

Collective Bargaining Agreement

Between the

Board of Education of Channahon School District #17

And the

Channahon Council

AFT/IFT Local 604 AFL-CIO

2015-2016, 2016-2017, 2017-2018, 2018-2019, 2019-2020

## **ARTICLE I - RECOGNITION AND REPRESENTATION**

### **1.1 PARTIES TO THE AGREEMENT**

This Agreement is entered into this 15th day of December, 2014 by and between the Board of Education of Channahon Elementary School District No. 17, Will County, Illinois (hereinafter referred to as the "Board") and the Channahon Council of A.F.T. - Local 604, 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 purpose 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 all full-time and regularly-employed part-time certified classroom teachers of School District No. 17.

### **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, 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 this Agreement, if not affected by the deleted article, section or clause.

## **ARTICLE II - UNION/BOARD RELATIONS**

### **2.1 UNION/SUPERINTENDENT MEETINGS**

The Superintendent shall meet monthly with representatives of the Union to discuss matters relating to the implementation of this Agreement, as well as matters of mutual concern.

### **2.2 UNION/PRINCIPAL MEETINGS**

The Principal of each school shall meet as needed with the Union building representative to discuss questions relating to the implementation of this Agreement, as well as matters of mutual concern.

### **2.3 INFORMATION TO THE UNION**

The Board shall furnish the Union President with documents including, but not limited to, the following as they are received, completed or compiled:

- A. Board agenda;
- B. Official minutes of the Board meetings;
- C. Monthly budget summaries;
- D. Board policy manual;
- E. Annual auditor's report and management letters;
- F. Current fiscal year budget;
- G. Statistical information, not including teachers' names, pertaining to teacher step placement, salary lane placement, extended service placement, and present insurance coverage;
- H. Faculty lists including home addresses and listed telephone numbers. The list of new teachers hired shall be given to the Union by July 1 of each year and names and addresses of persons employed after that date shall be made available.

### **2.4 MEETINGS**

Upon reasonable advance notice, the Union shall be permitted use of school buildings for Union meetings, provided that such meetings are scheduled through the building principal and that when special services are required, the Board may make a reasonable charge. It is agreed that such meetings shall not interfere with or interrupt normal school operations.

### **2.5 NOTICES**

The Union shall be able to use teacher school mailboxes and teacher lounge bulletin boards for Union matters. A copy of all open communications shall be given to the Superintendent.

### **2.6 GENERAL INFORMATION**

The Union designee shall be allowed use of the District's office equipment, upon advance reasonable request to the appropriate administrator, provided that such use shall not interfere with the District's use thereof, and provided further that the Union shall reimburse the District for actual cost of consumable materials. No school equipment shall be removed from the premises or used for political purposes.

**2.7 DUES CHECK OFF**

The Board shall deduct from the regular paycheck of each teacher from whom it receives written authorization to do so, the required amount of Union dues. The dues and a list of teachers 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 deductions were made. Deductions shall continue unless and until the authorization is withdrawn by the teacher by written notice to the Superintendent and Union Treasurer.

**2.8 DISTRICT DIRECTORY**

The Union and its officers shall be listed in the District directory.

**2.9 PRINTING**

The cost of printing this Agreement shall be borne equally by the Board and the Union. The Agreement shall be distributed to each teacher, administrator and Board member.

**2.10 UNION PRESENTATION**

The Union President, or designee, shall be on the institute program on the first day of the school year for one hour if needed by the Union President.

The Union President, or designee, shall be on the agenda, upon request, of general building faculty meetings to make announcements, give brief reports, and elicit opinions and concerns of the faculty.

**2.11 SCHOOL BOARD MEETINGS**

The Union shall be placed on the agenda of Board meetings

**2.12 FAIR SHARE**

A. It is recognized that the negotiations and administration of this Agreement entail expenses which appropriately are shared by all teachers who are beneficiaries of said Agreement. To this end, effective with the commencement of the forthcoming school year, if a teacher does not join the Union, such teacher shall:

1. Execute an authorization for the deduction of a sum equivalent to the proportionate share of the cost of the collective bargaining process and contract administration; or
2. Pay directly to the Union a like sum.

B. In the event such an authorization is not signed or such direct payment is not made within thirty (30) days following the commencement of employment of the teacher or the effective date of

this Section, whichever is later, the Board will deduct from the regular salary check of the teacher the fair share fee in payments of equal installments, starting with the subsequent payroll period, provided:

1. The Union has posted the appropriate notices of imposition of such fair share fee in accordance with the rules and regulations of the IELRB; and
  2. The Union has annually certified in writing to the Board that amount of such fair share fee and has annually certified in writing to the Board that such notice has been posted.
- C. The parties expressly recognize the right of teachers to challenge the amount of fair share. The parties acknowledge that such challenge will be handled pursuant to rules adopted by the IELRB.
- D. In the event a teacher objects to the amount of such fee, the Board shall continue to deduct the fee and transmit the fee (or the portion of the fee in dispute) to the IELRB, which shall hold the fee in escrow in an account established for that purpose. The Board shall continue to transmit all such fees to the IELRB until further order of the IELRB. If the teacher is entitled to a refund, the teacher shall receive such refund plus any interest earned on the refund during the pendency of the action pursuant to applicable IELRB procedures.
- E. The parties expressly recognize their obligations to and the rights of non-members based upon their bona fide religious tenets or teachings of a church or religious body as provided in Section 11 of the IELRB. If a non-member teacher declares the right of non-association based upon bona fide religious tenets or teachings of a church or religious body of which such teacher is a member, such teacher shall be required to pay an amount equal to his or her proportionate share to a non-religious charitable organization mutually agreed upon by the teacher and the Union. If the teacher and the Union are unable to reach agreement on the matter, a charitable organization shall be selected from a list established and approved by the Illinois Educational Labor Relations Board in accordance with its rules.
- F. The Union agrees to indemnify and save the Board harmless against any claims, charges, demands, suits, or other forms of liability which may arise by reason of any action taken or omitted by the association or the Board in complying with the provisions of this Section, including reimbursement for any legal fees or expenses incurred in connection therewith. If an incorrect deduction is made, the association shall refund any such amount directly to the involved teacher.
- G. The Board agrees to notify the Union promptly in writing of any written claim, demand, or suit in regard to which it will seek to implement the provisions of the Section F above, and if the Union so requests in writing, to surrender claims, demands, suits or other forms of liability.

### **ARTICLE III - MANAGEMENT RIGHT**

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 organizational structure and selection of new teachers and direction of teachers.

## **ARTICLE IV - 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.

## **ARTICLE V - CONDITIONS OF EMPLOYMENT**

### **5.1 SCHOOL CALENDAR**

The annual school calendar shall consist of one hundred eighty-one (181) teacher work days, which shall consist of 174 student attendance days, 2 full day Parent Teacher Conferences (total =176), ILCS 5/3-11 and five (5) teacher institute days. Students shall be released one hour early on parent conference days. On the first and last student attendance day, students shall be released after the minimum amount of time required by school code.

