees, then seniority shall be determined by lot.
4. On or before February 1, the Superintendent, or his designee in consultation with the Union shall develop and deliver to the ~~President of the Union~~ **President** a Seniority List ("List") by categories of positions, which sets forth the seniority of all employees. This List shall provide the following information for each employee:
 - a. Name;
 - b. Category of Position;
 - c. Date of employment (without break in service).
5. The District shall recognize seniority as per the categories below:

~~a. Secretary III~~

~~Secretary for the Office of the Assistant Superintendent 42~~

b. Secretary II

Accounts Payable Clerk	12
Centralized Registration Secretary	12
Head Secretary – Elementary - Category C	12
Head Secretary – Secondary	12
Head Secretary – Preschool	11
Head Secretary – Elementary	10 1/2
Head Secretary – Magnet	12
Registrar	12
Secretary – Bilingual Services Department	12
Secretary – Buildings & Grounds Department	12
Secretary – Educational Services	12
Secretary – Curriculum & Instruction	12
Secretary – Curriculum & Supplemental Programs	12
Secretary – ELL Grants	12
Secretary – Financial	4412
Secretary – Grants Office	12
Secretary – Human Resources Department	12
Secretary – Leadership Development	12
Secretary – NJROTC	4412
Secretary – Preschool Grants	12
Secretary – Preschool Program	12
Secretary – Special Education Accounts Monitor	12
Secretary – Special Education Case Management Monitor	12
Secretary – Supplemental Programs	12
Secretary – Information Technology Department	12
Secretary – Special Education Student Services	12

c. Secretary I

Bookkeeper – Middle School	10 1/3
Bookkeeper – Elementary – Category C	10 1/3
Bookkeeper	12
District Translator	12
District Translator/Office Support	12
Head Secretary – Preschool	44
Head Secretary – Elementary	40 1/2
Head Secretary – Magnet	42
Secretary – AP Teaching & Learning	12
Secretary – AP Student Services	12
Secretary – AP Child Service Center	10 1/3
Secretary – Special Education Assessment	11
Secretary – Business Operations	12
Secretary – Special Education Case Management Monitor	42
Secretary – Data Entry	12
Secretary – Financial	44
Secretary – Guidance	11
Secretary – NJROTC	44
Secretary – Records – Category C	10 1/3
Secretary – Records – Middle School	10 1/3
Secretary – Transportation	12
Secretary – Athletics, Buildings and Grounds	12

d. Clerical

Clerical Assistant – Athletics, Buildings & Grounds	10 1/3
Clerical Assistant – Attendance	10 1/3
Clerical Assistant – Category A	10 1/3
Clerical Assistant – Attendance – Category B	10 1/3
Clerical Assistant – Data Entry - Category B	10 1/3
Clerical Assistant – Category C	10 1/3
Clerical Assistant – Category D	10 1/3
Clerical Assistant – Data Entry	10 1/3
Clerical Assistant – General	10 1/3
Clerical Assistant – Middle School	10 1/3
Clerical Assistant – Production Office	10 1/3
Clerical Assistant – Special Education	10 1/3
Receptionist – High School	10 1/3
Receptionist – Human Resources – Support	12
Receptionist – Human Resources - Services	12

e. Elementary Legend

- Category A – One Secretary and One Clerical at Elementary Building
- Category B – One Secretary and Two Clerical at Elementary Building
- Category C – Elementary School – Middle School Model

f. District Bookkeeper

District Bookkeeper

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In the event an employee changes categories, previously earned seniority shall be applied to the new category for purposes of any reduction in force in the new category.

It shall be the responsibility of the Union to review the annual “Seniority List” and to advise the Assistant Superintendent of Human Resources in writing by February [or ten (10) days after the List is posted, whichever is later] of any claimed error or omission (“objection”) in the List. The Assistant Superintendent of Human Resources shall review and consider any such objection and inform the employee of his/her their decision within five (5) days. Within five (5) days of the Director’s Assistant Superintendent of HR’s decision, the employee may file a written appeal to the Board of Education. The Board shall issue its decision prior to sixty (60) days before the end of the then current school term which decision is then final. Failure of the employee to make a timely objection shall be deemed as an acceptance of his/her their placement on the seniority list. The employee shall be prohibited thereafter from challenging the employee’s seniority in any category of position until the posting of a seniority list in the following school year.

B. Reduction in Force

1. If the Board decides to decrease the number of employees or to discontinue some particular type of educational support service, the Board shall first dismiss, within the respective category of position, the employee with the least seniority, provided, however, that in the event special qualifications and current evaluations for the employee exist for a particular position then a less senior employee may be retained over a more senior employee. In such event the more senior employee and the Union shall be notified of the reasons for retaining the less senior employee. The same factors shall also apply to a recall of employees. Employees who are removed or dismissed shall receive a written notice of honorable dismissal by certified mail, return receipt requested, in accordance with Section 10-23.5 of the School Code.
2. The Board and the Union agree that a decision of the Board to decrease the number of employees or to discontinue some particular type of educational support service shall be solely the decision of the Board.
3. If the Board has any vacancies for the following school term or within one (1) calendar year from the beginning of the following school term, the positions thereby becoming available within a specific category of position shall be tendered to the employees so removed or dismissed from that category of position, so far as they are qualified to hold such positions. The positions shall be offered first to the laid off employees with greater seniority.

To be eligible for recall, employees must notify the Board, in writing, within ten (10) calendar days of the Board’s mailing of the notice of vacancy, or within five (5) calendar days of the employee’s receipt of the notice, whichever shall first occur, of the acceptance of any vacant position offered to the employee during the recall period. The employee’s failure to notify the Board of acceptance of any vacancy shall constitute rejection of the offer of employment. Any

employee who rejects an offer of an available full-time position in any category of position in which ~~he/she is~~ **they are** qualified shall be deemed to have waived ~~his/her~~ **their** recall rights under Section 10-23.5 of the School Code and will no longer be eligible for any other vacant position that becomes available during the recall period.

In the case of employees whose position is being eliminated within the respective classification by **D**istrict seniority, the affected employee shall be allowed to displace or “bump” the employee with the least **D**istrict seniority in the next lowest classification provided they are qualified for the position as determined by the authorized administrator in charge and the employee in the next lowest classification has less **D**istrict seniority. If no one in the next lowest classification has less **D**istrict seniority than the employee whose position was eliminated, then the employee shall have the right to a position in the next lowest subsequent classification in the same manner as described above until such time as a position is secured or all classifications are exhausted.

An employee displaced in the above procedure shall also have the right to a position in the manner as described above.

If the employee is released and recalled to a position within the time frame specified above, for the purpose of this section, it will not constitute a break in service and the employees will not incur any loss in **D**istrict seniority.

4. The creation of new categories of position shall be within the inherent managerial authority of the Board and the impact of the new categories shall be negotiated with the Union.

21.3 Job Descriptions

~~Each employee shall be given a job description for their assigned position that shall include the identification of their immediate supervisor. A joint committee shall review job descriptions and recommend changes as needed. Employee job descriptions shall not be permanently changed until the joint committee reviews and discusses the proposed changes.~~

19.3 Staff Development

- A. Efforts shall be made by the Administration to increase opportunities for professional growth/skill improvement, within budgetary constraints. Inservice, school improvement, and institute days shall be as shown on the approved school calendar. In such cases, the workday shall not be extended past the regular scheduled working hours. Year-round training opportunities will be provided to office staff. The opportunities could be outside of school hours or on days school is not in session.
- B. Upon the discretion and approval of the Superintendent or designee, office staff shall be allowed to attend professional conferences and pre-approved expenses will be reimbursed. Itemized paid receipts for all expenses claimed shall be turned into the administration before reimbursement is approved.

19.4 Involuntary Transfers

Notice of involuntary transfer shall be given to an employee by telephone as soon as practicable. In the event the involuntary transfer occurs after the end of the school year then notice of such transfer shall be given to the employee by telephone and U.S. mail. In the event of an involuntary transfer, upon the request of the employee, the Assistant Superintendent of Human Resources, or designee, and the employee shall meet to discuss the reasons for such transfer. Employees who are involuntarily transferred to another position shall be returned to their original position if the original position becomes available or vacant, upon the earlier of: (a) hiring an employee into the new position; or (b) the end of the academic semester.

19.5 Vacancies and Transfers

Consideration will be given to advancing present employees to a higher job classification, giving them preference over applicants not currently employed by the District, when all other criteria are equal.

- A. All vacancies, newly created positions, or other positions covered by this Agreement shall be posted via email blast to all staff, and a copy sent to the Union President. No vacancy, except in case of emergency, shall be filled on a permanent basis until such vacancy shall have been posted for a minimum of five (5) workdays.
- B. Promotion from one position to another shall be based on performance, ability, seniority, and consideration of the best interests of the District. An employee wishing to be promoted shall complete an online application, and participate in an interview process. **Internal applicants who meet the minimum qualifications for a posted position shall be granted an interview. All internal applicants shall be notified of the outcome of the selection process.**
- C. Any **Office Staff** who are interested in a lateral transfer shall submit a letter of interest to the Assistant Superintendent of Human Resources within the time frame designated in the posting for such position.

ARTICLE XX: EVALUATIONS

~~All office staff shall receive an annual formal evaluation utilizing the evaluation instruments as listed in Appendix F 1. No formal evaluation shall take place until the administrator or evaluator acquaints each employee under his/her supervision with the evaluation procedures and instruments. At the completion of the formal evaluation, a conference shall be held between the employee and the administrator. The employee shall be provided with a copy of the evaluation report at the time of the conference for use during the conference. The employee shall be given an opportunity to sign the evaluation in order to acknowledge receipt. In the event that the employee disagrees with the formal evaluation he/she shall have the option of attaching a written response to the evaluation document provided such response is filed within ten (10) working days of the receipt of the original evaluation. This attachment will become part of the official evaluation of the employee.~~

~~The Administration may utilize observations and other first hand evaluative criteria for considering the competency of any employee. Each employee shall have at least one observation. The Administrator conducting the observation shall designate and announce in advance which week each employee will be observed (which may be different weeks for different employees). An employee will not be observed more than one time each semester unless otherwise requested by the employee. In the event a~~

~~scheduled observation does not occur due to the unavailability of either the employee or the administrator then the same shall be rescheduled to another pre-designated time. Only observations made during a designated observation week may be used as part of the employee's formal evaluation. Observations shall be conducted at the employee's assigned work area, while the employee is performing his or her normal assigned duties. Each observation shall be at least twenty minutes and shall not exceed 50 minutes. Guidelines for observations are attached as Appendix F 2. Observations which are used to evaluate the employee shall be reduced to writing, with a copy given to the employee to be signed by the employee to acknowledge receipt and shall be discussed with the employee at the employee's request. In addition to observations, the evaluation process may include notes, memoranda, e-mails, or other types of documentation. If the employee feels that the documentation is incomplete, inaccurate, or unjust, he/she may put his/her response in writing. The response shall be attached to the documentation to be placed in the official personnel file.~~

All Office Staff shall receive an annual evaluation to be completed no later than April 15 utilizing the evaluation instruments set forth in Appendix E. No formal evaluation shall take place until the administrator or evaluator acquaints each employee under their supervision with the evaluation procedures and instruments. At the completion of the evaluation, the employee shall be provided with a copy of the evaluation and shall have the opportunity to submit a written response, which shall be attached to the evaluation and included in the employee's personnel file. All other evaluation procedures and requirements shall be governed by the District's Evaluation Plan as developed and maintained by the Joint Evaluation Committee.

ARTICLE XXIII: DISCIPLINE AND DISCHARGE

23.1 Discipline and Discharge

~~A. The Board agrees with the tenets of progressive and corrective discipline. Discipline of an employee covered by this Agreement shall be done only for just cause and in a manner so as not to embarrass the employee before other employees or the public and shall include the following:~~

- ~~1. A conference with the employee by the appropriate administrator or supervisor on the decision;~~
- ~~2. In the event of a suspension or dismissal, a written statement of the reason(s) for the action shall be given to the employee and a review of the employee's personnel file with the employee and his/her representative if the employee so chooses;~~
- ~~3. A disciplinary action or measure shall include the following:
 - ~~a. Oral reprimand (confirmed in writing)~~
 - ~~b. Written reprimand~~
 - ~~c. Suspension without pay (notice to be given in writing)~~
 - ~~d. Discharge (notice to be given in writing)~~~~

~~The Board reserves the right to initiate discipline at any step if the circumstances warrant. Generally, job performance issues will be addressed through the evaluation process. Paragraphs A 1-3 will always apply if a termination decision is made.~~

- ~~B. In the event any Administrator requires an employee to attend a meeting for the purpose of discussing a matter which may result in disciplining the employee, the employee, upon request, may have a Union Representative present.~~
- ~~C. For pending disciplinary matters, or unresolved grievances, upon request of the Union, the Board shall disclose all evidence in support of the disciplinary action and provide copies of documentation in its possession provided the delivery of such copies is not restricted by applicable law. When external complaints are received, as part of the investigation, the District will provide the teacher or staff the substance of the complaint sufficient to give them an opportunity to respond prior to any discipline being imposed but not necessarily disclosing an identity.~~
- ~~D. When an employee is informed of his/her discipline he/she may make a written request to meet with the Assistant Superintendent of Human Resources to review the decision. Such request must be filed within ten (10) working days of receiving such notice. The meeting with the Assistant Superintendent of Human Resources shall be held as promptly as possible, but in no case shall be delayed more than fifteen (15) calendar days after receiving the written request. The employee shall have the right to a Union Representative at such meeting and shall have the right to present arguments and witnesses on her/his behalf. Recommendations by the Assistant Superintendent, if any, shall be communicated to the Superintendent and the employee in writing. In the event an employee is informed of his/her dismissal, and the employee is dissatisfied with the determination, the employee shall, within 10 days, upon written notice, elect to have a meeting with the Board of Education, or with a committee appointed by the Board, which may meet in closed session to consider the matter, or have the right to initiate a grievance in writing at Step 3 of the grievance process.~~

ARTICLE XXI: LEAVES

24.1 Sick Leave

~~All secretarial/clerical personnel employed by the District as of the effective date of this Agreement shall retain the number of sick days per year as allotted to such employees in the Agreement in effect for the 2011-2012 school year and as shown on Appendix C. All secretarial/clerical personnel newly employed beginning on or after July 1, 2012 shall receive a sick leave allowance based upon the length of the work year as follows:~~

10 days	—————	10 1/3 school months
11 days	—————	10 1/2 school months
11 days	—————	11 calendar months
12 days	—————	12 months — calendar year employment

~~A staff member employed after the beginning of their normal work year and all part-time employees will receive a prorated amount of sick days for which they are eligible.~~

~~Unused sick leave allowance shall accumulate from year to year, but not to exceed the number as may be allowed by IMRF.~~

24.2 Personal and/or Emergency Leave

All secretarial/clerical personnel employed by the District as of the effective date of this Agreement shall retain the number of personal days per year earned and to which they are entitled pursuant to the Agreement in effect for the 2011-2012 school year, provided, however, that such employees shall be frozen at the number earned as of the date of this Agreement (so that a staff person with 3 such days may not move to 4 personal days in the future). All secretarial/clerical personnel newly employed beginning on or after July 1, 2012, shall receive (2) days personal leave at full pay.

21.1 Vacation

Regular twelve (12) month secretarial/clerical **Office Staff** employees employed by the District as of the effective date of this Agreement shall retain the number of vacation days per year as allotted to such employees in the Agreement in effect for the 2011-2012 school year and as shown on Appendix C, provided, however, that such employees shall be frozen at the number of earned vacation as of the date of this Agreement until such time as they would progress in accordance with the schedule below. All regular twelve (12) month secretarial/clerical personnel newly employed beginning on or after July 1, 2012 shall receive a paid vacation schedule as follows:

<u>Length of Service</u>	<u>Vacation Entitlement</u>
1 to 5 years	10 days
6 years to 10 years	15 days
11+ years	20 days

Length of service in the **District** shall be cumulative in establishing vacation entitlement. New employees starting after the beginning of the fiscal year shall have their vacation prorated.

An employee who resigns or is discharged during the year shall receive with his **their** termination pay, the prorated amount for accrued vacation time, this time to be determined according to the number of full months of employment actually completed after July 1 of the given year.

All vacation time for **twelve (12)** month secretarial/clerical employees must be used within the **twelve (12)** months following July of the fiscal year in which it was earned. There shall be no carryover of vacation time except in unusual circumstances, and then such carryover must have the prior approval of the Assistant Superintendent of Human Resources.

ARTICLE XXII: SALARY AND ADDITIONAL COMPENSATION

22.1 Salary Schedule

Office Staff shall be paid in accordance with the following salary schedules:

- Appendix B-5 - ~~2021-2022~~ **2026-2027** Salary Schedule
- Appendix B-6 - ~~2021-2022~~ **2027-2028** Salary Schedule
- Appendix B-7 - ~~2021-2022~~ **2028-2029** Salary Schedule
- Appendix B-8 - ~~2021-2022~~ **2029-2030** Salary Schedule

~~Commencing with the 2021-2022 School Year (2) employees not on the schedule will be placed on the Salary Schedule at the first Compensation Level above the employee's pay rate for the 2020-2021 School Year or compensation level step corresponding to employee's years of service, whichever is greater.~~

22.2 Special Salary Provisions

See Appendix B - Special Salary Provisions

22.3 Summer School and Summer Camp Compensation

All **Office Staff** employees employed in the Summer School Program shall be compensated at the rate of **\$29.00 per hour** ~~\$26.00 per hour for the school years 2021-2024 and \$28.00 per hour for the school years 2024-2026~~. District employees shall be given preference before any outside employees are hired. Seniority shall be an important criterion for selection. Summer **camp** for sports and fine arts shall be limited to no more than **twenty-five (25) days** or **fifty (50) hours** with the compensation ~~for the 2021-2026 summer camps~~ for a Coach to be at the rate of \$28.00 per hour, and for an Assistant Coach to be at the rate of \$23.00 per hour.

22.4 Interpreter Duties

Office Staff who are called away from their normal duties ~~for 30 or more minutes in the aggregate during a school day~~ in order to perform interpreting duties at the District's request shall be paid for such time at the employee's regular rate of pay or the rate of \$25.00 per hour, whichever is higher. Time sheets on forms to be supplied at each building shall be turned in to the ~~building~~ principal's office, which shall be processed monthly.

25.5 Retirement Plan

~~The Board offers a retirement incentive plan for eligible office staff who retire no later than June 30, 2026.~~

A. ELIGIBILITY

~~The retirement incentive plan shall be available for the duration of this Agreement for office staff who meet all of the following eligibility criteria:~~

- ~~1. Completed, by the date of retirement, at least ten (10) consecutive years of full-time service to East Aurora School District; and~~
- ~~2. Are eligible and elect to retire as of the designated retirement date under a retirement plan in the Illinois Municipal Retirement Fund (IMRF); and~~
- ~~3. Have filed for participation in a IMRF retirement program with a retirement date of June 30, but no later than June 30, 2026, provided, however, that this retirement program is subject to revision under section D paragraph 2 below; and~~

4. ~~Have submitted a notice of intent to retire as required below.~~

~~The Board may, at its discretion, consider retirement requests from office staff not meeting the above eligibility requirements. Such requests may be considered on a case-by-case basis and will be processed with in collaboration with the Union President. The granting of such requests shall not be precedential or subject to the grievance procedure found in this Agreement.~~

~~B. PROCEDURES~~

~~Eligibility to participate in this incentive program requires the office staff to submit a notice of intent to retire to the Superintendent during one of the retirement "deadline" periods noted below:~~

"Deadline"	Retirement on June 30
November 2021	2022
February 2022	2023, 2024, 2025
February 2023	2023, 2024, 2025, 2026
February 2024	2024, 2025, 2026
February 2025	2025, 2026
February 2026	2026

~~The Board may annually limit the number of retirees retiring each year to a maximum of ~~ten~~ (10) office staff eligible for IMRF retirement. Any such limitation shall be based on seniority. Any office staff denied participation because of such limitation shall be allowed to rescind his or her notice of intent to retire and may apply the following year, subject to the same eligibility requirements.~~

~~C. BENEFIT~~

~~As a voluntary retirement benefit for Office Staff who qualify as noted above, the Board agrees to increase the Office Staff's base salary by 6% over the Office Staff's prior year's base salary for each remaining year of the Office Staff's employment in the District. This increase is in lieu of any other raise, step or other creditable earnings increase the Office Staff may otherwise have been entitled to receive under this agreement. This increase will be granted beginning in the school year in which the Office Staff gives notice as provided above. A retiring Office Staff may receive no more than four (4) years of 6% increases in base salary under this program.~~

~~Office Staff can give up to 4 year notice in all years of the contract, but 6% annual increase only applies until 2026.~~

D. PROGRAM DURATION

~~Regardless of the participation experience and the implementation of this agreement, in no event shall this agreement create an expectancy of a property interest among staff members beyond June 30, 2026, nor shall the same be regarded as a policy, custom, practice or contractual agreement between the parties beyond such date, except as noted above. Nothing in this agreement, however, shall be deemed to prohibit the parties from mutually agreeing to amend this agreement or to continue this agreement after June 30, 2026.~~

~~In the event that IMRF reduces the annual increase allowed without an employer excess salary payment or penalty (currently up to 6%), the parties agree to modify this retirement incentive program benefit to reflect the new IMRF-approved salary enhancement limitation.~~

22.5 Additional Compensation Rates

Outside of contractual ~~hours~~ PD and District meetings and supervision **\$24.00/hour**

SECTION 5: EFFECT OF AGREEMENT

ARTICLE XXIII: EFFECT OF AGREEMENT

23.1 This Agreement shall become effective as of July 1, 2026 and shall continue in effect until 11:59 p.m. on June 30, 2030.

23.2 The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties and may be modified only through written mutual consent of the parties. It is understood that all rights, powers, and authority of this Board not specifically limited by the language of this Agreement are retained by the Board. The Board shall take no action which will violate any of the specific provisions of this Agreement.

23.3 The parties agree that they shall not be obligated to bargain collectively during the term of this Agreement with respect to any subject or matter not specifically referred to or published in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this Agreement.

IN WITNESS WHEREOF signed this _____ day of _____, 2026.

EAST AURORA COUNCIL LOCAL 604,
AFT/IFT

BOARD OF EDUCATION, EAST AURORA
SCHOOL DISTRICT NO. 131

By: _____

By: _____

APPENDICES

APPENDIX A-1: 2026 - 2027 Licensed Salary Schedule

STEP	BA+0	BA+16	BA+32	MA+0	MA+16	MA+32/ SW/COUNS	MA+48/DR/ PSYCH/SLP
1	\$ 53,000	\$ 53,898		\$ 59,512	\$ 61,758	\$ 64,004	\$ 65,352
2	\$ 54,060	\$ 55,516		\$ 61,298	\$ 63,611	\$ 65,924	\$ 67,475
3	\$ 54,736	\$ 56,903		\$ 63,015	\$ 65,392	\$ 67,902	\$ 69,668
4	\$ 55,420	\$ 58,326		\$ 64,779	\$ 67,223	\$ 69,939	\$ 71,932
5	\$ 56,113	\$ 59,784		\$ 66,592	\$ 69,106	\$ 72,038	\$ 74,270
6	\$ 56,814	\$ 61,129		\$ 68,457	\$ 71,041	\$ 74,199	\$ 76,684
7	\$ 57,524	\$ 62,505		\$ 70,375	\$ 73,030	\$ 76,424	\$ 79,177
8	\$ 58,244	\$ 63,911		\$ 72,344	\$ 75,074	\$ 78,717	\$ 81,750
9	\$ 58,972	\$ 65,349		\$ 74,370	\$ 77,176	\$ 81,079	\$ 84,407
10	\$ 59,708	\$ 66,819		\$ 76,452	\$ 79,337	\$ 83,511	\$ 87,150
11	\$ 60,455	\$ 68,323		\$ 78,555	\$ 81,519	\$ 86,017	\$ 89,764
12	\$ 61,211	\$ 69,860		\$ 80,716	\$ 83,761	\$ 88,597	\$ 92,457
13	\$ 61,976	\$ 71,432		\$ 82,934	\$ 86,064	\$ 91,255	\$ 95,231
14	\$ 62,751	\$ 73,039		\$ 85,216	\$ 88,432	\$ 93,993	\$ 98,088
15	\$ 63,535	\$ 74,682		\$ 87,559	\$ 90,642	\$ 96,578	\$ 100,786
16	\$ 64,329	\$ 76,176		\$ 89,967	\$ 92,908	\$ 99,233	\$ 103,557
17	\$ 65,133	\$ 77,699		\$ 92,216	\$ 95,231	\$ 101,962	\$ 106,405
18	\$ 65,948	\$ 79,253		\$ 94,521	\$ 97,611	\$ 104,511	\$ 109,331
19	\$ 66,771	\$ 80,838		\$ 96,884	\$ 100,052	\$ 107,123	\$ 112,065
20	\$ 67,606	\$ 82,456		\$ 99,307	\$ 102,554	\$ 109,802	\$ 114,865
21	\$ 68,451	\$ 84,104		\$ 101,789	\$ 105,117	\$ 112,547	\$ 117,738
22	\$ 69,307	\$ 85,786		\$ 104,334	\$ 107,745	\$ 115,361	\$ 120,681
23	\$ 70,173	\$ 87,502	\$ 91,485	\$ 106,943	\$ 110,439	\$ 118,245	\$ 123,698
24**	\$ 73,473	\$ 91,002	\$ 95,493	\$ 110,843	\$ 114,539	\$ 122,545	\$ 126,790
25	\$ 73,473	\$ 91,002	\$ 95,493	\$ 110,843	\$ 114,539	\$ 122,545	\$ 131,790
26	\$ 73,473	\$ 91,002	\$ 95,493	\$ 110,843	\$ 114,539	\$ 122,545	\$ 131,790
27	\$ 73,473	\$ 91,002	\$ 95,493	\$ 110,843	\$ 114,539	\$ 122,545	\$ 131,790
28	\$ 73,473	\$ 91,002	\$ 95,493	\$ 110,843	\$ 114,539	\$ 122,545	\$ 131,790
29**	\$ 74,473	\$ 92,002	\$ 96,577	\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790
30	\$ 74,473	\$ 92,002	\$ 96,577	\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790
31	\$ 74,473	\$ 92,002	\$ 96,577	\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790
32	\$ 74,473	\$ 92,002	\$ 96,577	\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790
33				\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790
34				\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790
35				\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790

APPENDIX A-2: 2027 - 2028 Licensed Salary Schedule

STEP	BA+0	BA+16	BA+32	MA+0	MA+16	MA+32/ SW/COUNS	MA+48/DR/ PSYCH/SLP
1	\$ 54,000	\$ 54,915		\$ 60,635	\$ 62,923	\$ 65,212	\$ 66,585
2	\$ 55,080	\$ 56,563		\$ 62,454	\$ 64,811	\$ 67,168	\$ 68,748
3	\$ 55,768	\$ 57,977		\$ 64,204	\$ 66,626	\$ 69,183	\$ 70,983
4	\$ 56,466	\$ 59,426		\$ 66,001	\$ 68,491	\$ 71,259	\$ 73,290
5	\$ 57,171	\$ 60,912		\$ 67,849	\$ 70,410	\$ 73,397	\$ 75,672
6	\$ 57,886	\$ 62,282		\$ 69,749	\$ 72,381	\$ 75,599	\$ 78,131
7	\$ 58,610	\$ 63,684		\$ 71,702	\$ 74,408	\$ 77,866	\$ 80,671
8	\$ 59,343	\$ 65,117		\$ 73,709	\$ 76,491	\$ 80,202	\$ 83,293
9	\$ 60,084	\$ 66,582		\$ 75,773	\$ 78,632	\$ 82,608	\$ 85,999
10	\$ 60,835	\$ 68,080		\$ 77,895	\$ 80,834	\$ 85,086	\$ 88,794
11	\$ 61,596	\$ 69,612		\$ 80,037	\$ 83,058	\$ 87,640	\$ 91,458
12	\$ 62,366	\$ 71,178		\$ 82,239	\$ 85,341	\$ 90,269	\$ 94,202
13	\$ 63,145	\$ 72,780		\$ 84,499	\$ 87,688	\$ 92,977	\$ 97,028
14	\$ 63,935	\$ 74,417		\$ 86,824	\$ 90,100	\$ 95,766	\$ 99,939
15	\$ 64,734	\$ 76,091		\$ 89,211	\$ 92,352	\$ 98,400	\$ 102,687
16	\$ 65,543	\$ 77,613		\$ 91,664	\$ 94,661	\$ 101,105	\$ 105,511
17	\$ 66,362	\$ 79,165		\$ 93,956	\$ 97,028	\$ 103,886	\$ 108,413
18	\$ 67,192	\$ 80,748		\$ 96,305	\$ 99,453	\$ 106,483	\$ 111,394
19	\$ 68,031	\$ 82,363		\$ 98,712	\$ 101,940	\$ 109,145	\$ 114,179
20	\$ 68,882	\$ 84,011		\$ 101,180	\$ 104,489	\$ 111,873	\$ 117,033
21	\$ 69,743	\$ 85,691		\$ 103,709	\$ 107,100	\$ 114,671	\$ 119,959
22	\$ 70,615	\$ 87,404		\$ 106,302	\$ 109,778	\$ 117,537	\$ 122,958
23	\$ 71,497	\$ 89,153	\$ 93,211	\$ 108,960	\$ 112,522	\$ 120,476	\$ 126,032
24**	\$ 74,797	\$ 92,653	\$ 97,295	\$ 112,860	\$ 116,622	\$ 124,776	\$ 129,183
25	\$ 74,797	\$ 92,653	\$ 97,295	\$ 112,860	\$ 116,622	\$ 124,776	\$ 134,183
26	\$ 74,797	\$ 92,653	\$ 97,295	\$ 112,860	\$ 116,622	\$ 124,776	\$ 134,183
27	\$ 74,797	\$ 92,653	\$ 97,295	\$ 112,860	\$ 116,622	\$ 124,776	\$ 134,183
28	\$ 74,797	\$ 92,653	\$ 97,295	\$ 112,860	\$ 116,622	\$ 124,776	\$ 134,183
29**	\$ 75,797	\$ 93,653	\$ 98,399	\$ 113,860	\$ 114,878	\$ 125,776	\$ 135,183
30	\$ 75,797	\$ 93,653	\$ 98,399	\$ 113,860	\$ 114,878	\$ 125,776	\$ 135,183
31	\$ 75,797	\$ 93,653	\$ 98,399	\$ 113,860	\$ 114,878	\$ 125,776	\$ 135,183
32	\$ 75,797	\$ 93,653	\$ 98,399	\$ 113,860	\$ 114,878	\$ 125,776	\$ 135,183
33				\$ 113,860	\$ 114,878	\$ 125,776	\$ 135,183
34				\$ 113,860	\$ 114,878	\$ 125,776	\$ 135,183
35				\$ 113,860	\$ 114,878	\$ 125,776	\$ 135,183