Both the Board of Education and Union agree that the current parent-teacher conference schedule has met the needs of the District. In the event that the needs of the District change, the Board and Union will mutually agree on a parent-teacher conference schedule that meets the needs of all.

When the school calendar has a full day institute day on the last day of school, the Board shall endeavor to provide staff with at least a half day to be used for the completion of instructional responsibilities.

In addition, five (5) days shall be designated as snow or emergency days, which will be used only in lieu of days lost from the 181 stated above because of emergency school closing and which, if not used, shall be declared at the end of the school year.

The Union and Superintendent shall meet prior to January 15, and then the Union shall make advisory recommendations to the administration regarding the calendar prior to February 1.

### **5.2 WORK DAY**

The workday for teachers shall be no more than seven (7) hours and thirty (30) minutes in length. This time shall include a duty-free lunch period of no less than thirty (30) continuous minutes (unless mutually agreed to between the teacher and the building administrator) and a daily preparation/planning time. The administration will endeavor to provide each teacher with a preparation/planning time of no less than one (1) regular class period (42 minutes). In the event that the educational and/or facility needs and interests of the District preclude a forty-two (42) minute daily preparation/planning time for any teacher(s), then the administration will take steps necessary to provide the teacher(s) with a sufficient and daily block of time for meaningful preparation and planning, which through the course of a regular school week will average forty-two (42) minutes per day for a minimum of two hundred and ten (210) minutes per week.

Teachers are not required to remain on District property during this lunch period; however, teachers must notify the building principal if they are leaving the building.

On the school day immediately preceding the Winter and Spring vacation and the last institute day, teachers shall be relieved of duties at least one (1) hour prior to their regularly scheduled time.

### **5.3 INTERNAL SUBSTITUTION**

Every effort shall be made to secure qualified substitute teachers to assume the duties of regularly employed teachers in their absence. For emergency situations (when no substitute is available) each school shall maintain a list of teachers who would be willing to substitute during their preparation period. Should it be necessary for a teacher to teach during his/her preparation time, such teacher shall be compensated as per Appendix E.

In the event there is not an adequate number of volunteer internal substitutes, management may designate or assign the internal substitution. Such assignments shall be rotated on a fair and equitable basis.

### **5.4 FACULTY MEETINGS**

Faculty meetings shall be held when necessary and appropriate, and shall be limited to one a month whenever possible. Notification for such meetings shall be at least forty-eight (48) hours in advance except in an emergency. Such meetings shall last no longer than forty (40) minutes except by general consent of those in attendance.

### **5.5 ASSIGNMENTS, VACANCIES AND TRANSFERS**

#### **A. Assignments**

1. A teacher may request in writing to be assigned or not to be assigned to any position. Such applications shall be submitted to the Superintendent or designee, stating the reasons thereof.
2. Teachers shall be notified, in writing, by the last day of a school year of a change in their assignment for the coming year as to grade level, school, and/or subject area. The Superintendent or designee shall hold a conference with the teacher prior to a change in the assignment. The Superintendent or designee shall give said teacher the decision in writing. If a teacher is notified of a change in the assignment after August 1, the teacher may resign without penalty.

#### **B. Vacancies**

1. A vacancy is defined as an open position, as determined by the Board and after involuntary transfers, resulting from a resignation, termination from employment, or a new job classification for a position within the bargaining unit.

2. The Superintendent will post, in all school buildings, notices of all vacancies as they occur, as well as provide the Union President with a copy of the vacancy notice. Except in the case of emergency, no vacancy shall be filled until such vacancy shall have been posted for at least ten (10) days. During summer vacation any vacancy notices will be sent to teachers in their paycheck envelopes. A teacher applying for a vacancy shall be interviewed for the position. Teachers applying for such vacancies, and not appointed, shall be notified in writing.

#### C. Transfers

1. A transfer is defined as a change in position from one building to another, from one area of certification to another, or from one grade level to another.
2. The administration will attempt to avoid involuntary transfers. In the event of involuntary transfer, upon the request of the teacher, the Superintendent and teacher shall meet and discuss the reasons for such transfer.
3. Teachers involuntarily transferred may resign, without penalty or prejudice, if unwilling to accept the involuntary transfer.
4. A teacher may submit a written request for a voluntary transfer to the Superintendent annually.

### 5.6 **EXTRA DUTY AND ASSIGNMENT OF DUTIES**

Extra-duty positions will be filled in the following manner:

- A. All open positions or newly created ones shall be posted in all buildings.
- B. District bargaining unit members will have preference over applicants who are not employed by the District.
- C. If a District bargaining unit member held the position during the preceding year, he or she will have first preference for the position so long as the Board is satisfied, in its discretion, with the teacher's performance in that position.
- D. District bargaining unit members who are on approved leaves of absence will have the right to return to their extra-duty position upon their resumption of duties.
- E. The appointment of teachers for summer school shall be based upon summer school seniority, so long as the Board is satisfied, in its discretion, with the teacher's summer school performance.
- F. The appointment of teachers for those positions listed on Appendices D and E shall be based upon seniority, so long as the Board is satisfied, in its discretion, with the teacher's performance



of his or her Appendices D and E position.

- G. The Board's determination as to the satisfactory performance of extra-duty positions shall not be subject to the grievance procedure set forth in this Agreement.

When it is necessary for a building administrator to make any duty assignments outside the basic classroom function of instruction as an extra assignment, it shall be first offered on a voluntary basis. If the administration is unable to fill said assignment will be rotated on a fair and equitable basis within the attendance center staff. Compensation is as in Appendices B, C, D and E. In the event that no teacher volunteers for extra assignments, the Board shall have the right to employ non-teachers and non-unit members for such purpose and pay said individuals the same or less than the amounts set forth on Appendices B, C, D and E.

## **5.7 STUDENT GRADES**

The responsibility and prerogative for assigning grades to students 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.

## **5.8 PERSONNEL FILES**

Teachers shall have access to their personnel files as may be provided by law. Such access shall include the following:

- A. Official Board File - Only one (1) official Board file shall be kept for each teacher. If any other files contain material that relates to the teacher in any way, a copy of such material shall be placed in the official Board file.
- B. Timely Insertion - All materials to be placed in the official Board file shall be inserted in a timely fashion.
- C. Right of Access - Every teacher shall have access to all materials, with the exception of pre-employment confidential materials, in his/her official file during the regular hours established for the central administration office upon reasonable request.
- D. Right of Privacy - Neither a teacher's file nor any of its contents shall be copied or otherwise made known to other persons without the teacher's permission, either during or after his/her service in the District; provided, however, that such file shall be available to the Board, the Superintendent or designee, and the teacher's principal to whom he/she is responsible, and shall be otherwise disclosed pursuant to law.
- E. Right of Copy - No material disciplinary or evaluative in nature originating after the 2000-01 school year shall be placed in the file unless the teacher receives a copy of said material in a timely fashion and notification (c: Personnel File) that said material is being placed in the file. The teacher shall acknowledge that he/she has read the material by affixing his/her signature on the actual copy to be filed, with the understanding that such signature merely signifies that he/she read the material to be filed but does not indicate agreement with its

content. Every teacher shall have the right to be furnished with a copy of any of his/her file materials, with the exception of pre-employment confidential materials, at his/her expense, if requested; however, the teacher may not remove any materials.