APPENDIX A-3: 2028 - 2029 Licensed Salary Schedule

STEP	BA+0	BA+16	BA+32	MA+0	MA+16	MA+32/ SW/COUNS	MA+48/DR/ PSYCH/SLP
1	\$ 55,000	\$ 55,932		\$ 61,758	\$ 64,089	\$ 66,419	\$ 67,818
2	\$ 56,100	\$ 57,611		\$ 63,611	\$ 66,011	\$ 68,412	\$ 70,022
3	\$ 56,801	\$ 59,051		\$ 65,393	\$ 67,860	\$ 70,465	\$ 72,297
4	\$ 57,512	\$ 60,527		\$ 67,223	\$ 69,760	\$ 72,578	\$ 74,647
5	\$ 58,230	\$ 62,040		\$ 69,105	\$ 71,714	\$ 74,756	\$ 77,073
6	\$ 58,957	\$ 63,436		\$ 71,040	\$ 73,722	\$ 76,999	\$ 79,578
7	\$ 59,695	\$ 64,863		\$ 73,030	\$ 75,786	\$ 79,308	\$ 82,165
8	\$ 60,442	\$ 66,323		\$ 75,074	\$ 77,907	\$ 81,687	\$ 84,835
9	\$ 61,197	\$ 67,815		\$ 77,177	\$ 80,088	\$ 84,138	\$ 87,592
10	\$ 61,962	\$ 69,340		\$ 79,337	\$ 82,331	\$ 86,662	\$ 90,439
11	\$ 62,736	\$ 70,901		\$ 81,520	\$ 84,596	\$ 89,263	\$ 93,151
12	\$ 63,521	\$ 72,496		\$ 83,761	\$ 86,922	\$ 91,941	\$ 95,946
13	\$ 64,315	\$ 74,127		\$ 86,064	\$ 89,312	\$ 94,698	\$ 98,825
14	\$ 65,119	\$ 75,795		\$ 88,432	\$ 91,769	\$ 97,540	\$ 101,789
15	\$ 65,933	\$ 77,500		\$ 90,864	\$ 94,062	\$ 100,222	\$ 104,589
16	\$ 66,757	\$ 79,051		\$ 93,362	\$ 96,414	\$ 102,978	\$ 107,465
17	\$ 67,591	\$ 80,631		\$ 95,696	\$ 98,825	\$ 105,810	\$ 110,420
18	\$ 68,436	\$ 82,244		\$ 98,088	\$ 101,295	\$ 108,455	\$ 113,457
19	\$ 69,291	\$ 83,888		\$ 100,540	\$ 103,828	\$ 111,166	\$ 116,294
20	\$ 70,158	\$ 85,567		\$ 103,054	\$ 106,424	\$ 113,945	\$ 119,200
21	\$ 71,035	\$ 87,278		\$ 105,630	\$ 109,084	\$ 116,794	\$ 122,180
22	\$ 71,923	\$ 89,023		\$ 108,271	\$ 111,811	\$ 119,714	\$ 125,235
23	\$ 72,821	\$ 90,804	\$ 94,937	\$ 110,978	\$ 114,606	\$ 122,707	\$ 128,366
24**	\$ 76,121	\$ 94,304	\$ 99,097	\$ 114,878	\$ 118,706	\$ 127,007	\$ 131,575
25	\$ 76,121	\$ 94,304	\$ 99,097	\$ 114,878	\$ 118,706	\$ 127,007	\$ 136,575
26	\$ 76,121	\$ 94,304	\$ 99,097	\$ 114,878	\$ 118,706	\$ 127,007	\$ 136,575
27	\$ 76,121	\$ 94,304	\$ 99,097	\$ 114,878	\$ 118,706	\$ 127,007	\$ 136,575
28	\$ 76,121	\$ 94,304	\$ 99,097	\$ 114,878	\$ 118,706	\$ 127,007	\$ 136,575
29**	\$ 77,121	\$ 95,304	\$ 100,221	\$ 115,878	\$ 119,706	\$ 128,007	\$ 137,575
30	\$ 77,121	\$ 95,304	\$ 100,221	\$ 115,878	\$ 119,706	\$ 128,007	\$ 137,575
31	\$ 77,121	\$ 95,304	\$ 100,221	\$ 115,878	\$ 119,706	\$ 128,007	\$ 137,575
32	\$ 77,121	\$ 95,304	\$ 100,221	\$ 115,878	\$ 119,706	\$ 128,007	\$ 137,575
33				\$ 115,878	\$ 119,706	\$ 128,007	\$ 137,575
34				\$ 115,878	\$ 119,706	\$ 128,007	\$ 137,575
35				\$ 115,878	\$ 119,706	\$ 128,007	\$ 137,575

APPENDIX A-4: 2029 - 2030 Licensed Salary Schedule

STEP	BA+0	BA+16	BA+32	MA+0	MA+16	MA+32/ SW/COUNS	MA+48/DR/ PSYCH/SLP
1	\$ 56,000	\$ 56,949		\$ 62,881	\$ 65,254	\$ 67,627	\$ 69,051
2	\$ 57,120	\$ 58,658		\$ 64,767	\$ 67,211	\$ 69,655	\$ 71,295
3	\$ 57,834	\$ 60,124		\$ 66,582	\$ 69,093	\$ 71,746	\$ 73,612
4	\$ 58,557	\$ 61,627		\$ 68,445	\$ 71,028	\$ 73,898	\$ 76,004
5	\$ 59,289	\$ 63,168		\$ 70,362	\$ 73,017	\$ 76,115	\$ 78,474
6	\$ 60,029	\$ 64,589		\$ 72,332	\$ 75,062	\$ 78,399	\$ 81,025
7	\$ 60,780	\$ 66,043		\$ 74,358	\$ 77,164	\$ 80,750	\$ 83,659
8	\$ 61,540	\$ 67,529		\$ 76,439	\$ 79,324	\$ 83,172	\$ 86,378
9	\$ 62,310	\$ 69,048		\$ 78,580	\$ 81,545	\$ 85,668	\$ 89,184
10	\$ 63,088	\$ 70,601		\$ 80,780	\$ 83,828	\$ 88,238	\$ 92,083
11	\$ 63,877	\$ 72,190		\$ 83,002	\$ 86,134	\$ 90,886	\$ 94,845
12	\$ 64,676	\$ 73,814		\$ 85,284	\$ 88,502	\$ 93,612	\$ 97,691
13	\$ 65,484	\$ 75,475		\$ 87,629	\$ 90,936	\$ 96,420	\$ 100,621
14	\$ 66,303	\$ 77,173		\$ 90,040	\$ 93,437	\$ 99,313	\$ 103,640
15	\$ 67,131	\$ 78,909		\$ 92,516	\$ 95,772	\$ 102,044	\$ 106,490
16	\$ 67,970	\$ 80,488		\$ 95,059	\$ 98,167	\$ 104,850	\$ 109,419
17	\$ 68,820	\$ 82,097		\$ 97,436	\$ 100,621	\$ 107,734	\$ 112,428
18	\$ 69,681	\$ 83,739		\$ 99,872	\$ 103,136	\$ 110,427	\$ 115,520
19	\$ 70,551	\$ 85,414		\$ 102,368	\$ 105,715	\$ 113,187	\$ 118,408
20	\$ 71,433	\$ 87,123		\$ 104,928	\$ 108,359	\$ 116,017	\$ 121,367
21	\$ 72,326	\$ 88,865		\$ 107,550	\$ 111,067	\$ 118,918	\$ 124,402
22	\$ 73,230	\$ 90,642		\$ 110,239	\$ 113,844	\$ 121,890	\$ 127,512
23	\$ 74,145	\$ 92,455	\$ 96,663	\$ 112,996	\$ 116,690	\$ 124,938	\$ 130,700
24**	\$ 77,445	\$ 95,955	\$ 100,898	\$ 116,896	\$ 120,790	\$ 129,238	\$ 133,967
25	\$ 77,445	\$ 95,955	\$ 100,898	\$ 116,896	\$ 120,790	\$ 129,238	\$ 138,967
26	\$ 77,445	\$ 95,955	\$ 100,898	\$ 116,896	\$ 120,790	\$ 129,238	\$ 138,967
27	\$ 77,445	\$ 95,955	\$ 100,898	\$ 116,896	\$ 120,790	\$ 129,238	\$ 138,967
28	\$ 77,445	\$ 95,955	\$ 100,898	\$ 116,896	\$ 121,790	\$ 129,238	\$ 138,967
29**	\$ 78,445	\$ 96,955	\$ 102,043	\$ 117,896	\$ 121,790	\$ 130,238	\$ 139,967
30	\$ 78,445	\$ 96,955	\$ 102,043	\$ 117,896	\$ 121,790	\$ 130,238	\$ 139,967
31	\$ 78,445	\$ 96,955	\$ 102,043	\$ 117,896	\$ 121,790	\$ 130,238	\$ 139,967
32	\$ 78,445	\$ 96,955	\$ 102,043	\$ 117,896	\$ 121,790	\$ 130,238	\$ 139,967
33				\$ 117,896	\$ 121,790	\$ 130,238	\$ 139,967
34				\$ 117,896	\$ 121,790	\$ 130,238	\$ 139,967
35				\$ 117,896	\$ 121,790	\$ 130,238	\$ 139,967

APPENDIX B-1: 2026 - 2027 Support Staff Pay Schedule

Compensation Level	Assistant / Liaison	Sped Interpreter / Sign Interpreter / JumpStart Parent Educator	RN	LPN	Truancy
1	\$ 22.00	\$ 28.25	\$ 31.75	\$ 29.00	\$ 24.00
2	\$ 22.50	\$ 28.75	\$ 32.25	\$ 29.50	\$ 24.50
3	\$ 23.00	\$ 29.25	\$ 32.75	\$ 30.00	\$ 25.00
4	\$ 23.50	\$ 29.75	\$ 33.25	\$ 30.50	\$ 25.50
5	\$ 24.00	\$ 30.25	\$ 33.75	\$ 31.00	\$ 26.00
6	\$ 24.50	\$ 30.75	\$ 34.25	\$ 31.50	\$ 26.50
7	\$ 25.00	\$ 31.25	\$ 34.75	\$ 32.00	\$ 27.00
8	\$ 25.50	\$ 31.75	\$ 35.25	\$ 32.50	\$ 27.50
9	\$ 26.00	\$ 32.25	\$ 35.75	\$ 33.00	\$ 28.00
10	\$ 26.50	\$ 32.75	\$ 36.25	\$ 33.50	\$ 28.50
11	\$ 27.00	\$ 33.25	\$ 36.75	\$ 34.00	\$ 29.00
12	\$ 27.50	\$ 33.75	\$ 37.25	\$ 34.50	\$ 29.50
13	\$ 28.00	\$ 34.25	\$ 37.75	\$ 35.00	\$ 30.00
14	\$ 28.50	\$ 34.75	\$ 38.25	\$ 35.50	\$ 30.50
15	\$ 29.00	\$ 35.25	\$ 38.75	\$ 36.00	\$ 31.00
16	\$ 29.50	\$ 35.75	\$ 39.25	\$ 36.50	\$ 31.50
17	\$ 30.00	\$ 36.25	\$ 39.75	\$ 37.00	\$ 32.00
18	\$ 30.50	\$ 36.75	\$ 40.25	\$ 37.50	\$ 32.50
19	\$ 31.00	\$ 37.25	\$ 40.75	\$ 38.00	\$ 33.00
20	\$ 31.50	\$ 37.75	\$ 41.25	\$ 38.50	\$ 33.50
21	\$ 32.00	\$ 38.25	\$ 41.75	\$ 39.00	\$ 34.00
22	\$ 32.50	\$ 38.75	\$ 42.25	\$ 39.50	\$ 34.50
23	\$ 33.00	\$ 39.25	\$ 42.75	\$ 40.00	\$ 35.00
24	\$ 33.50	\$ 39.75	\$ 43.25	\$ 40.50	\$ 35.50
25	\$ 34.00	\$ 40.25	\$ 43.75	\$ 41.00	\$ 36.00
26	\$ 34.50	\$ 40.75	\$ 44.25	\$ 41.50	\$ 36.50
27	\$ 35.00	\$ 41.25	\$ 44.75	\$ 42.00	\$ 37.00
28	\$ 35.50	\$ 41.75	\$ 45.25	\$ 42.50	\$ 37.50
29	\$ 36.00	\$ 42.25	\$ 45.75	\$ 43.00	\$ 38.00
30	\$ 36.50	\$ 42.75	\$ 46.25	\$ 43.50	\$ 38.50