- F. Right of Addition and Attachment - Every teacher shall have the right to add any material to his/her official Board file and to attach dissenting or explanatory material to any document or other piece of material in the file.
- G. Removal of Materials - In the event any file materials are determined to be inaccurate by legal or grievance procedures, such portion of materials will be removed or corrected.

## **5.9 COMPLAINT PROCEDURES**

In the event of criticism by a non-teacher of the District of books, teaching methods, or material used in the District, and petitions for censorship, removal or expurgation of content deemed by a critic to be offensive on moral, political, religious or other grounds, the procedure for addressing shall be as follows:

- A. Complainants should discuss said complaints in the following order:
  - 1. Teacher;
  - 2. Teacher and Principal.
- B. In the event that the complainant is not satisfied with the results of the procedure set forth in A above, then he/she may submit the criticism to the Superintendent. Such criticism shall be submitted to the Superintendent in writing and signed by the complainant. A copy of the written criticism shall be delivered to the teacher involved.
- C. The teacher, with a representative of his/her choice, shall meet with the author of any criticism and the Superintendent or designee, prior to any action being taken by the Board.
- D. In the event the Board wishes to review the criticism with the teacher, the teacher and the teacher's representative shall be present and speak in defense at such review.
- E. Unless a meeting takes place among the parties involved, no reference to any such criticism shall be entered in the teacher's file, and it shall have no weight in a teacher's final written evaluation.
- F. At the step of resolution, the parties shall sign off acknowledging a satisfactory solution has been achieved.

## **ARTICLE VI - EVALUATION**

### **6.1 TYPES AND PURPOSES OF EVALUATION**

There shall be three (3) types of evaluation:

- A. Novice/Non-Tenured Teacher Evaluation Plan – for the purposes of providing feedback and assistance, and determining whether a teacher is performing at a satisfactory or unsatisfactory level.
- B. Professional Growth Plan – for the purpose of providing feedback to tenured teachers.
- C. Professional Development Plan – for the purpose of assisting teachers who need additional support in order to achieve a higher level of effectiveness.

### **6.2 EVALUATION PROCEDURES**

#### A. Notification of Evaluation Process

As part of the evaluation process in the District, 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. No formal observations shall be completed until a minimum of one informal has been completed.

#### B. Scope of the Evaluation Process

The performance of each teacher shall be monitored on an ongoing basis. A teacher's evaluation shall be based on his/her performance in the domain areas of Planning and Preparation; Classroom Environment; Instruction; and Professional Responsibilities. Performance will be determined by formal and informal observations and other areas as outlined in the formal evaluation instrument.

Summative teacher evaluations will be completed using the rubric developed by the Joint PERA Committee. The rubric will comprise 75% of the summative evaluation rating during the 2016-2017 and 2017-2018 school years, and 70% of the summative evaluation rating starting in the 2018-2019 school year and subsequent years. Summative teacher evaluations will also include student growth data which will comprise 25% of the summative evaluation rating during the 2016-2017 and 2017-2018 school years and 30% of the summative evaluation rating in the 2018-2019 school year and subsequent years. Student growth goals and assessments will be discussed and agreed upon by the evaluating administrator and the teacher. At the conclusion of the data collection period, the teacher will meet with the evaluating administrator to discuss factors that

contributed to the level of success in achieving the set goal. It is understood that the most valuable role data plays in a teacher's overall evaluation is that of informing instruction and best practices. When data is used by the classroom teacher to self-assess and inform instruction, the use of data is considered meaningful and worthwhile and therefore worthy of the maximum allowed weight in the overall summative evaluation. In the case that the union and/or the administration feel that the summative evaluation document and/or the student growth data process needs to be reviewed and/or revised, the Joint PERA Committee will reconvene to discuss proposed revisions and come to a mutual agreement on any changes to be made.

#### C. Evaluation of Traveling Teachers

A non-tenured and/or part-time teacher assigned to two (2) buildings shall be formally observed by each principal of the building to which the non-tenured and/or part-time teacher is assigned. A single summative evaluation form will be completed with input from both building principals.

A tenured teacher assigned to several buildings shall be formally observed by the building principal to which the teacher is assigned for the majority of his/her teaching time. A single summative evaluation form will be completed with input from the principal(s) from the other building(s) in which he/she teaches.

#### D. Goal Setting Conferences

Timelines and procedures for establishing goals are outlined in the evaluation instrument.

#### E. Formal Observation Process

A formal classroom evaluation shall be defined as one involving a classroom visitation of approximately thirty (30) minutes but not less than twenty (20) minutes and a written evaluation of the visitation followed by a conference between the evaluator and the teacher. Such conference shall be scheduled within seven (7) school days of the visitation. Formal evaluations shall not take place during the following times: The first two weeks of school; five school days before and two school days after the Thanksgiving, Winter and Spring vacations; and, the last two weeks of school.

1. A full-time non-tenured teacher shall be formally observed not less than twice during a school year.
2. A full-time tenured teacher shall be formally observed not less than once every two (2) years. When a tenured teacher teaches more than one (1) content area, the formal observation will occur in the subject area as scheduled between the teacher and the principal.
3. A part-time non-tenured teacher with less than four (4) years of experience in the District shall be formally observed not less than twice during a school year.

4. A part-time non-tenured teacher with more than four (4) years of experience in the District shall be formally observed not less than once every two (2) years. When a part-time non-tenured teacher with more than four (4) years of experience in the District teaches more than one (1) content area, the formal observation will occur in the subject area as scheduled between the teacher and the principal.

#### F. Informal Observations

The principal shall make as many informal observation visits as he/she deems necessary to properly assess the effectiveness of the teacher. These observations may or may not be pre-announced and do not require pre-or post-observation conferences.

#### G. Summative Evaluation

1. A non-tenured and/or part-time teacher with less than four (4) years of experience in the District shall receive a summative evaluation from the building principal prior to March 1.
2. A tenured and/or part-time teacher with more than four (4) years of experience in the District shall receive a summative evaluation from the building principal prior to May 1.

#### H. Teacher's Right to Respond

Each teacher shall be required to sign and be given a copy of the summative evaluation report prepared by the principal. A teacher may respond in writing to the evaluation if he/she so desires. The written response will then be attached to the teacher's evaluation and placed in his/her personnel file. The signature of the teacher on the evaluation form indicates knowledge of receipt of the report but not necessarily concurrence with the report or response.

### **6.3 PROCEDURES FOR THE PROFESSIONAL DEVELOPMENT PLAN**

A teacher rated as "needs improvement" shall have a professional development plan and procedure developed and implemented in accordance with Section 24-5 of the School Code [105 ILCS 5/24A-5].