APPENDIX B-2: 2027 - 2028 Support Staff Pay Schedule

Compensation Level	Assistant / Liaison	Sped Interpreter / Sign Interpreter / JumpStart Parent Educator	RN	LPN	Truancy
1	\$ 22.50	\$ 28.75	\$ 32.25	\$ 29.50	\$ 24.50
2	\$ 23.00	\$ 29.25	\$ 32.75	\$ 30.00	\$ 25.00
3	\$ 23.50	\$ 29.75	\$ 33.25	\$ 30.50	\$ 25.50
4	\$ 24.00	\$ 30.25	\$ 33.75	\$ 31.00	\$ 26.00
5	\$ 24.50	\$ 30.75	\$ 34.25	\$ 31.50	\$ 26.50
6	\$ 25.00	\$ 31.25	\$ 34.75	\$ 32.00	\$ 27.00
7	\$ 25.50	\$ 31.75	\$ 35.25	\$ 32.50	\$ 27.50
8	\$ 26.00	\$ 32.25	\$ 35.75	\$ 33.00	\$ 28.00
9	\$ 26.50	\$ 32.75	\$ 36.25	\$ 33.50	\$ 28.50
10	\$ 27.00	\$ 33.25	\$ 36.75	\$ 34.00	\$ 29.00
11	\$ 27.50	\$ 33.75	\$ 37.25	\$ 34.50	\$ 29.50
12	\$ 28.00	\$ 34.25	\$ 37.75	\$ 35.00	\$ 30.00
13	\$ 28.50	\$ 34.75	\$ 38.25	\$ 35.50	\$ 30.50
14	\$ 29.00	\$ 35.25	\$ 38.75	\$ 36.00	\$ 31.00
15	\$ 29.50	\$ 35.75	\$ 39.25	\$ 36.50	\$ 31.50
16	\$ 30.00	\$ 36.25	\$ 39.75	\$ 37.00	\$ 32.00
17	\$ 30.50	\$ 36.75	\$ 40.25	\$ 37.50	\$ 32.50
18	\$ 31.00	\$ 37.25	\$ 40.75	\$ 38.00	\$ 33.00
19	\$ 31.50	\$ 37.75	\$ 41.25	\$ 38.50	\$ 33.50
20	\$ 32.00	\$ 38.25	\$ 41.75	\$ 39.00	\$ 34.00
21	\$ 32.50	\$ 38.75	\$ 42.25	\$ 39.50	\$ 34.50
22	\$ 33.00	\$ 39.25	\$ 42.75	\$ 40.00	\$ 35.00
23	\$ 33.50	\$ 39.75	\$ 43.25	\$ 40.50	\$ 35.50
24	\$ 34.00	\$ 40.25	\$ 43.75	\$ 41.00	\$ 36.00
25	\$ 34.50	\$ 40.75	\$ 44.25	\$ 41.50	\$ 36.50
26	\$ 35.00	\$ 41.25	\$ 44.75	\$ 42.00	\$ 37.00
27	\$ 35.50	\$ 41.75	\$ 45.25	\$ 42.50	\$ 37.50
28	\$ 36.00	\$ 42.25	\$ 45.75	\$ 43.00	\$ 38.00
29	\$ 36.50	\$ 42.75	\$ 46.25	\$ 43.50	\$ 38.50
30	\$ 37.00	\$ 43.25	\$ 46.75	\$ 44.00	\$ 39.00

APPENDIX B-3: 2028 - 2029 Support Staff Pay Schedule

Compensation Level	Assistant / Liaison	Sped Interpreter / Sign Interpreter / JumpStart Parent Educator	RN	LPN	Truancy
1	\$ 23.00	\$ 29.25	\$ 32.75	\$ 30.00	\$ 25.00
2	\$ 23.50	\$ 29.75	\$ 33.25	\$ 30.50	\$ 25.50
3	\$ 24.00	\$ 30.25	\$ 33.75	\$ 31.00	\$ 26.00
4	\$ 24.50	\$ 30.75	\$ 34.25	\$ 31.50	\$ 26.50
5	\$ 25.00	\$ 31.25	\$ 34.75	\$ 32.00	\$ 27.00
6	\$ 25.50	\$ 31.75	\$ 35.25	\$ 32.50	\$ 27.50
7	\$ 26.00	\$ 32.25	\$ 35.75	\$ 33.00	\$ 28.00
8	\$ 26.50	\$ 32.75	\$ 36.25	\$ 33.50	\$ 28.50
9	\$ 27.00	\$ 33.25	\$ 36.75	\$ 34.00	\$ 29.00
10	\$ 27.50	\$ 33.75	\$ 37.25	\$ 34.50	\$ 29.50
11	\$ 28.00	\$ 34.25	\$ 37.75	\$ 35.00	\$ 30.00
12	\$ 28.50	\$ 34.75	\$ 38.25	\$ 35.50	\$ 30.50
13	\$ 29.00	\$ 35.25	\$ 38.75	\$ 36.00	\$ 31.00
14	\$ 29.50	\$ 35.75	\$ 39.25	\$ 36.50	\$ 31.50
15	\$ 30.00	\$ 36.25	\$ 39.75	\$ 37.00	\$ 32.00
16	\$ 30.50	\$ 36.75	\$ 40.25	\$ 37.50	\$ 32.50
17	\$ 31.00	\$ 37.25	\$ 40.75	\$ 38.00	\$ 33.00
18	\$ 31.50	\$ 37.75	\$ 41.25	\$ 38.50	\$ 33.50
19	\$ 32.00	\$ 38.25	\$ 41.75	\$ 39.00	\$ 34.00
20	\$ 32.50	\$ 38.75	\$ 42.25	\$ 39.50	\$ 34.50
21	\$ 33.00	\$ 39.25	\$ 42.75	\$ 40.00	\$ 35.00
22	\$ 33.50	\$ 39.75	\$ 43.25	\$ 40.50	\$ 35.50
23	\$ 34.00	\$ 40.25	\$ 43.75	\$ 41.00	\$ 36.00
24	\$ 34.50	\$ 40.75	\$ 44.25	\$ 41.50	\$ 36.50
25	\$ 35.00	\$ 41.25	\$ 44.75	\$ 42.00	\$ 37.00
26	\$ 35.50	\$ 41.75	\$ 45.25	\$ 42.50	\$ 37.50
27	\$ 36.00	\$ 42.25	\$ 45.75	\$ 43.00	\$ 38.00
28	\$ 36.50	\$ 42.75	\$ 46.25	\$ 43.50	\$ 38.50
29	\$ 37.00	\$ 43.25	\$ 46.75	\$ 44.00	\$ 39.00
30	\$ 37.50	\$ 43.75	\$ 47.25	\$ 44.50	\$ 39.50

APPENDIX B-4: 2029 - 2030 Support Staff Pay Schedule

Compensation Level	Assistant / Liaison	Sped Interpreter / Sign Interpreter / JumpStart Parent Educator	RN	LPN	Truancy
1	\$ 23.50	\$ 29.75	\$ 33.25	\$ 30.50	\$ 25.50
2	\$ 24.00	\$ 30.25	\$ 33.75	\$ 31.00	\$ 26.00
3	\$ 24.50	\$ 30.75	\$ 34.25	\$ 31.50	\$ 26.50
4	\$ 25.00	\$ 31.25	\$ 34.75	\$ 32.00	\$ 27.00
5	\$ 25.50	\$ 31.75	\$ 35.25	\$ 32.50	\$ 27.50
6	\$ 26.00	\$ 32.25	\$ 35.75	\$ 33.00	\$ 28.00
7	\$ 26.50	\$ 32.75	\$ 36.25	\$ 33.50	\$ 28.50
8	\$ 27.00	\$ 33.25	\$ 36.75	\$ 34.00	\$ 29.00
9	\$ 27.50	\$ 33.75	\$ 37.25	\$ 34.50	\$ 29.50
10	\$ 28.00	\$ 34.25	\$ 37.75	\$ 35.00	\$ 30.00
11	\$ 28.50	\$ 34.75	\$ 38.25	\$ 35.50	\$ 30.50
12	\$ 29.00	\$ 35.25	\$ 38.75	\$ 36.00	\$ 31.00
13	\$ 29.50	\$ 35.75	\$ 39.25	\$ 36.50	\$ 31.50
14	\$ 30.00	\$ 36.25	\$ 39.75	\$ 37.00	\$ 32.00
15	\$ 30.50	\$ 36.75	\$ 40.25	\$ 37.50	\$ 32.50
16	\$ 31.00	\$ 37.25	\$ 40.75	\$ 38.00	\$ 33.00
17	\$ 31.50	\$ 37.75	\$ 41.25	\$ 38.50	\$ 33.50
18	\$ 32.00	\$ 38.25	\$ 41.75	\$ 39.00	\$ 34.00
19	\$ 32.50	\$ 38.75	\$ 42.25	\$ 39.50	\$ 34.50
20	\$ 33.00	\$ 39.25	\$ 42.75	\$ 40.00	\$ 35.00
21	\$ 33.50	\$ 39.75	\$ 43.25	\$ 40.50	\$ 35.50
22	\$ 34.00	\$ 40.25	\$ 43.75	\$ 41.00	\$ 36.00
23	\$ 34.50	\$ 40.75	\$ 44.25	\$ 41.50	\$ 36.50
24	\$ 35.00	\$ 41.25	\$ 44.75	\$ 42.00	\$ 37.00
25	\$ 35.50	\$ 41.75	\$ 45.25	\$ 42.50	\$ 37.50
26	\$ 36.00	\$ 42.25	\$ 45.75	\$ 43.00	\$ 38.00
27	\$ 36.50	\$ 42.75	\$ 46.25	\$ 43.50	\$ 38.50
28	\$ 37.00	\$ 43.25	\$ 46.75	\$ 44.00	\$ 39.00
29	\$ 37.50	\$ 43.75	\$ 47.25	\$ 44.50	\$ 39.50
30	\$ 38.00	\$ 44.25	\$ 47.75	\$ 45.00	\$ 40.00

APPENDIX B-5: 2026 - 2027 Office Staff Pay Schedule

Compensation Level	Clerical Assistant	Building Level Secretary I	Building Level Secretary II	Building Level Secretary III	District Level Bookkeeper
1	\$ 22.00	\$ 23.00	\$ 24.00	\$ 25.00	\$ 26.25
2	\$ 22.50	\$ 23.50	\$ 24.50	\$ 25.50	\$ 26.75
3	\$ 23.00	\$ 24.00	\$ 25.00	\$ 26.00	\$ 27.25
4	\$ 23.50	\$ 24.50	\$ 25.50	\$ 26.50	\$ 27.75
5	\$ 24.00	\$ 25.00	\$ 26.00	\$ 27.00	\$ 28.25
6	\$ 24.50	\$ 25.50	\$ 26.50	\$ 27.50	\$ 28.75
7	\$ 25.00	\$ 26.00	\$ 27.00	\$ 28.00	\$ 29.25
8	\$ 25.50	\$ 26.50	\$ 27.50	\$ 28.50	\$ 29.75
9	\$ 26.00	\$ 27.00	\$ 28.00	\$ 29.00	\$ 30.25
10	\$ 26.50	\$ 27.50	\$ 28.50	\$ 29.50	\$ 30.75
11	\$ 27.00	\$ 28.00	\$ 29.00	\$ 30.00	\$ 31.25
12	\$ 27.50	\$ 28.50	\$ 29.50	\$ 30.50	\$ 31.75
13	\$ 28.00	\$ 29.00	\$ 30.00	\$ 31.00	\$ 32.25
14	\$ 28.50	\$ 29.50	\$ 30.50	\$ 31.50	\$ 32.75
15	\$ 29.00	\$ 30.00	\$ 31.00	\$ 32.00	\$ 33.25
16	\$ 29.50	\$ 30.50	\$ 31.50	\$ 32.50	\$ 33.75
17	\$ 30.00	\$ 31.00	\$ 32.00	\$ 33.00	\$ 34.25
18	\$ 30.50	\$ 31.50	\$ 32.50	\$ 33.50	\$ 34.75
19	\$ 31.00	\$ 32.00	\$ 33.00	\$ 34.00	\$ 35.25
20	\$ 31.50	\$ 32.50	\$ 33.50	\$ 34.50	\$ 35.75
21	\$ 32.00	\$ 33.00	\$ 34.00	\$ 35.00	\$ 36.25
22	\$ 32.50	\$ 33.50	\$ 34.50	\$ 35.50	\$ 36.75
23	\$ 33.00	\$ 34.00	\$ 35.00	\$ 36.00	\$ 37.25
24	\$ 33.50	\$ 34.50	\$ 35.50	\$ 36.50	\$ 37.75
25	\$ 34.00	\$ 35.00	\$ 36.00	\$ 37.00	\$ 38.25
26	\$ 34.50	\$ 35.50	\$ 36.50	\$ 37.50	\$ 38.75
27	\$ 35.00	\$ 36.00	\$ 37.00	\$ 38.00	\$ 39.25
28	\$ 35.50	\$ 36.50	\$ 37.50	\$ 38.50	\$ 39.75
29	\$ 36.00	\$ 37.00	\$ 38.00	\$ 39.00	\$ 40.25
30	\$ 36.50	\$ 37.50	\$ 38.50	\$ 39.50	\$ 40.75

APPENDIX B-6: 2027 - 2028 Office Staff Pay Schedule

Compensation Level	Clerical Assistant	Building Level Secretary I	Building Level Secretary II	Building Level Secretary III	District Level Bookkeeper
1	\$ 22.50	\$ 23.50	\$ 24.50	\$ 25.50	\$ 26.75
2	\$ 23.00	\$ 24.00	\$ 25.00	\$ 26.00	\$ 27.25
3	\$ 23.50	\$ 24.50	\$ 25.50	\$ 26.50	\$ 27.75
4	\$ 24.00	\$ 25.00	\$ 26.00	\$ 27.00	\$ 28.25
5	\$ 24.50	\$ 25.50	\$ 26.50	\$ 27.50	\$ 28.75
6	\$ 25.00	\$ 26.00	\$ 27.00	\$ 28.00	\$ 29.25
7	\$ 25.50	\$ 26.50	\$ 27.50	\$ 28.50	\$ 29.75
8	\$ 26.00	\$ 27.00	\$ 28.00	\$ 29.00	\$ 30.25
9	\$ 26.50	\$ 27.50	\$ 28.50	\$ 29.50	\$ 30.75
10	\$ 27.00	\$ 28.00	\$ 29.00	\$ 30.00	\$ 31.25
11	\$ 27.50	\$ 28.50	\$ 29.50	\$ 30.50	\$ 31.75
12	\$ 28.00	\$ 29.00	\$ 30.00	\$ 31.00	\$ 32.25
13	\$ 28.50	\$ 29.50	\$ 30.50	\$ 31.50	\$ 32.75
14	\$ 29.00	\$ 30.00	\$ 31.00	\$ 32.00	\$ 33.25
15	\$ 29.50	\$ 30.50	\$ 31.50	\$ 32.50	\$ 33.75
16	\$ 30.00	\$ 31.00	\$ 32.00	\$ 33.00	\$ 34.25
17	\$ 30.50	\$ 31.50	\$ 32.50	\$ 33.50	\$ 34.75
18	\$ 31.00	\$ 32.00	\$ 33.00	\$ 34.00	\$ 35.25
19	\$ 31.50	\$ 32.50	\$ 33.50	\$ 34.50	\$ 35.75
20	\$ 32.00	\$ 33.00	\$ 34.00	\$ 35.00	\$ 36.25
21	\$ 32.50	\$ 33.50	\$ 34.50	\$ 35.50	\$ 36.75
22	\$ 33.00	\$ 34.00	\$ 35.00	\$ 36.00	\$ 37.25
23	\$ 33.50	\$ 34.50	\$ 35.50	\$ 36.50	\$ 37.75
24	\$ 34.00	\$ 35.00	\$ 36.00	\$ 37.00	\$ 38.25
25	\$ 34.50	\$ 35.50	\$ 36.50	\$ 37.50	\$ 38.75
26	\$ 35.00	\$ 36.00	\$ 37.00	\$ 38.00	\$ 39.25
27	\$ 35.50	\$ 36.50	\$ 37.50	\$ 38.50	\$ 39.75
28	\$ 36.00	\$ 37.00	\$ 38.00	\$ 39.00	\$ 40.25
29	\$ 36.50	\$ 37.50	\$ 38.50	\$ 39.50	\$ 40.75
30	\$ 37.00	\$ 38.00	\$ 39.00	\$ 40.00	\$ 41.25