### **6.4 REMEDIATION PROCEDURE**

- A. A teacher rated "unsatisfactory" shall have a remediation plan and procedure developed and implemented in accordance with Section 24A-5 of The School Code [105 ILCS 5/24A-5].
- B. The Union shall supply a roster of qualified teachers from whom the consulting teacher is to be selected in instances where a remediation plan for a teacher rated unsatisfactory is called for. The roster shall, however, contain the names of at least five (5) teachers, each of whom meets the criteria for a consulting teacher with regard to the teacher being evaluated, or the

names of all teachers so qualified if that number is less than five (5). In the event of a dispute as to qualifications, the State Board of Education shall determine qualifications.

- C. The consulting teacher shall provide advice to the teacher rated unsatisfactory on how to improve teaching skills and to successfully complete the remediation plan. Pursuant to the *Illinois School Code*, the consulting teacher shall not be required by either party to testify in any dismissal hearing regarding performance. No statements attributable to the consulting teacher will be admissible in written evaluations.
- D. In the event a local teacher is selected as a consulting teacher, he/she will receive a stipend and/or release time to perform his/her duties as a consulting teacher, which shall be agreed upon among the consulting teacher, the Union and the administration.

## **6.5 GRIEVANCE PROCEDURES**

Any grievances filed relative to this Article shall be limited to violations of the procedures outlined in this Article.

### **ARTICLE VII - SENIORITY/REDUCTION IN FORCE**

#### **7.1 REDUCTION IN FORCE**

The Administration and Union shall form a committee for the purpose of initiating and monitoring reduction in force procedures (School Code 24-12), when and if those procedures are necessary. The Administration and Union shall select their own members to the committee. Following the requirements provided in School Code, teachers shall be placed into four groups (1,2, 3 and 4) and the committee shall establish criteria for moving individuals from Group 2 into Group 3 and any alternate definition of placement into Group 4. If no agreement is reached, statutory definition of Groups 2 and 4 will govern. The committee shall monitor the rating trends in the district and prepare an annual report to be discussed with the Union and Administration. All decisions by the committee shall be by majority vote.

When the Board deems it necessary to reduce the number of teachers in the District because of declining enrollment, inadequate finance, the elimination of programs, or consolidation, every effort will be made to make reductions through attrition. If this is not possible, then teachers shall be removed based on each teacher's placement in 1 of 4 performance evaluation groups, hereinafter called the "honorable dismissal list." Teachers shall be honorably dismissed in group order, with teachers in Group 1 the first to be honorably dismissed and teachers in Group 4 the last to be honorably dismissed. From amongst the teachers in Group 1, the District may honorably dismiss in any order. Within Group 2, the District may honorably dismiss based on the average scores of the past two evaluations. The teachers with the lowest average scores will be dismissed first. Within Group 3 or 4 teachers will be honorably dismissed in inverse seniority order. In the event the District has any vacancies for the following school term, teachers who are honorably dismissed from Group 3 or 4 shall have the right to be recalled, provided said teacher (s) are qualified to hold the vacant position based on legal qualifications in compliance with School Code.

Tenured teachers shall be given the opportunity to teach in other areas not filled by tenured teachers for which they meet the requirements for proper licensure of the Illinois State Board of Education. Recalls shall be made according to the *Illinois School Code*.

## **7.2 SENIORITY**

Seniority for tenured teachers shall be based upon length of full-time licensed continuous service in the District and shall be computed based on the date services began.

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

- A. Total length of full-time licensed service in the District;
- B. Total length of both part-time and full-time licensed service in the District;
- C. Number of graduate hours attained;
- D. Date of hire (official Board action);
- E. Length of teaching service in public education.

A seniority list shall be established and a copy posted in each building and distributed to the Union President on or before February 1 of each year. Probationary teachers shall be listed separately on the seniority list by the date services began.

## **ARTICLE VIII - LEAVES**

### **8.1 SICK LEAVE**

Each full time teacher who is at Step 1-19 shall be entitled to fourteen (14) sick leave days per school year. Each full time teacher who is at Step 20 or higher shall be entitled to sixteen (16) sick leave days per school year. Sick leave shall be allowed to accumulate up to a maximum of three hundred sixty (360) days, exclusive of the annual allotment of sick leave.

Sick Leave shall be determined to mean personal illness, quarantine at home, serious illness or death in one's immediate family or household, birth, and up to 30 days for adoption or placement for adoption. Immediate family shall be defined as: parents, spouse, brothers, sisters, children, grandchildren, grandparents, parents-in-law, brothers/sisters-in-law, son/daughter –in-law and legal guardians.

Teachers who are absent from work due to illness for one-half (.5) day or less shall be charged with one-half (.5) sick leave day. Teachers who are absent from work more than one-half day will be charged with one (1) full sick leave day. Sick leave shall be determined to mean personal illness, quarantine at home, serious illness or death in one's immediate family or household, birth, and up to 30 days for adoption, or placement for adoption. Immediate family shall mean parents, spouse, brothers, sisters, children, grandchildren, grandparents, parents-in-law, brothers/sisters-in-law,

son/daughter-in-law and legal guardians.

In recognition of the teacher's service to the District, a cash payment of \$25.00 per day for each unused accumulated sick leave day that is not used for experience credit in the Illinois Teacher Retirement System shall be paid to the teacher upon his or her retirement from the District; provided, however, that (1) the teacher must have completed at least fifteen (15) years of service in the District and be at least 55 years of age; and (2) the maximum cash payment to which any teacher will be entitled under this paragraph shall not exceed \$2,900.00.

Teachers shall be notified in writing at the beginning of each school year, and thereafter reported on subsequent paychecks, as to the current number of sick leave days they have accumulated.

## **8.2 PERSONAL LEAVE AND/OR EMERGENCY LEAVE**

Every teacher shall be granted three (3) days personal leave at full pay per school year for the purpose of attending to legal, personal business, and moral obligations which cannot be attended to at any other times except during school hours. A teacher shall notify the building principal, by completing the appropriate personal leave form, at least two (2) school days prior to the date of leave whenever possible. In the case of an emergency, the teacher must complete the appropriate personal leave form for the leave as soon as possible and in any event, no later than the day he/she returns to duty. Personal leave, except in the case of an emergency, shall not be granted the day prior to or after vacation periods, holidays, institute days, nor during the first or last day of the school year except for religious holidays.

No more than three (3) teachers from a given attendance center nor more than a total of seven (7) in the District may take personal leave on the same day. Exceptions to personal and/or emergency leave may be granted by the Superintendent.

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

## **8.3 SICK LEAVE BANK**

It is the understanding of the Union and administration that in the event a teacher has exhausted all contracted sick days due to an illness or accident that is verified by a physician as requiring long term incapacitation and/or to be life threatening, any teacher may agree to "donate" sick days for the impacted teacher's assistance. A Union committee shall initiate the sick day donation and coordinate the circumstances and process with the Superintendent or designee.