APPENDIX B-7: 2028 - 2029 Office Staff Pay Schedule

Compensation Level	Clerical Assistant	Building Level Secretary I	Building Level Secretary II	Building Level Secretary III	District Level Bookkeeper
1	\$ 23.00	\$ 24.00	\$ 25.00	\$ 26.00	\$ 27.25
2	\$ 23.50	\$ 24.50	\$ 25.50	\$ 26.50	\$ 27.75
3	\$ 24.00	\$ 25.00	\$ 26.00	\$ 27.00	\$ 28.25
4	\$ 24.50	\$ 25.50	\$ 26.50	\$ 27.50	\$ 28.75
5	\$ 25.00	\$ 26.00	\$ 27.00	\$ 28.00	\$ 29.25
6	\$ 25.50	\$ 26.50	\$ 27.50	\$ 28.50	\$ 29.75
7	\$ 26.00	\$ 27.00	\$ 28.00	\$ 29.00	\$ 30.25
8	\$ 26.50	\$ 27.50	\$ 28.50	\$ 29.50	\$ 30.75
9	\$ 27.00	\$ 28.00	\$ 29.00	\$ 30.00	\$ 31.25
10	\$ 27.50	\$ 28.50	\$ 29.50	\$ 30.50	\$ 31.75
11	\$ 28.00	\$ 29.00	\$ 30.00	\$ 31.00	\$ 32.25
12	\$ 28.50	\$ 29.50	\$ 30.50	\$ 31.50	\$ 32.75
13	\$ 29.00	\$ 30.00	\$ 31.00	\$ 32.00	\$ 33.25
14	\$ 29.50	\$ 30.50	\$ 31.50	\$ 32.50	\$ 33.75
15	\$ 30.00	\$ 31.00	\$ 32.00	\$ 33.00	\$ 34.25
16	\$ 30.50	\$ 31.50	\$ 32.50	\$ 33.50	\$ 34.75
17	\$ 31.00	\$ 32.00	\$ 33.00	\$ 34.00	\$ 35.25
18	\$ 31.50	\$ 32.50	\$ 33.50	\$ 34.50	\$ 35.75
19	\$ 32.00	\$ 33.00	\$ 34.00	\$ 35.00	\$ 36.25
20	\$ 32.50	\$ 33.50	\$ 34.50	\$ 35.50	\$ 36.75
21	\$ 33.00	\$ 34.00	\$ 35.00	\$ 36.00	\$ 37.25
22	\$ 33.50	\$ 34.50	\$ 35.50	\$ 36.50	\$ 37.75
23	\$ 34.00	\$ 35.00	\$ 36.00	\$ 37.00	\$ 38.25
24	\$ 34.50	\$ 35.50	\$ 36.50	\$ 37.50	\$ 38.75
25	\$ 35.00	\$ 36.00	\$ 37.00	\$ 38.00	\$ 39.25
26	\$ 35.50	\$ 36.50	\$ 37.50	\$ 38.50	\$ 39.75
27	\$ 36.00	\$ 37.00	\$ 38.00	\$ 39.00	\$ 40.25
28	\$ 36.50	\$ 37.50	\$ 38.50	\$ 39.50	\$ 40.75
29	\$ 37.00	\$ 38.00	\$ 39.00	\$ 40.00	\$ 41.25
30	\$ 37.50	\$ 38.50	\$ 39.50	\$ 40.50	\$ 41.75

APPENDIX B-8: 2029 - 2030 Office Staff Pay Schedule

Compensation Level	Clerical Assistant	Building Level Secretary I	Building Level Secretary II	Building Level Secretary III	District Level Bookkeeper
1	\$ 23.50	\$ 24.50	\$ 25.50	\$ 26.50	\$ 27.75
2	\$ 24.00	\$ 25.00	\$ 26.00	\$ 27.00	\$ 28.25
3	\$ 24.50	\$ 25.50	\$ 26.50	\$ 27.50	\$ 28.75
4	\$ 25.00	\$ 26.00	\$ 27.00	\$ 28.00	\$ 29.25
5	\$ 25.50	\$ 26.50	\$ 27.50	\$ 28.50	\$ 29.75
6	\$ 26.00	\$ 27.00	\$ 28.00	\$ 29.00	\$ 30.25
7	\$ 26.50	\$ 27.50	\$ 28.50	\$ 29.50	\$ 30.75
8	\$ 27.00	\$ 28.00	\$ 29.00	\$ 30.00	\$ 31.25
9	\$ 27.50	\$ 28.50	\$ 29.50	\$ 30.50	\$ 31.75
10	\$ 28.00	\$ 29.00	\$ 30.00	\$ 31.00	\$ 32.25
11	\$ 28.50	\$ 29.50	\$ 30.50	\$ 31.50	\$ 32.75
12	\$ 29.00	\$ 30.00	\$ 31.00	\$ 32.00	\$ 33.25
13	\$ 29.50	\$ 30.50	\$ 31.50	\$ 32.50	\$ 33.75
14	\$ 30.00	\$ 31.00	\$ 32.00	\$ 33.00	\$ 34.25
15	\$ 30.50	\$ 31.50	\$ 32.50	\$ 33.50	\$ 34.75
16	\$ 31.00	\$ 32.00	\$ 33.00	\$ 34.00	\$ 35.25
17	\$ 31.50	\$ 32.50	\$ 33.50	\$ 34.50	\$ 35.75
18	\$ 32.00	\$ 33.00	\$ 34.00	\$ 35.00	\$ 36.25
19	\$ 32.50	\$ 33.50	\$ 34.50	\$ 35.50	\$ 36.75
20	\$ 33.00	\$ 34.00	\$ 35.00	\$ 36.00	\$ 37.25
21	\$ 33.50	\$ 34.50	\$ 35.50	\$ 36.50	\$ 37.75
22	\$ 34.00	\$ 35.00	\$ 36.00	\$ 37.00	\$ 38.25
23	\$ 34.50	\$ 35.50	\$ 36.50	\$ 37.50	\$ 38.75
24	\$ 35.00	\$ 36.00	\$ 37.00	\$ 38.00	\$ 39.25
25	\$ 35.50	\$ 36.50	\$ 37.50	\$ 38.50	\$ 39.75
26	\$ 36.00	\$ 37.00	\$ 38.00	\$ 39.00	\$ 40.25
27	\$ 36.50	\$ 37.50	\$ 38.50	\$ 39.50	\$ 40.75
28	\$ 37.00	\$ 38.00	\$ 39.00	\$ 40.00	\$ 41.25
29	\$ 37.50	\$ 38.50	\$ 39.50	\$ 40.50	\$ 41.75
30	\$ 38.00	\$ 39.00	\$ 40.00	\$ 41.00	\$ 42.25

APPENDIX B (Continued): SPECIAL SALARY PROVISIONS

1. Any employee being paid above the maximum will be frozen until such time as the maximum pay rate exceeds the employee's rate.
2. Newly hired employees will generally receive the starting rate for the category. ~~provided,~~ However, a higher rate, based on education or experience, may be assigned ~~in~~ **at** the discretion of the **A** ~~Administration based upon prior experience.~~ In addition, a higher salary may be assigned by the **A** ~~Administration~~ for other positions requiring a specified education and/or certification.
3. Support and **O** ~~ffice~~ **S** ~~taff~~ will be paid a longevity stipend as follows:

20+ Years	\$750 \$1000
15-19 Years	\$525 \$750
10-14 Years	\$300 \$500

Payments will be made **on the September 15 pay periods.** ~~1st quarter Oct 30, 2nd quarter Dec 30, 3rd quarter Feb 28, and 4th quarter Apr 30~~

1. Support and Office Staff transferring to a new classification will retain accrued seniority and will be paid in the new classification commensurate with their existing salary step.
2. An employee demoted, transferred or reassigned to a lower category will be paid at ~~his/her~~ **their** prior rate or the maximum for the lower category, whichever is less; provided, however, if such change in position to a lower category is due solely to the fact that the administrator to whom such employee was assigned is transferred or reassigned to a lower rated position, then the employee shall continue to be paid at ~~his/her~~ **their** prior rate. In addition, the Board reserves the right, at its discretion, to maintain an employee at ~~his/her~~ **their** prior rate if the employee is reassigned to a position in a lower category, regardless of any maximum for the lower category.

APPENDIX C: PAID HOLIDAYS AND PAID TIME OFF

PAID HOLIDAYS								
Month	Paid Holidays	Support Staff 194 Days	10 $\frac{1}{3}$ - Month Office Staff 209 Days	10 $\frac{1}{2}$ - Month Office Staff 219 Days	11-Month Office Staff 228 Days	12-Month Office Staff 260 Days	Certified Staff 180 Days	Exceptions
January*	New Year's Day	Paid	Paid	Paid	Paid	Paid		
January	Martin Luther King Day	Paid	Paid	Paid	Paid	Paid		
February	Presidents' Day	Paid	Paid	Paid	Paid	Paid		
March-April	Spring Break					N/A		
March-April	Good Friday	Floating Holiday Assigned	Floating Holiday Assigned	Floating Holiday Assigned	Floating Holiday Assigned			
March-April	Easter Monday							
May	Memorial Day	Paid (if in school calendar)	Paid	Paid	Paid	Paid		
June*	Juneteenth				Paid	Paid		Only When on a Workday
July*	Fourth of July					Paid		
September	Labor Day	Paid	Paid	Paid	Paid	Paid		
October	Columbus Day	Paid	Paid	Paid	Paid	Paid		
November	Federal Election Day	Paid	Paid	Paid	Paid	Paid		Years Not Held
November	Veterans' Day	Paid	Paid	Paid	Paid	Paid		
November	Day Before Thanksgiving	Floating Holiday Assigned	Floating Holiday Assigned	Floating Holiday Assigned	Floating Holiday Assigned			
November	Thanksgiving Day	Paid	Paid	Paid	Paid	Paid		
November	Day After Thanksgiving	Paid	Paid	Paid	Paid	Paid		
December	Winter Break							
December*	Christmas Eve	Paid	Paid	Paid	Paid	Paid		
December*	Christmas Day	Paid	Paid	Paid	Paid	Paid		
December*	New Year's Eve	Paid	Paid	Paid	Paid	Paid		
Total Number of Days Worked		180	195	205	214	248	180	
Total Number of Paid Holidays		14	14	14	14	12	0	
Total Number of Days Paid		194	209	219	228	260	180	

*No Students in Session - if the holiday falls on a Saturday, it will be observed on the Friday before. If the holiday falls on a Sunday, it will be observed on the Monday after. If the holiday falls on a Saturday and staff and students are in session on the Friday before, the holiday would be assigned by the District.

PAID TIME OFF							
Paid Time Off	Support Staff 194 Days	10 ¹ / ₃ - Month Office Staff 209 Days	10 ¹ / ₂ - Month Office Staff 209 Days	11-Month Office Staff 219 Days	12-Month Office Staff 260 Days	Certified Staff 181 Days	Exceptions
Sick: <i>All staff members employed after the beginning of their normal work year will receive a prorated amount of sick days for which they are eligible.</i>	13 days	13 days	13 days	13 days	13 days	13 days	With 5+ years of service and balance of 50+ accumulated sick days as of June 30, employee will receive 14 sick days for following work year
Personal/Emergency Leave: <i>All staff members employed after the beginning of their normal work year will receive a prorated amount of personal days for which they are eligible.</i>	3 days	3 days	3 days	3 days	3 days	3 days	
Vacation: <i>12-month staff members employed by the District as of the effective date of this Agreement shall receive a paid vacation schedule as follows. Length of service in the District shall be cumulative in establishing vacation entitlement. New employees starting after the beginning of the fiscal year shall have their vacation prorated.</i>					Service / Entitlement <1 year / 0 days 1-5 years / 10 days 6-10 years / 15 days 11+ years / 20 days		

*Unused personal and/or emergency leave days for any employee as of June 30 each year shall be added to said employee's accrued sick leave.

*Part-time Office Staff are entitled to half of the amount of days available to full-time employees unless prorated based on start date.

*Certified and Support Staff Only: Personal leave, except in the case of emergency, shall not be granted the day prior to or after vacation periods or holidays, inservice days, SIP days, nor during the first ten days of the school year or last ten days of the school year except for religious holidays. No more than two (2) advance notice personal leave days will be allowed in any one week. Any time that two consecutive school days or more of personal leave is requested, the specific reason must be stated. Examples of purposes which are not meant to be used for personal or emergency leave include, but are not limited to, any matters which qualify as vacation, recreation, accompanying another person on a trip, or the extension of appropriately granted personal or emergency leave.

*Office Staff employees who resign or are discharged during the year shall receive with his termination pay, the prorated amount for accrued vacation time, this time to be determined according to the number of full months of employment actually completed after July 1 of the given year.

*Vacation time for 12-month Office Staff must be used within the 12-months following July of the fiscal year in which it was earned. There shall be no carryover of vacation time except in unusual circumstances, and then such carryover must have the prior approval of the Director of Human Resources.

APPENDIX D-1: PROCEDURES FOR STIPEND POSITIONS

Postings & Appointment

~~Stipends are coordinated annually. An assessment (Appendices D-5 through D-7) shall be completed within two weeks after the conclusion of each stipend position activity and each school shall thereafter post the position for the following school year.~~ Stipend positions shall be coordinated annually. All stipend positions shall be posted District-wide on the same platform used for other District positions for a minimum of five (5) calendar days prior to any external posting.

Bargaining unit candidates will be given first consideration for open stipend positions. Interested staff members employees shall apply through the District's standard application process. In making a recommendation to the central office for appointment, the Principal, or designee, shall take into consideration experience and prior stipend assessments, if applicable. A screener/interview may be required for stipend positions.

Any bargaining unit employee receiving a rating of "excellent" or "proficient" on their stipend position evaluation shall retain that stipend position for the following year, provided the position continues to exist. Individuals who are not District employees and who hold only a stipend position with the District shall be released at the conclusion of the activity, and such positions shall be reposted annually. All other stipend positions will be posted internally for three (3) school days. Interested staff members shall submit a Letter of Interest (Appendix D-4) to the building Principal, or designee.

Initial Placement

~~An administrator (principal/designee) will establish the level for which an individual sponsor is eligible to be placed based upon documented experience and preparation.~~

An administrator (principal/designee) shall establish the level for which an individual sponsor is eligible based upon documented experience and preparation, consistent with the following:

- Athletics (IHSA): Experience in the same sport shall be credited for placement.
- Clubs/Activities: Experience in the same or similar activity shall be credited for placement.
- Internal District experience shall be recognized for placement purposes.
- For club/activity positions, prior experience in any District club or activity shall count as one (1) year of experience when placing an employee into a new club/activity position.
- For athletic positions, prior experience in any District club or activity shall count as one (1) year of experience when placing an employee into a new athletic position.
- In the case of a stipend position where an assistant coach is promoted to head coach, it is the step determination shall include all stipend experience within the same sport then placed at the next highest step compared to current pay.