## **8.4 BEREAVEMENT LEAVE**

A teacher shall be granted three (3) days of paid bereavement leave due to a death in the immediate family or household (as defined in 8.1 above). One (1) day of absence will be granted due to the death of a relative not included in the definition of "family" in 8.1. Bereavement leave for special circumstances may be granted by the Superintendent, whose decision shall not be subject to grievance under Article X.



## **8.5 TEMPORARY DISABILITY LEAVES OF ABSENCE**

A teacher who is absent because of disability or incapacity shall be deemed temporarily disabled in accordance with the following:

<u>Employed in District</u>	<u>Temporary Disability</u>
0 thru 1 year	up to 60 consecutive school days.
2 thru 4 years	up to 90 consecutive school days, or for 90 out of 120 school days, from the same illness or incapacity.
5 or more years	up through the balance of the school year from the same illness or incapacity.

If a temporarily disabled teacher does not have sufficient accumulated sick leave days or unpaid leave under the federal *Family and Medical Leave Act of 1993* to cover the duration of his/her absence, the Board shall grant the teacher an unpaid leave of absence for the period of temporary disability, but not to exceed the number of days shown above as calculated from the onset of the disability. The Board may grant any teacher who is deemed permanently disabled (i.e., absent for more consecutive school days than allowed above) and whose accumulated sick leave has been exhausted an extended unpaid leave of absence in accordance with the terms and conditions applicable to all unpaid leaves as set forth in Section 8.9 of this Agreement. Pregnancy shall be treated as any other disability or incapacity for purposes of this provision. Nothing in this provision is intended to restrict the right of any teacher to a reasonable accommodation for absence as afforded under the *Americans with Disabilities Act*.

## **8.6 JURY DUTY LEAVE**

A teacher will be excused at full pay for the purpose of fulfilling jury duty.

## **8.7 MILITARY LEAVE**

Military leave shall be granted for National Guard or Reserve duty or other active duty over which the teacher has no control. Salary and benefits shall be provided as accorded by law.

## **8.8 FAMILY MEDICAL LEAVE ACT**

Nothing herein shall be construed to preclude eligible teachers from exercising their rights under the *Family Medical Leave Act* consistent with the policies adopted by the Board. A minimum of a thirty (30) day written notice to the Superintendent is required before a foreseeable FMLA leave is to begin.

Family and Medical Leave is available in one or more of the following instances:

1. the birth and first-year care of a child, provided the leave is completed no later than twelve (12) months after the birth of the child;

2. the adoption or foster placement of a child, provided the leave is completed no later than twelve (12) months after the placement of the child;
3. the serious health condition of a teacher's spouse, parent, or child; and
4. the teacher's own serious health condition that makes the teacher unable to perform the functions of the job.

The total FMLA leave cannot exceed twelve (12) weeks in any twelve (12) month period, as calculated under the rolling forward period measured from the date a teacher's first FMLA leave begins. The next twelve (12) month period for such teacher would begin the first time the FMLA leave is taken after completion of any previous twelve (12) month period.

Any teacher qualifying for FMLA leave will be required, when applicable, to concurrently use any accumulated sick leave. Any leave, whether paid or unpaid, taken for an FMLA qualifying reason, shall be deducted from a teacher's total FMLA leave.

## **8.9 EXTENDED UNPAID LEAVES OF ABSENCE**

- A. Upon the recommendation of the Superintendent or designee, leave of absence for an extended period of time may be granted by the Board to a full-time teacher who has completed three (3) years of full-time teaching in the District and for any of the following reasons or purposes: illness, professional study, government or professional service, educational growth, and for such other reasons which, in the judgment of the Superintendent, may be recommended to the Board for approval. Such leave may be conditioned in such manner as the Board may elect and must conform to the terms and conditions applicable to all leaves as set forth in Section 8.9 of this Article. The granting or withholding of such leave of absence shall be within the sole discretion of the Board, shall be non-precedential with respect to any other request for such leave by the teacher or by any other teacher, and shall not be subject to the grievance procedure in Article X.
- B. Extended child-rearing leave shall be granted to a full-time teacher who has completed three (3) years of full-time teaching in the District and subject to the following conditions and to the general conditions for unpaid leaves set forth in Section 8.10 of this Article 8. Upon return from such leave, a fourth-year probationary teacher shall revert back to first-year probationary teacher status with respect to the attainment of tenure. (Note: All other probationary teachers may request child-rearing leave as described in paragraph 4 below.)
  1. A teacher who desires a child-rearing leave for maternity purposes shall request approval for such leave and structure its effective dates in accordance with Section 8.10 of this Article 8. At the time a leave is requested, the teacher shall be expected to inform the Superintendent or designee of the full, desired duration of the leave. A child-rearing leave for maternity purposes must (1) begin no later than the actual date of delivery of the child, or (2) the expiration of sick leave for purposes of disability, or (3) at the termination of such disability.

2. Any teacher desiring child-rearing leave as a result of becoming an adoptive parent of a child less than ten (10) years of age may be granted an extended unpaid leave of absence upon satisfactory written notification to the Superintendent or designee of the date the child is expected to be received. It shall be the responsibility of the applying teacher to keep the Superintendent or designee informed of the status of the proceedings and, as soon as known, the expected date of the placement of the child. Requests for adoption leave shall be made in accordance with Section 8.10 of this Article 8. A child-rearing leave for adoption purposes must begin no later than twelve (12) months after placement of the child with the teacher.
3. A male teacher shall be eligible for a child-rearing leave upon the anticipated birth of a child whom the teacher has fathered. Requests for leave shall be made in accordance with Section 8.10 of this Article 8. A child-rearing leave under this paragraph must begin no later than twelve (12) months after the child's birth.
4. An extended child-rearing leave may be granted to a first, second, or third year probationary teacher under unusual circumstances by action of the Board, subject to all the conditions applicable to a tenured teacher, provided the term of such leave shall not be considered in computing full-time employment under Section 24-11 of the *Illinois School Code* for purposes of the continuous employment necessary to attain contractual continued service status. Upon return from such leave, the teacher's employment status shall revert back to the first probationary year. The granting of maternity leave to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board and shall not be subject to the grievance procedure in Article X. Additional conditions or restrictions may be established for any such leave.
5. After commencement of an approved child-rearing leave, sick leave shall not be applicable during the period of an extended child-rearing leave. Any accumulated sick leave available at the commencement of the leave shall be available to the teacher upon return to employment in the District.
6. Nothing in this section shall be construed as requiring any teacher to apply for an extended child-rearing leave. A teacher not eligible for or not desiring extended leave may utilize accumulated sick leave during any period of illness related to a female teacher's pregnancy and/or the delivery of the child and may exercise leave rights under the *Family and Medical Leave Act*. Once an election has been made to use sick leave/FMLA leave in lieu of an extended child-rearing leave, however, a teacher is no longer entitled to the guaranteed leave rights under this Section 8.8 B, but must request approval for an extended leave under Section 8.8 A. If a teacher has exhausted her accumulated sick leave, she shall be granted a leave of absence without pay or other benefits during the period of disability due to pregnancy in accordance with Section 8.4 of this Article. Such teacher shall return to employment immediately following the

termination of such disability.

## **8.10 GENERAL CONDITIONS FOR EXTENDED LEAVES OF ABSENCES**

Unless otherwise set forth in this Article, any leave of absence afforded by the Board is subject to the following general terms and conditions:

### **A. Time-Lines for Extended Leaves of Absence Requesting Leaves**

Application for an unpaid leave, excepting leaves under the federal *Family and Medical Leave Act*, shall be made in writing to the Superintendent or designee at least ninety (90) calendar days prior to the proposed start of the leave or, if the leave is for the following school year, by March 1 of the preceding year. An emergency request for an unpaid leave of absence may be submitted with as much advance notice as possible under the circumstances. The application shall indicate the requested starting and ending dates of the leave, an explanation of the reasons, and appropriate verification and substantiation.

### **B. Medical Substantiation**

Any request for a leave based upon personal medical reasons shall be accompanied by a physician's statement indicating the nature, anticipated extent, and duration of medical disability. Evidence from a qualified physician indicating the teacher's ability to perform all assigned teaching duties shall be submitted at least thirty (30) calendar days, or at the earliest time feasible, prior to the return of any teacher on an unpaid leave for personal medical reasons.

### **C. Structuring of Leave**

After consultation with the teacher, the Superintendent or designee shall prepare a plan for the commencement and termination of any leave of absence recommended for approval, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree and the pertinent time factors related thereto. An unpaid leave shall not exceed the balance of the school year in which it commences and one (1) additional school year, except as otherwise limited in this Article. At the time a leave is requested, the teacher shall be expected to inform the Superintendent or designee of the full, desired duration of the leave. Every effort shall be made to have such leave terminate immediately prior to the start of a new school year.

### **D. Insurance and Tuition Benefits**

With the consent of the carrier, and after the expiration of any insurance benefits for an unpaid leave afforded under the federal Family and Medical Leave Act, a teacher on an unpaid leave of absence may maintain insurance benefits by making timely payments of all premiums which may be due to the Business Office or elsewhere pursuant to its direction. Except for an approved education leave, a teacher on an unpaid leave of absence shall not be eligible for tuition reimbursement.

#### E. Salary Schedule Advancement/Seniority Effect

A teacher shall not receive seniority credit or experience credit towards salary schedule advancement during the time in which the teacher is on an unpaid leave of absence. During the school year in which a leave commences or terminates, a teacher shall be entitled to advancement on the salary schedule and seniority credit if the teacher has completed the equivalent of a semester (90 attendance days) or more of teaching.

#### F. Notice of Intent to Return

Any teacher granted an unpaid leave of eight (8) calendar months or more, as a condition thereof, shall advise the Superintendent or designee in writing no later than March 1 prior to the termination of such leave that he/she intends to return to employment. At the start of the second semester of the school year, the Superintendent shall send a written reminder by certified mail, return receipt requested, to any teacher on an unpaid leave who must give notice of intent to return by the March 1 deadline. Any teacher on an unpaid leave which commences after January 1 must give written notice of intent to return by May 1 prior to the termination of such leave; the Superintendent shall send a written reminder by certified mail, return receipt requested, by April 1. Failure to advise the Superintendent or designee of intent to return as required by this section shall be treated as an election not to return to employment and as a resignation from the District.

#### G. Position upon Returning

A teacher returning from an approved leave of absence shall be assigned to a position for which the teacher is legally qualified.

#### H. Eligibility for Further Leaves

Anything in this section to the contrary notwithstanding and except as required by the federal *Family and Medical Leave Act*, a teacher who has been granted an unpaid leave of absence shall not become eligible for a subsequent leave unless and until such teacher has returned to full-time service for at least one (1) complete school term, provided, under exceptional circumstances, the Board may grant such leave in its sole and absolute discretion. The granting or withholding of such leave shall be without precedential effect.

#### I. Early Return from Leave

A teacher on an approved leave of absence may request in writing to return to employment prior to the conclusion of the leave if the reasons for the leave no longer exist. In such event, the Board shall offer the requesting teacher the first available vacancy for which the teacher is qualified, provided the Board is not under contractual or other obligations to any other teachers.

**ARTICLE IX - FRINGE BENEFITS**

**9.1 HOSPITALIZATION AND MAJOR MEDICAL INSURANCE**

Health insurance including major medical coverage (excluding dental) shall be provided by the Board to all full-time teachers. For teachers employed or on an approved leave of absence during the 2009-2010 school year, the Board shall pay for ninety percent (90%) of the health insurance premium costs, and teachers electing health insurance coverage shall pay for ten percent (10%) of the premium costs. For teachers hired for the 2010-2011 school year and thereafter,

Board shall pay for:	Employee shall pay for:
90% employee	10% employee
90% employee+children	10% employee+children
60% employee+spouse	40% employee+spouse
60% family	40% family

During the term of this Agreement, the Board shall not reduce or otherwise modify the health insurance benefit levels that existed as of July 1, 2004.

If the costs of health insurance premiums during any year of this Agreement increase by more than fifteen percent (15%) over the costs of the prior year, the Board shall increase the salary of each full-time teacher in the bargaining unit by \$125.00.

If the costs of health insurance during any year of this Agreement increase by more than fifteen (15%) over the costs of the prior year, the Board may change to another insurance carrier provided that the same benefits levels are maintained, but it does not preclude the Board and the Union from mutually agreeing to modifications in the insurance benefits.

It is understood that the increases by more than 15% shall be determined on the basis of either the increase in the family health insurance premium or the combined average increases of single, employee-spouse, employee-child and family health insurance premiums.

In lieu of receiving health insurance benefits, a teacher may elect to participate in a Board-funded health reimbursement arrangement (HRA) established pursuant to Sections 105 and 213(d) of the Internal Revenue Code. The Board shall reimburse any teacher who elects to participate in the HRA up to \$1500 annually (January 1 through December 31) for the teacher's own qualified medical expenses on the teacher's spouse and/or dependents. To qualify for the reimbursement, the teacher must provide proof of coverage under another health insurance plan (**other than the district's plan**) and must submit appropriate substantiation of all medical expense claims.

The Board will provide a Section 125 flexible benefits program that will allow teachers to pay for their portion of insurance premium, reimbursable health expenses, and dependent care costs on a pre-tax basis.

The Board and the Union shall establish a joint insurance committee. Annually, this insurance committee shall monitor the existing insurance program and review and investigate insurance coverage options that might minimize health insurance costs for the District and its employees. Any recommendations of this committee shall be reduced to writing and submitted to the parties.

Both parties acknowledge health care may become a governmental mandate and or option, either statutory or regulatory, which may have an impact on the provision of health care insurance, the nature of such coverage, and on the cost of such coverage. In the event that there is such a mandate or option, the parties agree that the Board shall not be obligated to exceed the contractual coverage as designated herein unless this provision is determined unlawful or a penalty is incurred, at which time, both parties shall negotiate the impact.