All sponsors/coaches will begin a new position in the appropriate classification as determined by Section 14.2 of this Agreement. No sponsor may hold two (2) or more stipend positions (as listed on Appendix D-2) where any part of the position requirements overlaps or have conflicting meeting times.

Evaluation

All employees receiving a stipend payment shall be evaluated annually (Appendices D-5, D-6, and D-7) within two (2) weeks after the conclusion of each stipend position activity using the District's online evaluation system. Where applicable, the evaluation of an employee's regular assignment will serve as a job-embedded evaluation of stipend responsibilities.

Failure to meet performance expectations, as documented through the evaluation process, may result in non-reappointment to the stipend position. If an employee is at risk of losing a stipend position due to performance, the District shall provide a documented stipend evaluation using an established rubric and written notice of concerns.

The Joint Stipend Committee shall review stipend evaluation rubrics and processes, with a goal of implementation no later than the end of the 2026-2027 school year for use in the 2027-2028 school year.

Joint Stipend Committee

~~Stipend committee per section 2.11 will meet during the school year to review current stipend list for additions/deletions due to wild card activity and lack of student enrollment for the next school year. Additionally, they will review the stipend sponsor list to make sure it is in accordance with the CBA language. Communicate with Evaluation committee to address how stipends evaluated.~~

The Joint Stipend Committee, established in accordance with Section 2.11, shall be responsible for reviewing and making recommendations regarding the creation, elimination, and reclassification of stipend positions. The Committee shall develop clear guidelines for stipend positions, including criteria for Wild Card stipends. All recommendations of the Committee shall be submitted to the Board for approval.

Wild Card

1. To propose a Wild Card Stipend position, an employee shall submit a stipend position proposal (Appendix D-4) in accordance with District procedures, plus the compilation of a list of interested student signatures (15 for a classification A and 20 for a classification B).
2. Consideration for Wild Card choice is aligned with areas such as school improvement goals, socio-emotional standards, student safety and enrichment.
3. A screener/interview process takes place to secure the building choice.

Other Provisions

Certain stipend positions are job-embedded and are intended to compensate employees for duties associated with their assigned position that are performed outside of the regular workday, including, but not limited to, performances, events, and other related responsibilities.

All candidates for athletic coaching positions must meet all certification requirements as required by the District in Policy 5:280, including, but not limited to, (i) demonstrated knowledge regarding coaching principles, (ii) training on first aid, (iii) training on use of Automated External Defibrillators,

requirements as noted in applicable IHSA Guidelines, and any other certification requirements as may be required from time to time by the IHSA or the District.

If a non-District employee is offered a stipend position, they must complete a fingerprint criminal history background check and any additional District employment requirements.

For payments to a person whose only services are for a stipend activity, then they shall be paid not less frequently than half of the stipend halfway through the activity and half on completion. If one employee takes over for another employee during the school year (due to extenuating circumstances), the amount will be divided equally among the remaining pay periods ending June 30 of that school year.

Stipend compensation must be submitted ~~through ePARs (Electronic Personnel Action Requests systems found on Infinite Visions)~~ **electronically in accordance with District procedures.**

2021-2026 CRITERIA FOR NON-COMPETITIVE STUDENT CLUB/ACTIVITY

Elementary

Meeting Time: 20 hours per year minimum Number of students: 10 minimum

Middle School

Meeting Time: 30 hours per year minimum Number of students: 15 minimum

High School

Meeting Time: 30 hours per year minimum Number of students: 15 minimum

*For all levels, Student-Teacher ratios may be reviewed by the administrator/designee dependent on specific activity needs.

2021-2026 CRITERIA FOR COMPETITIVE STUDENT CLUB/ACTIVITY

High School

Meeting Time: 30 hours per year minimum

Number of students: 15 minimum

* Student-Teacher ratios may be reviewed by the administrator/designee dependent on specific activity needs.

CRITERIA FOR ATHLETICS

Elementary

Meeting Time: 20 hours per year minimum

Number of students: 10 minimum

Middle School

Meeting Time: 60 hours per year minimum

Number of students: 10 minimum

High School

Meeting Time: 125 hours per year minimum

Minimum number of students: based on Athletic Director and IHSA roster requirements

*For all levels, Student-Teacher ratios may be reviewed by the administrator/designee dependent on specific activity needs.

**Stipend positions classified as AA shall have a minimum meeting time of 10 hours per year and a minimum of 10 students.

APPENDIX D-2: STIPEND CLASSIFICATIONS

Classification AA

Athletic

- Elementary Volleyball Elementary Fitness

Student **Club/Activity**

- Elementary Peace Jam
- Elementary Math
- Elementary Science
- Elementary Choral
- Elementary Band

Teacher **Leadership**

- ~~PBIS~~ **MTSS** Data Manager (Buildings less than 750 students)
- ~~PBIS~~ **MTSS** Secondary Team Leader (Buildings less than 750 students)
- ~~PBIS~~ **MTSS** Tertiary Team Leader (Buildings less than 750 students)
- ~~PBIS~~ **MTSS** Universal Team Leader (Buildings less than 750 students)

Job-Embedded

- No current positions

Classification A

Athletic

- Elementary Basketball
- Elementary Cheerleading
- Elementary Soccer
- Elementary Softball

Student **Club/Activity**

- Elementary Art Club
- Elementary Technology Club
- Secondary Peace Jam
- Elementary Music Club
- Elementary Theater Club
- Elementary Wild Card
- School Safety Patrol

Teacher **Leadership**

- ~~PBIS~~ **MTSS** Secondary Team Leader (Buildings greater than 750 students)
- ~~PBIS~~ **MTSS** Tertiary Team Leader (Buildings greater than 750 students)
- ~~PBIS~~ **MTSS** Universal Team Leader (Buildings greater than 750 students)
- ~~PBIS~~ **MTSS** Data Manager (Buildings greater than 750 students)

Job-Embedded

- No current positions

Classification B

Athletic

- No current positions

Student **Club/Activity**

- Middle School Art Club
- Middle School Assistant Student Council

- Middle School Cooking/Cuisine Club
- Middle School Dramatics
- Middle School Fix It Club
- Middle School Math Team
- Middle School Newspaper
- Middle School NJHS
- Middle School Technology Club
- Middle School Wild Card
- Middle School Yearbook
- Freshman Class Advisor
- High School Art Club
- High School Art National Honor Society
- High School Bilingual Honor Society
- High School Chess Club
- High School Cooking/Cuisine Club
- High School Film/Video Club
- High School French National Honor Society
- High School German National Honor Society
- High School Math National Honor Society
- High School Mathletes
- High School Music Club
- High School National Honor Society
- High School Photography Club
- High School Scholastic Bowl
- High School Science Club
- High School Science National Honor Society
- High School Social Studies Club
- High School Spanish National Honor Society
- High School Thespian Club
- High School Wild Card
- Junior Class Advisor
- Quill and Scroll Club
- Sophomore Class Advisor
- Tomcat Athletic Leaders
- Special Olympics Lead Coaches

Teacher Leadership

- Building Webmaster
- PLC Facilitator

Job-Embedded

- No current positions

Classification C

Athletic

- Middle School Assistant Basketball
- Middle School Assistant Boys Soccer

- Middle School Assistant Cheerleading
- Middle School Assistant Co-Ed Cross Country
- Middle School Assistant Football
- Middle School Assistant Girls Soccer
- Middle School Assistant Track
- Middle School Assistant Volleyball
- Middle School Assistant Wrestling

Student Club/Activity

- Middle School Head Student Council
- FCCLA (Family, Career & Community Leaders of America) HERO (Home Economics Related Occupations)
- High School Assistant Student Council High School Speech Activities
- ME/DECA (Marketing Education/Distributive Education Clubs of America) OE/BPA (Office Education/Business Professionals of America)
- VICA (Vocational Industrial Clubs of America)

Teacher Leadership

- Elementary After-School Activities Coordinator New Educators Support Team
- Driver Education Manager

Job-Embedded

- Middle School Band Director
- Middle School Choral Director

Classification D

Athletic

- Middle School Cheerleading
- Middle School Head Basketball
- Middle School Head Boys Soccer
- Middle School Head Co-Ed Cross Country
- Middle School Head Football
- Middle School Head Girls Soccer
- Middle School Head Track
- Middle School Head Volleyball
- Middle School Wrestling
- High School Assistant Badminton
- High School Assistant Bowling
- High School Assistant Dance Team
- High School Assistant Golf
- High School Assistant Indoor Track

Student Club/Activity

- High School Head Student Council
- High School Literary Magazine
- High School Marching Color Guard
- High School Marching Assistant
- High School Marching Band Percussion

Teacher Leadership

- Building Bilingual Facilitator (for buildings with up to 8 bilingual teachers)
- District Science Department Manager

Job-Embedded

- No current positions

Classification E**Athletic**

- High School Assistant Basketball
- High School Assistant Boys Baseball
- High School Assistant Boys Wrestling
- High School Assistant Cheerleading
- High School Assistant Co-Ed Cross Country
- High School Assistant Football
- High School Assistant Girls Softball
- High School Assistant Girls Volleyball
- High School Assistant Outdoor Track
- High School Assistant Soccer
- High School Assistant Tennis
- High School Head Dance
- High School Head Freshman Football
- High School Head Girls Badminton
- High School Head Girls Bowling
- High School Head Golf
- High School Head Indoor Track
- Special Olympics Program Coordinator

Student Club/Activity

- High School Auroran
- High School Musical Accompanist

Teacher Leadership

- Building Bilingual Facilitator (for buildings with 9 or more bilingual teachers)
- High School Auditorium Manager
- Middle School Team Leader

Job-Embedded

- No current positions

Classification F**Athletic**

- High School Assistant Athletic Director II
- High School Head Tennis
- High School Sophomore Head Basketball
- High School Sophomore Head Boys' Football

Student Club/Activity

- High School Senior Class Advisor

Teacher Leadership

- Curriculum Council

Job-Embedded

- No current positions

Classification G

Athletic

- Middle School Athletic Director
- High School Head Co-Ed Cross Country

Student Club/Activity

- High School Drama
- High School Musical Artistic Director
- High School Pit Orchestra
- High School Stage Design
- High School Vocal Director for Musical
- Fall Play Director

Teacher Leadership

- Clinical Team Leader

Job-Embedded

- Academic Facilitator
- High School Vocal Director for Chorus
- Iron Paw

Classification H

Athletic

- High School Girls Volleyball
- High School Head (Fall/Winter) Cheerleading
- High School Head Boys Baseball
- High School Head Boys Wrestling
- High School Head Girls Softball
- High School Head Outdoor Track
- High School Head Soccer

Student Club/Activity

- No current positions

Teacher Leadership

- No current positions

Job-Embedded

- ~~Middle School Special Education Team Facilitator~~

Classification I

Athletic

- No current positions

Student Club/Activity

- High School Speculum
- High School Ticket Manager

Teacher

- No current positions

Job-Embedded

- Special Education Coordinator

Classification J

Athletic

- High School Head Basketball
- High School Head Football

Student Club/Activity

- No current positions

Teacher Leadership

- No current positions

Job-Embedded

- High School Band Director

Non-Scheduled

Athletic

- Athletic Trainer

Student Club/Activity

- Community Service Organizer
- Student Advisory Coordinator

Teacher Leadership

- No current positions

Job-Embedded

- High School Assistant Athletic Director

APPENDIX D-3: STIPEND SCHEDULE

STIPEND SCHEDULE 2026 - 2030											
STEP	AA	A	B	C	D	E	F	G	H	I	J
1	\$595	\$1,191	\$1,794	\$2,390	\$2,990	\$3,594	\$4,190	\$4,783	\$5,380	\$5,988	\$6,587
2	\$603	\$1,206	\$1,816	\$2,420	\$3,026	\$3,638	\$4,242	\$4,841	\$5,447	\$6,062	\$6,668
3	\$613	\$1,227	\$1,847	\$2,461	\$3,079	\$3,700	\$4,314	\$4,925	\$5,541	\$6,167	\$6,783
4	\$680	\$1,361	\$2,036	\$2,697	\$3,392	\$4,054	\$4,731	\$5,416	\$6,090	\$6,787	\$7,459
5	\$794	\$1,588	\$2,217	\$2,967	\$3,700	\$4,444	\$5,170	\$5,910	\$6,646	\$7,374	\$8,127
6	\$802	\$1,604	\$2,399	\$3,200	\$3,993	\$4,796	\$5,606	\$6,405	\$7,208	\$8,005	\$8,815
7	\$864	\$1,727	\$2,574	\$3,444	\$4,298	\$5,161	\$6,039	\$6,894	\$7,763	\$8,620	\$9,493
8	\$925	\$1,851	\$2,752	\$3,687	\$4,601	\$5,525	\$6,472	\$7,384	\$8,318	\$9,233	\$10,168
9	\$987	\$1,973	\$2,928	\$3,931	\$4,906	\$5,889	\$6,905	\$7,875	\$8,874	\$9,847	\$10,845
10	\$1,049	\$2,098	\$3,104	\$4,176	\$5,211	\$6,254	\$7,339	\$8,364	\$9,429	\$10,462	\$11,520
11	\$1,111	\$2,222	\$3,284	\$4,420	\$5,515	\$6,618	\$7,770	\$8,856	\$9,985	\$11,075	\$12,197
12	\$1,173	\$2,345	\$3,464	\$4,664	\$5,820	\$6,983	\$8,204	\$9,343	\$10,540	\$11,689	\$12,874
13	\$1,208	\$2,416	\$3,567	\$4,804	\$5,995	\$7,192	\$8,450	\$9,624	\$10,856	\$12,040	\$13,261
14	\$1,244	\$2,488	\$3,675	\$4,948	\$6,174	\$7,409	\$8,703	\$9,912	\$11,183	\$12,400	\$13,659

	Non-Sched
2026 - 2030	\$19,534

Stipend Payments:

	First Check	Last Check	Total
<u>Athletics</u>			
Fall Sports	15-Sept.	15-Nov.	5 checks
Winter Sports	30-Nov.	28-Feb.	7 checks
Spring Sports	30 Mar.	30-May	5 checks
 <u>Clubs</u>			 4 checks
			(15-Oct., 15-Dec., 15-Feb., 15-May)

No payments will be made in advance of a club start date.

Job-Embedded/Teacher

The stipend will be added to the employee's paycheck payable throughout the year in accordance with past practice.

APPENDIX D-4: LETTER OF INTENT

Name of Stipend Activity: _____

Level: Elementary Middle School High School District-wide

List applicable certification, skills/knowledge, and experiences that you will be able to bring to the position.

1) What is your goal/vision for the stated stipend activity?

2) How does this position support the education program?

3) What types of recordkeeping/report-writing will you implement?

4) What types of public contact/visibility will be shared with the school and community?

5) What fundraising efforts, if any, will occur?

6) Please share other features for this stipend position, not indicated in #1-5 above.

Date: _____ Received by: _____

CC: Employee, Direct Supervisor, Principal, Personnel File

APPENDIX D-5: ASSESSMENT FOR ATHLETIC STIPEND POSITIONS

Coach/Sponsor: _____

School/Bldg: _____

Position: _____

The following assessment is based upon observed performance as well as the sponsor's contribution in the area of staff-parent-school-community relationships and professionalism.