## **9.2 LIFE INSURANCE**

The Board agrees to furnish to all full-time teachers during the period of this Agreement, term life insurance in the amount of \$30,000. This insurance will also carry the Accidental Death and Dismemberment coverage in the same amount.

## **9.3 PAYROLL DEDUCTIONS**

Upon receipt of a written request from a teacher, the Board will approve a deduction from such teacher's regular paychecks for any money designated by the teacher for purposes of credit union, 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 teacher.

It is understood by the parties that in order to obtain approval for such deductions, a minimum of five (5) teachers must participate in any plan so approved, subsequent to the effective date of this Agreement. Further, it is agreed that the Board will not be required to approve more than ten (10) plans in the aggregate.

## **9.4 MILEAGE REIMBURSEMENT**

Teachers are allowed to claim mileage reimbursement in the performance of their duties when personal automobiles are used. Mileage reimbursement shall be at the rate established by the Internal Revenue Service as of July 1 of the District's then-current fiscal year.

## **9.5 TUITION REIMBURSEMENT**

Full-time teachers and regularly employed part-time teachers (.5 -.9 FTE) shall be reimbursed for the cost of tuition for any course where the following conditions and limitations have been satisfied:

1. The course must be District sponsored or sanctioned;
2. The course must be approved by the Superintendent in his/her discretion prior to enrollment in the course;

3. The course for which the teacher is seeking tuition reimbursement must be in the subject area in which he/she is currently teaching, in the field in which he/she is currently employed, or in an education-related field;
4. The teacher must supply to the District evidence that he/she successfully completed the course by receipt of a course grade of “B” or better; and
5. The teacher must supply to the District evidence of the actual cost of tuition and required lab fees.

Upon receipt of conclusive evidence that the conditions and limitations have been satisfied, the full-time teacher shall be reimbursed for no more than \$2,000 or \$200 per semester hour whichever is less and regularly employed part-time teacher no more than \$1,000 or \$200 per semester hour whichever is less each fiscal year (July 1 through June 30) Payment will be issued in the same fiscal year the above requirements are completed successfully.

Teachers shall be reimbursed, so long as the teacher returns as an employee for the next ensuing school term.

## **9.6 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. Receipts for all expenses claimed shall be turned in to the administration before reimbursement is approved.

## **ARTICLE X - GRIEVANCE PROCEDURE**

A grievance is defined as a complaint or claim by a teacher and/or the Union that there has been a violation, misinterpretation or misapplication of any provisions of this Agreement.

The Board acknowledges the right of the Union to assist a grievant at any level of the grievance procedure if it obtains the consent of the grievant, and the Union acknowledges the right of any member of the administration to receive assistance as desired in any step of the grievance procedure. Failure of any teacher or the Union to act on a 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 prescribed time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual consent. At any state of the grievance procedure, the grievant may be represented by a representative of his/her choice. A business day is defined as a day on which the school administration office is open for business.

A grievance involving the act of any administrator above the building level shall initially be filed at STEP 3



of the grievance procedure.

Should the investigation of any grievance require, in the judgment of the Superintendent, that the teacher be released from his/her regular assignment, he/she will be released without loss of pay or benefits.

The Board agrees not to take any reprisal against any person for his/her participation in the grievance process. The Union agrees to take no reprisals against any persons because of his/her participation or refusal to participate in the grievance process.

STEP 1: A complaint shall first be discussed with the object of resolving the matter informally. If the matter is resolved and a Union representative was not present at the adjustment of the complaint, the principal shall inform the Union President of the adjustment.

STEP 2: If the grievance cannot be resolved informally, the grievant shall present the grievance in writing to his/her immediate supervisor no later than twenty (20) business days after the occurrence of the claim or complaint. The information contained in the filed grievance shall include, but not be limited to: (1) a description of the specific grounds of the grievance, including names, dates and places necessary for a complete understanding of the grievance; (2) a listing of the provisions of this Agreement which are alleged to have been violated or misapplied which will remedy the grievance. The supervisor will arrange for a meeting to take place within five (5) business days after receipt of the grievance. The aggrieved party, the immediately-involved supervisor, and any person whose assistance they request, shall be present for the meeting. The supervisor will then, within ten (10) business days after the meeting, provide the aggrieved party and the Superintendent with a written memorandum setting for the disposition of the grievance. Such memorandum shall contain reasons upon which the disposition of the matter was based.

STEP 3: If the grievant is not satisfied with the disposition of the grievance at STEP 2, or if STEP 2 time limits expire without the issuance of the supervisor's memorandum, the grievant may within ten (10) business days conduct a meeting with the Superintendent with the same parties being present as may be present in STEP 2. Upon the conclusion of the hearing of the grievance, the Superintendent shall have ten (10) business days in which to provide his/her written decision.

STEP 4: If the grievance is not resolved satisfactorily at STEP 3, there shall be available a fourth step of impartial, binding arbitration. The grievant may submit, in writing, a request to the Superintendent within ten (10) business days from receipt of the STEP 3 answer. The parties shall jointly request the American Arbitration Association to submit to them a list of five (5) arbitrators' names and qualifications. Either party may reject one list in its entirety and request that another list be submitted. From such list, the party initially requesting the arbitration shall strike two (2) names and the other party shall then strike two (2) names. The person whose name remains shall be the arbitrator. The arbitrator selected shall be jointly notified of his/her selection and requested to contact the parties with respect to setting up a time for a hearing.

All expenses incurred shall be shared equally by the Board and the Union. It is understood that such expenses will be limited to the arbitrator's fee. Any legal expenses incurred should be paid for by the party engaging the legal counsel.

The arbitrator shall not have the power to add to, subtract from, alter, or modify in any way ~~any~~ of the

terms or conditions of this Agreement. It shall be the function of the arbitrator, and he/she shall be empowered, after due investigation, to make decisions in cases of alleged violations of specific Articles and Sections of this Agreement.

Each party shall be entitled to representation and witnesses. The arbitrator shall have no power to make any award void or prohibited by law, statutory or decisional.

The cost of the arbitrator shall be borne equally between the Union and the District. Should either party request a transcript of the proceedings, that party shall bear the cost of the transcript. Should both parties request a transcript of the proceedings, they shall share the cost equally. The arbitrator's decision shall be final and binding upon the parties. His/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of this Agreement.