Directions: Circle the number that describes the employee's performance in each Domain.

4 - Excellent

3 - Proficient

2 - Needs Improvement

1 - Unsatisfactory

1. *Activities and Accomplishments (to be completed by sponsor/coach)*

List the events, activities, and/or accomplishments of your group during this school year.

2. *Instructional Skills*

Rating: 4 3 2 1

- A. Develops and maintains a sound physical conditioning program for team(s).
- B. Teaches the techniques and fundamentals of the sport.
- C. Balances, individual, group, and team instruction.
- D. Promotes prop conduct, sportsmanship, fair play, and a competitive spirit among team members.
- E. Informs all team members of training and participation rules as defined by the school and the Illinois High School Association (IHSA) (High school only)
- F. Interacts with students in a manner that encourages respectful relationships among students and adults.
- F. Promotes the development of leadership and responsibility in students.

3. *Supervision and the School Environment*

Rating: 4 3 2 1

- A. Organizes and supervises practices, competitions, and transportation.
- B. Ensures that all personal injuries receive proper treatment and follow-up care.
- C. Attends all practice sessions and contests/events the season set by the IHSA or District, unless excused by the Athletic Director.
- D. Supervises the locker room before and after practice during the sport season.
- E. Confirms the security of facilities and equipment after any event (doors locked, lights turned off, equipment secured as assigned.)
- F. Does not leave the facility until the last participant from the team has left. Ensures a way to get home in accordance with established policy.
- G. Handles all financial transactions in a manner prescribed by the Board.
- H. Will be in visual proximity of athletes at all times.

4. *Staff-Parent-School-Community Relationships*

Rating: 4 3 2 1

- A. Initiates parent contacts in a timely, professional, and constructive manner.
- B. Attends all sport meetings and events. Helps organize end-of-season recognition activities.
- C. Promotes the sport within the school community and provides program guidance to feeder schools when requested.
- D. Works cooperatively with school personnel to ensure that all building facility and safety needs are met.
- E. Constructs season-long practice schedule and submits it to the Athletic Director prior to the start of the season.

5. *Professionalism*

Rating: 4 3 2 1

- A. Acts and speaks in an appropriate manner at all times.
- B. Responsible for the behavior of the team related to this assignment.
- C. Maintains knowledge of current trends in ~~his/her~~ **their** field through participation in professional activities.
- D. Executes Board of Education and all Illinois High School Association policies and procedures.
- E. Responsible for equipment needs for appropriate level of the program.
- F. Responsible for equipment, staffing, and evaluation for the total program.
- G. Responsible for reporting scores and keeping accurate records.
- H. Uses appropriate channels to resolve concerns and problems.

6. **Mutually-developed goals or additional comments:**

7. *Response by person being reviewed (you may attach additional pages):*

Overall Rating: **Excellent** **Proficient** **Needs Improvement** **Unsatisfactory**

Coach:

Administrator:

Signed: _____

Date: _____

APPENDIX D-6: ASSESSMENT FOR TEACHER LEADERSHIP STIPEND POSITIONS

Teacher Leader: _____ School: _____

Assignment: _____ Date of Review/Evaluation Conference: _____

The following assessment is based upon observed performance as well as the contribution in the area of staff-parent school-community relationships and professionalism.

Directions: Circle the number that describes the employee's performance in each Domain.

- 4 - Excellent**
- 3 - Proficient**
- 2 - Needs Improvement**
- 1 - Unsatisfactory**

1. *Activities and Accomplishments (to be completed by **teacher leader**)*

List the events, activities, and/or accomplishments of your group during this school year.

2. *Planning*

Rating: 4 3 2 1

- A. In-service activities and/or department/team meetings are planned to encourage and continue departmental/team growth.
- B. Keeps clear, complete, and legal paper/digital documentation of any circumstances requiring them and can always find such materials.

3. *Professionalism*

Rating: 4 3 2 1

- A. Is punctual.
- B. Is professional.
- C. Models and supports collegial behavior.
- D. Keeps department/team members informed of building/district information.
- E. Attends required meetings.
- F. Works constructively with other staff

4. *Provides Innovation*

Rating: 4 3 2 1

- A. Continues ~~his/her~~ **their** professional growth and awareness of best practices.
- B. Maintains an active awareness of district curriculum.
- C. Takes a proactive approach to preventing and solving departmental issues.

5. *Focus on Student and Teacher Success*

Rating: 4 3 2 1

- A. Works to ensure that students' affective needs as well as academic needs are met.
- B. Supports a valid, reliable, and useful assessment program within team.

- C. Monitors student failure rates within the department/team and addresses problems and issues proactively.
- D. Acts as a guide and support for teachers.
- E. Seeks ways in which department/team can serve diverse learner needs.
- F. Actively coaches teachers in order to improve classroom instruction and/or management.
- G. Promotes effective teaching methods that support district initiatives.
- H. Recognizes, publicizes, and celebrates achievements.

6. Mutually-developed goals or additional comments:

7. Response by person being reviewed (you may attach additional pages):

Overall Rating: Excellent Proficient Needs Improvement Unsatisfactory

Teacher Leader:

Administrator:

Signed: _____

Date: _____

APPENDIX D-7: ASSESSMENT FOR STUDENT ACTIVITIES & CLUBS STIPEND POSITIONS

Coach/Sponsor: _____

School/Bldg: _____

Position: _____

The following assessment is based upon observed performance as well as the sponsor's contribution in the area of staff-parent-school-community relationships and professionalism.

Directions: Circle the number that describes the employee's performance in each Domain.

- 4 - Excellent**
- 3 - Proficient**
- 2 - Needs Improvement**
- 1 - Unsatisfactory**

1. Activities and Accomplishments (to be completed by sponsor/coach)

List the events, activities, and/or accomplishments of your group during this school year.

2. Activity Planning & Development *Rating: 4 3 2 1*

- A. Plans activities to meet the needs, skills and interests of students involved.
- B. Develops appropriate activities in relation to total school activities program.
- C. Works to increase student and staff participation in activities.
- D. Develops student leaders within the activity program.
- E. Manages all planning and communication of student activities.

3. Supervision and Administrative Duties *Rating: 4 3 2 1*

- A. Promotes student activities within the school and community.
- B. Ensures all building facility and security needs for each event.
- C. Confirms the security of facilities and equipment after events (doors locked, lights turned off, equipment secured as assigned).
- D. Remains in the facility until the last activity participant has left. Ensures that all students have a way to get home.
- E. Completes field trip forms in a timely manner, ensuring parental signature.
- F. Completes arrangements for facility use in a timely manner.
- G. Handles all budget management and financial transactions in a manner prescribed by the Board.
- H. Attends all organization meetings and events.
- I. Supervises students on any trip related to this activity, in accordance with school policy.

4. Professionalism and School-Community Relations *Rating: 4 3 2 1*

- A. Acts and speaks in an appropriate manner at all times, including the use of acceptable language.
- B. Adheres to Board of Education and other professional agency policies and procedures.
- C. Uses appropriate channels to resolve concerns and problems.
- D. Interacts with students in a manner that encourages respectful relationships among students and adults.
- E. Promotes the development of self-esteem in students.
- F. Works cooperatively with school personnel to benefit students.
- G. Works cooperatively with existing parent support groups.

5. Mutually-developed goals or additional comments:

6. Response by person being reviewed (you may attach additional pages):

Overall Rating: Excellent Proficient Needs Improvement Unsatisfactory

Sponsor:

Administrator:

Signed: _____

Date: _____

APPENDIX E: SUPPORT STAFF EVALUATION FORMS

- E-1 Special Education Teacher Assistant
- E-2 Pupil Personnel Assistant
- E-3 Parent Liaison
- E-4 Health Assistant
- E-5 Learning Center Assistant
- E-6 Classroom Assistant
- E-7 Special Education Interpreter
- E-8 Sign Language Interpreter
- E-9 Support Informal Observation

APPENDIX E-1: SPECIAL EDUCATION TEACHER ASSISTANT EVALUATION

Name: _____ Date: _____

Job Title: _____ Building Name: _____

Excellent = 4 Proficient = 3 Needs Improvement = 2 Unsatisfactory = 1

CATEGORY	RATING
1. JOB KNOWLEDGE Demonstrates skills and knowledge to perform the job competently.	
2. WORK QUALITY Performs assigned tasks in a well-organized and efficient manner.	
3. COMMUNICATION Communicates and delivers student support in an effective, appropriate, and helpful manner.	
4. TEAMWORK Collaborates effectively with others.	
5. DIVERSITY Provides appropriate services to students based on individual needs.	
6. HUMAN DEVELOPMENT AND LEARNING Assists in supporting district curriculum and practices.	
7. CONFIDENTIALITY Protects the confidentiality of students.	
8. ATTENDANCE / PUNCTUALITY Accepts professional responsibilities: attendance and punctuality.	
Comments/ Recommendations:	

CATEGORY	RATING
9. SPED TA Assists students with classroom activities and behavioral management system under the direction of certified teacher.	
10. SPED TA Assists with instructional modifications according to student's IEP.	
11. SPED TA Assists students with physical and social emotional health needs as necessary.	
Comments/ Recommendations:	

	E (4)	P (3)	N (2)	U (1)
1. Job Knowledge	_____	_____	_____	_____
2. Work Quality	_____	_____	_____	_____
3. Communication	_____	_____	_____	_____
4. Teamwork	_____	_____	_____	_____
5. Diversity	_____	_____	_____	_____
6. Human Development and Learning	_____	_____	_____	_____
7. Confidentiality	_____	_____	_____	_____
8. Attendance / Punctuality	_____	_____	_____	_____
9. SPED TA	_____	_____	_____	_____
10. SPED TA	_____	_____	_____	_____
11. SPED TA	_____	_____	_____	_____
TOTAL SCORE:	_____			

Deficiencies (if applicable):

Employment Recommendation:

- Reemploy Date: _____
- Do Not Reemploy Date: _____

Support Staff:

Evaluator:

Signed: _____

Date: _____

The support staff's signature indicates that the support staff has seen the entire evaluation report and has had an opportunity to discuss its content with the evaluator.

APPENDIX E-2: PUPIL PERSONNEL ASSISTANT EVALUATION

Name: _____ Date: _____

Job Title: _____ Building Name: _____

Excellent = 4 Proficient = 3 Needs Improvement = 2 Unsatisfactory = 1

CATEGORY	RATING
1. JOB KNOWLEDGE Demonstrates skills and knowledge to perform the job competently.	
2. WORK QUALITY Performs assigned tasks in a well-organized and efficient manner.	
3. COMMUNICATION Communicates and delivers student support in an effective, appropriate, and helpful manner.	
4. TEAMWORK Collaborates effectively with others.	
5. DIVERSITY Provides appropriate services to students based on individual needs.	
6. HUMAN DEVELOPMENT AND LEARNING Assists in supporting district curriculum and practices.	
7. CONFIDENTIALITY Protects the confidentiality of students.	
8. ATTENDANCE / PUNCTUALITY Accepts professional responsibilities: attendance and punctuality.	
Comments/ Recommendations:	

CATEGORY	RATING
9. PPA Supports the general safety and welfare of students.	
10. PPA Monitors and enforces dress code, ID compliance, pass privileges and school assemblies.	
11. PPA Provides behavior management and crisis intervention support in the halls, bathrooms, office, classroom, lunchroom, parking lot and extra-curricular programs and events.	
Comments/ Recommendations:	

	E (4)	P (3)	N (2)	U (1)
1. Job Knowledge	_____	_____	_____	_____
2. Work Quality	_____	_____	_____	_____
3. Communication	_____	_____	_____	_____
4. Teamwork	_____	_____	_____	_____
5. Diversity	_____	_____	_____	_____
6. Human Development and Learning	_____	_____	_____	_____
7. Confidentiality	_____	_____	_____	_____
8. Attendance / Punctuality	_____	_____	_____	_____
9. PPA	_____	_____	_____	_____
10. PPA	_____	_____	_____	_____
11. PPA	_____	_____	_____	_____
TOTAL SCORE:	_____			

Deficiencies (if applicable):

Employment Recommendation:

- Reemploy Date: _____
- Do Not Reemploy Date: _____

Support Staff:

Evaluator:

Signed: _____

Date: _____

The support staff's signature indicates that the support staff has seen the entire evaluation report and has had an opportunity to discuss its content with the evaluator.

APPENDIX E-3: PARENT LIAISON EVALUATION

Name: _____ Date: _____

Job Title: _____ Building Name: _____

Excellent = 4 Proficient = 3 Needs Improvement = 2 Unsatisfactory = 1

CATEGORY	RATING
1. JOB KNOWLEDGE Demonstrates skills and knowledge to perform the job competently.	
2. WORK QUALITY Performs assigned tasks in a well-organized and efficient manner.	
3. COMMUNICATION Communicates and delivers student support in an effective, appropriate, and helpful manner.	
4. TEAMWORK Collaborates effectively with others.	
5. DIVERSITY Provides appropriate services to students based on individual needs.	
6. HUMAN DEVELOPMENT AND LEARNING Assists in supporting district curriculum and practices.	
7. CONFIDENTIALITY Protects the confidentiality of students.	
8. ATTENDANCE / PUNCTUALITY Accepts professional responsibilities: attendance and punctuality.	
Comments/ Recommendations:	

CATEGORY	RATING
9. PL Builds and maintains effective working relationships with parents and staff.	
10. PL Provides parents with community resource information/ activities and refers families to these services when appropriate.	
11. PL Maintains appropriate documentation inclusive of parent activities, parent communication, and parent feedback .	
Comments/ Recommendations:	

	E (4)	P (3)	N (2)	U (1)
1. Job Knowledge	_____	_____	_____	_____
2. Work Quality	_____	_____	_____	_____
3. Communication	_____	_____	_____	_____
4. Teamwork	_____	_____	_____	_____
5. Diversity	_____	_____	_____	_____
6. Human Development and Learning	_____	_____	_____	_____
7. Confidentiality	_____	_____	_____	_____
8. Attendance / Punctuality	_____	_____	_____	_____
9. PL	_____	_____	_____	_____
10. PL	_____	_____	_____	_____
11. PL	_____	_____	_____	_____
TOTAL SCORE:	_____			

Deficiencies (if applicable):

Employment Recommendation:

- Reemploy Date: _____
 Do Not Reemploy Date: _____

Support Staff:

Evaluator:

Signed: _____

Date: _____

The support staff's signature indicates that the support staff has seen the entire evaluation report and has had an opportunity to discuss its content with the evaluator.

APPENDIX E-4: HEALTH ASSISTANT EVALUATION

Name: _____ Date: _____

Job Title: _____ Building Name: _____

Excellent = 4 Proficient = 3 Needs Improvement = 2 Unsatisfactory = 1

CATEGORY	RATING
1. JOB KNOWLEDGE Demonstrates skills and knowledge to perform the job competently.	
2. WORK QUALITY Performs assigned tasks in a well-organized and efficient manner.	
3. COMMUNICATION Communicates and delivers student support in an effective, appropriate, and helpful manner.	
4. TEAMWORK Collaborates effectively with others.	
5. DIVERSITY Provides appropriate services to students based on individual needs.	
6. HUMAN DEVELOPMENT AND LEARNING Assists in supporting district curriculum and practices.	
7. CONFIDENTIALITY Protects the confidentiality of students.	
8. ATTENDANCE / PUNCTUALITY Accepts professional responsibilities: attendance and punctuality.	
Comments/ Recommendations:	

CATEGORY	RATING
9. HA Administers basic first aid and monitors medication, if applicable.	
10. HA Maintains student health and immunization records.	
11. HA Communicates effectively with parents, administration, and certified school nurses.	
Comments/ Recommendations:	

	E (4)	P (3)	N (2)	U (1)
1. Job Knowledge	_____	_____	_____	_____
2. Work Quality	_____	_____	_____	_____
3. Communication	_____	_____	_____	_____
4. Teamwork	_____	_____	_____	_____
5. Diversity	_____	_____	_____	_____
6. Human Development and Learning	_____	_____	_____	_____
7. Confidentiality	_____	_____	_____	_____
8. Attendance / Punctuality	_____	_____	_____	_____
9. HA	_____	_____	_____	_____
10. HA	_____	_____	_____	_____
11. HA	_____	_____	_____	_____
TOTAL SCORE:	_____			

Deficiencies (if applicable):

Employment Recommendation:

- Reemploy Date: _____
- Do Not Reemploy Date: _____

Support Staff:

Evaluator:

Signed: _____

Date: _____

The support staff's signature indicates that the support staff has seen the entire evaluation report and has had an opportunity to discuss its content with the evaluator.

APPENDIX E-5: LEARNING CENTER ASSISTANT EVALUATION

Name: _____ Date: _____

Job Title: _____ Building Name: _____

Excellent = 4 Proficient = 3 Needs Improvement = 2 Unsatisfactory = 1

CATEGORY	RATING
1. JOB KNOWLEDGE Demonstrates skills and knowledge to perform the job competently.	
2. WORK QUALITY Performs assigned tasks in a well-organized and efficient manner.	
3. COMMUNICATION Communicates and delivers student support in an effective, appropriate, and helpful manner.	
4. TEAMWORK Collaborates effectively with others.	
5. DIVERSITY Provides appropriate services to students based on individual needs.	
6. HUMAN DEVELOPMENT AND LEARNING Assists in supporting district curriculum and practices.	
7. CONFIDENTIALITY Protects the confidentiality of students.	
8. ATTENDANCE / PUNCTUALITY Accepts professional responsibilities: attendance and punctuality.	
Comments/ Recommendations:	

CATEGORY	RATING
9. LCA Assists students and teachers with identifying resource materials for classroom assignments.	
10. LCA Performs circulation activities, maintains database, and circulation counts.	
11. LCA Supports student use of informational services.	
Comments/ Recommendations:	

	E (4)	P (3)	N (2)	U (1)
1. Job Knowledge	_____	_____	_____	_____
2. Work Quality	_____	_____	_____	_____
3. Communication	_____	_____	_____	_____
4. Teamwork	_____	_____	_____	_____
5. Diversity	_____	_____	_____	_____
6. Human Development and Learning	_____	_____	_____	_____
7. Confidentiality	_____	_____	_____	_____
8. Attendance / Punctuality	_____	_____	_____	_____
9. LCA	_____	_____	_____	_____
10. LCA	_____	_____	_____	_____
11. LCA	_____	_____	_____	_____
TOTAL SCORE:	_____			

Deficiencies (if applicable):

Employment Recommendation:

- Reemploy Date: _____
- Do Not Reemploy Date: _____

Support Staff:

Evaluator:

Signed: _____

Date: _____

The support staff's signature indicates that the support staff has seen the entire evaluation report and has had an opportunity to discuss its content with the evaluator.

APPENDIX E-6: CLASSROOM ASSISTANT EVALUATION

Name: _____ Date: _____

Job Title: _____ Building Name: _____

Excellent = 4 Proficient = 3 Needs Improvement = 2 Unsatisfactory = 1

CATEGORY	RATING
1. JOB KNOWLEDGE Demonstrates skills and knowledge to perform the job competently.	
2. WORK QUALITY Performs assigned tasks in a well-organized and efficient manner.	
3. COMMUNICATION Communicates and delivers student support in an effective, appropriate, and helpful manner.	
4. TEAMWORK Collaborates effectively with others.	
5. DIVERSITY Provides appropriate services to students based on individual needs.	
6. HUMAN DEVELOPMENT AND LEARNING Assists in supporting district curriculum and practices.	
7. CONFIDENTIALITY Protects the confidentiality of students.	
8. ATTENDANCE / PUNCTUALITY Accepts professional responsibilities: attendance and punctuality.	
Comments/ Recommendations:	

CATEGORY	RATING
9. CA Assists students with classroom learning activities under the direction of certified teacher.	
10. CA Supports the ongoing development of a positive learning environment.	
11. CA Assists students with daily routines.	
Comments/ Recommendations:	

	E (4)	P (3)	N (2)	U (1)
1. Job Knowledge	_____	_____	_____	_____
2. Work Quality	_____	_____	_____	_____
3. Communication	_____	_____	_____	_____
4. Teamwork	_____	_____	_____	_____
5. Diversity	_____	_____	_____	_____
6. Human Development and Learning	_____	_____	_____	_____
7. Confidentiality	_____	_____	_____	_____
8. Attendance / Punctuality	_____	_____	_____	_____
9. PPA	_____	_____	_____	_____
10. PPA	_____	_____	_____	_____
11. PPA	_____	_____	_____	_____
TOTAL SCORE:	_____			

Deficiencies (if applicable):

Employment Recommendation:

- Reemploy Date: _____
- Do Not Reemploy Date: _____

Support Staff:

Evaluator:

Signed: _____

Date: _____

The support staff's signature indicates that the support staff has seen the entire evaluation report and has had an opportunity to discuss its content with the evaluator.

APPENDIX E-7: SPECIAL EDUCATION INTERPRETER EVALUATION

Name: _____ Date: _____

Job Title: _____ Building Name: _____

Excellent = 4 Proficient = 3 Needs Improvement = 2 Unsatisfactory = 1

CATEGORY	RATING
1. JOB KNOWLEDGE Demonstrates skills and knowledge to perform the job competently.	
2. WORK QUALITY Performs assigned tasks in a well-organized and efficient manner.	
3. COMMUNICATION Communicates and delivers student support in an effective, appropriate, and helpful manner.	
4. TEAMWORK Collaborates effectively with others.	
5. DIVERSITY Provides appropriate services to students based on individual needs.	
6. HUMAN DEVELOPMENT AND LEARNING Assists in supporting district curriculum and practices.	
7. CONFIDENTIALITY Protects the confidentiality of students.	
8. ATTENDANCE / PUNCTUALITY Accepts professional responsibilities: attendance and punctuality.	
Comments/ Recommendations:	

CATEGORY	RATING
9. SEI Supports school and district staff regarding assessments and information pertaining to communication to bilingual parents of special needs' students.	
10. SEI Interprets IEP meetings and associated conferences.	
11. SEI Facilitates communication with Spanish-speaking families to provide information regarding Special Education procedures.	
Comments/ Recommendations:	

	E (4)	P (3)	N (2)	U (1)
1. Job Knowledge	_____	_____	_____	_____
2. Work Quality	_____	_____	_____	_____
3. Communication	_____	_____	_____	_____
4. Teamwork	_____	_____	_____	_____
5. Diversity	_____	_____	_____	_____
6. Human Development and Learning	_____	_____	_____	_____
7. Confidentiality	_____	_____	_____	_____
8. Attendance / Punctuality	_____	_____	_____	_____
9. SEI	_____	_____	_____	_____
10. SEI	_____	_____	_____	_____
11. SEI	_____	_____	_____	_____
TOTAL SCORE:	_____			

Deficiencies (if applicable):

Employment Recommendation:

- Reemploy Date: _____
 Do Not Reemploy Date: _____

Support Staff:

Evaluator:

Signed: _____

Date: _____

The support staff's signature indicates that the support staff has seen the entire evaluation report and has had an opportunity to discuss its content with the evaluator.

APPENDIX E-8: SIGN LANGUAGE INTERPRETER EVALUATION

Name: _____ Date: _____

Job Title: _____ Building Name: _____

Excellent = 4 Proficient = 3 Needs Improvement = 2 Unsatisfactory = 1

CATEGORY	RATING
1. JOB KNOWLEDGE Demonstrates skills and knowledge to perform the job competently.	
2. WORK QUALITY Performs assigned tasks in a well-organized and efficient manner.	
3. COMMUNICATION Communicates and delivers student support in an effective, appropriate, and helpful manner.	
4. TEAMWORK Collaborates effectively with others.	
5. DIVERSITY Provides appropriate services to students based on individual needs.	
6. HUMAN DEVELOPMENT AND LEARNING Assists in supporting district curriculum and practices.	
7. CONFIDENTIALITY Protects the confidentiality of students.	
8. ATTENDANCE / PUNCTUALITY Accepts professional responsibilities: attendance and punctuality.	
Comments/ Recommendations:	

CATEGORY	RATING
9. SLI Interprets lectures, discussions, and other spoken word activities.	
10. SLI Supports the academic, language comprehension and social emotional progress of the hearing impaired students in the mainstream setting.	
11. SLI Communicates with staff relevant to student's academic programming.	
Comments/ Recommendations:	

	E (4)	P (3)	N (2)	U (1)
1. Job Knowledge	_____	_____	_____	_____
2. Work Quality	_____	_____	_____	_____
3. Communication	_____	_____	_____	_____
4. Teamwork	_____	_____	_____	_____
5. Diversity	_____	_____	_____	_____
6. Human Development and Learning	_____	_____	_____	_____
7. Confidentiality	_____	_____	_____	_____
8. Attendance / Punctuality	_____	_____	_____	_____
9. SLI	_____	_____	_____	_____
10. SLI	_____	_____	_____	_____
11. SLI	_____	_____	_____	_____
TOTAL SCORE:	_____			

Deficiencies (if applicable):

Employment Recommendation:

- Reemploy Date: _____
 Do Not Reemploy Date: _____

Support Staff:

Evaluator:

Signed: _____

Date: _____

The support staff's signature indicates that the support staff has seen the entire evaluation report and has had an opportunity to discuss its content with the evaluator.

APPENDIX E-9: SUPPORT STAFF INFORMAL OBSERVATION

Support Staff Employee: _____	
Evaluator: _____	School/Program: _____
Date of Observation: _____	Grade Level/Subject: _____
Start Time: _____	Room/Location: _____
End Time: _____	Number of Students: _____
Evaluator completes and gives to support staff employee following informal observation. Support staff employee signs and returns copy to evaluator.	

A. Observation Summary:

B. Commendations / Recommendations:

Support Staff:

Evaluator:

Signed: _____

Date: _____

APPENDIX F: SECRETARIAL/CLERICAL ASSISTANT EVALUATION

Name of Employee: _____

Building: _____ Date of Employment: _____

Position: _____ School Year: _____

Directions: Read each skill area below. Check the category which most accurately describes the Secretary/Clerical Support person. Please utilize the space provided for additional comments. A comment is required if an area is checked unsatisfactory.

SKILL AREA	Excellent (E)	Satisfactory (S)	Needs Improvement (N)	Unsatisfactory (U)	Does Not Apply (N/A)	COMMENTS:
Performance Qualities:						
Follows directions and tasks as requested						
Is proficient with:						
• Computer skills						
• Keyboarding skills						
• Filing						
• General bookkeeping						
• Data entry skills						
Able to prioritize and complete tasks on time						
Works independently and follows through on assigned tasks						
Performs assigned tasks in a well-organized, efficient and effective manner						
Demonstrates accurate:						
• Written communication skills						
• Verbal communication skills						
Support to Students:						
Communicates and delivers student support in an effective, appropriate, and helpful manner						
Interpersonal Skills/Personal Qualities:						
Communicates effectively and appropriately with:						

• Staff						
• Public						
Uses common sense						
Cooperative, works well with others						
Maintains a professional relationship						
• In personal contacts						
• In telephone contacts						
Professionalism:						
Is dependable - seldom late or absent						
Uses confidential information discreetly and appropriately						
Maintains appearance and actions appropriate for work environment						
Willing to continually improve job skills						
Follows all district and school policies/procedures						
OVERALL EVALUATION (Related to Job Description)						

STRENGTHS:

AREAS NEEDING IMPROVEMENT:

SUGGESTIONS FOR IMPROVING JOB PERFORMANCE:

EMPLOYEE'S COMMENTS:

I have discussed this evaluation with my principal/supervisor and I understand my signature below does not necessarily indicate agreement.

Employee Signature

Date

Principal/Building Administrator Signature

APPENDIX F-1: OFFICE STAFF INFORMAL OBSERVATION

Office Staff Employee: _____	
Evaluator: _____	School/Program: _____
Date of Observation: _____	
Start Time: _____	Room/Location: _____
End Time: _____	
<p>Evaluator completes and gives to office staff employee following informal observation. Office staff employee signs and returns copy to evaluator.</p>	

A. Observation Summary:

B. Commendations / Recommendations:

Office Staff:

Evaluator:

Signed: _____

Date: _____

APPENDIX G: OVERTIME APPROVAL FORM

**OFFICE OVERTIME FORM
(20.1.D.) in the CBA**

NAME: _____
(Please print)

HOURS WORKED: _____ SCHOOL : _____

HOURS WORKED: _____ TOTAL HOURS: _____

REASON FOR OVERTIME*: _____

School Building Office Employee Signature Date

Principal Signature Date

Assistant Superintendent for Human Resources Signature Date

.....

Service Center Office Employee Date

Supervisor Date

* Time and one-half work hours exceeding a 40 hour work week
OVERTIME FORMS **MUST BE SUBMITTED TO PAYROLL SUPERVISOR WITHIN 3 DAYS OF THE DATE(S) WORKED** IN ORDER TO
PROCESSED FOR THE FOLLOWING PAYROLL.

APPENDIX G: MANAGERIAL BEST PRACTICES

The following information is provided for informal purposes only. The information is not part of the parties' Contractual Agreement and, as such, is not subject to the contractual grievance procedure. The information is included to record parties' consensus that the following practices are mutually recommended in the ~~school~~ District :

1. 9.2D – SEL component will be held at the beginning or end of the day for all teaching staff and students instead of combining within a normal period.
2. 9.2E – Designated parking places will be created for traveling teachers.
3. 9.2E – Unless necessary, staff will not be required to remain in the room with another licensed staff member.
4. 16.1G/21.1G – The administration will continue working toward having support and office staff report absences through an absence management system.
5. 13.2/19.2/24.2 – As used in this paragraph, "emergency" shall mean an event that a staff member must attend but does not control the scheduling of the date and time that requires immediate attention for your immediate family.
6. 16.7 – Every effort will be made by the District to provide relevant professional development to all employee classifications.