## **ARTICLE XI - SALARY AND DIFFERENTIAL PAYMENTS**

### **11.1 SALARY SCHEDULE**

During the term of this Agreement, teachers will be paid in accordance with the salary schedules, which are attached hereto as Appendix A. The salary schedule for 2015-2016, 2016-2017, 2017-2018, 2018-2019, and 2019-2020 school years are contained in Appendix

A. The Board TRS contribution factor in 2015 and thereafter is (.103753)

### **11.2 PART-TIME TEACHERS**

Any regularly-employed part-time teacher shall receive, in addition to a pro rata share of the compensation set forth on Appendix A, a pro rata share of the benefits set forth in paragraphs 8.1, 8.2, 8.3, 8.4 and 9.5 above. (For example, a regularly-employed part-time teacher working one-half (.5) school day every day shall be entitled to the annual allotment of sick days, each being one-half (.5) day in length. Similarly, a regularly-employed part-time teacher working two (2) full days per week shall be entitled to 2/5 of the annual allotment of sick days per year. If a part-time teacher becomes employed in a full-time capacity, the accumulated partial sick days will be prorated and converted into full sick days for carryover to full-time status (i.e., twelve (12) half days convert to six (6) full days).

### **11.3 ADVANCEMENT ON THE SALARY SCHEDULE**

Any teacher acquiring approved additional work-related college hours or degrees, shall be placed on the appropriate columns on the salary schedule. Paperwork should be turned in by October 1 and February 1 with advancement taking place within thirty (30) days.

Graduate hours earned prior to receiving a Master's Degree but not used in the Master's Degree shall be applicable for the MA+15, MA+30 and MA+45 lanes. In general, graduate hours need to be approved by the Superintendent, but need not be in an advanced degree program to be applicable to the MA+15, MA+30 and MA+45 lanes.

#### **11.4 EXTRA DUTY SALARY SCHEDULES**

During the term of this Agreement, persons holding extra duty positions will be paid in accordance with the salary schedules which are attached hereto as Appendices B, C, D, and E. In the event that an extra duty activity is extended beyond its normally scheduled season due to advancement beyond regional competition the person holding the extra duty position will be entitled to additional compensation at their per diem extra duty rate for each workday by which their schedule is extended.

The extra duty schedule for 2015-2016, 2016-2017, 2017-2018, 2018-2019, and 2019-2020 school years are contained in Appendix B, C, D, & E. The Board TRS contribution factor in 2015 and thereafter is .103753.

Each sport is automatically assigned a Head Coach position stipend. Assistant coaches will be added to sports when the participation numbers increase to the following:

26 participants	1 <sup>st</sup> assistant coach is added
51 participants	2 <sup>nd</sup> assistant coach is added
76 participants	3 <sup>rd</sup> assistant coach is added

No sport shall have more than 100 participants, unless approved by the Superintendent. If more than 100 participants sign up, the Head Coach, Athletic Director, Building Principal and Superintendent will determine whether to remove all 5<sup>th</sup> graders from the sport\* or cut to 100 using specific criteria.

\*Only applies to those sports which accept 5<sup>th</sup> graders as of the 2009-2010 school year.

#### **11.5 PAY PERIODS**

Teachers shall be paid for 26 pay periods in 26 installments over a twelve (12) month period. If there is a three (3) week period between pay periods, teachers shall receive notification by February 1 of said year. (See Appendix F for pay period schedule).

Teachers may authorize direct deposit of paychecks. The District will, at the time of the direct deposit, issue to each teacher a pay statement at their school during the school year. Summer pay statements will be available for pickup until noon on paydays. Pay statements not picked up will be mailed to the teacher's address on file during the summer months.

#### **11.6 TEACHER INFORMATION**

At the beginning of each school year, each teacher shall receive notice of placement on salary schedule and salary paid.

**ARTICLE XII - EFFECT OF AGREEMENT**

- 12.1 Upon its execution, this Agreement shall become effective July 1, 2015, and shall continue in effect until June 30, 2020. When either party executes written notification to the other party, prior to April 1st of the year the contract terminates, that it wishes to re- negotiate this Agreement, the Board shall meet with the Union no later than April 15 to receive the Union proposal and negotiations will continue in an effort to reach an agreement. This Agreement may be continued by mutual consent.
- 12.2 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 the 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.

12.3 This Agreement is signed this 15th day of December 2015, in witness thereof:

\_\_\_\_\_  
  
\_\_\_\_\_  
FOR THE CHANNAHON COUNCIL  
AMERICAN FEDERATION OF  
TEACHERS

\_\_\_\_\_  
  
\_\_\_\_\_  
FOR THE BOARD OF EDUCATION  
OF CHANNAHON ELEMENTARY  
SCHOOL DISTRICT NO. 17

<b>Channahon School District 17 2015-16 Salary Scale</b>						
<b>STEP</b>	<b>BA w/TRS</b>	<b>BA+15 w/TRS</b>	<b>MA w/TRS</b>	<b>MA+15 w/TRS</b>	<b>MA+30 w/TRS</b>	<b>MA+45 w/TRS</b>
1	40,526	41,341	42,634	43,925	45,218	47,100
2	41,515	42,350	43,674	44,997	46,321	48,249
3	42,675	43,533	44,895	46,254	47,615	49,598
4	43,818	44,699	46,096	47,492	48,890	50,925
5	44,189	45,078	46,488	47,895	49,304	51,357
6	44,435	45,329	46,746	48,161	49,579	51,642
7	44,605	45,501	46,925	48,344	49,768	51,840
8	45,408	46,305	47,728	49,148	50,571	52,643
9	46,245	47,141	48,565	49,984	51,408	53,480
10	47,117	48,013	49,435	50,857	52,278	54,352
11	47,784	49,336	50,843	52,347	53,853	55,937
12	49,224	50,804	52,390	53,974	55,559	57,642
13	50,697	52,365	54,032	55,698	57,367	59,450
14	52,172	53,924	55,674	57,425	59,176	61,259
15	53,573	55,413	57,338	59,263	61,451	63,534
16	55,000	56,940	58,972	61,189	63,773	65,858
17	56,407	58,691	60,769	63,311	66,569	68,652
18	58,006	60,162	62,315	64,706	68,074	70,158
19	59,423	61,707	63,990	66,523	69,056	71,142
20	60,923	63,277	65,626	68,242	70,855	72,939
21	62,423	64,848	67,270	69,964	72,654	74,738
22	64,362	66,785	69,206	71,899	74,590	76,673
23	66,296	68,721	71,143	73,837	76,526	78,611
24	68,234	70,661	73,081	75,773	78,463	80,472
25	70,172	72,597	75,016	77,709	80,400	82,484
26	72,107	74,533	76,953	79,647	82,336	84,421
27	74,044	76,472	78,891	81,583	84,274	86,359
28	75,982	78,408	80,826	83,519	86,210	88,293
29	77,917	80,344	82,764	85,457	88,146	90,232
30	79,855	82,280	84,702	87,394	90,086	92,169
31	81,792	84,217	86,638	89,330	92,022	94,104
32	83,727		88,575	91,267	93,958	96,041
33			90,513	93,203	95,895	97,980
34					97,834	99,917
35					99,771	101,854

<b>Channahon School District 17 2016-17 Salary Scale</b>						
<b>STEP</b>	<b>BA w/TRS</b>	<b>BA+15 w/TRS</b>	<b>MA w/TRS</b>	<b>MA+15 w/TRS</b>	<b>MA+30 w/TRS</b>	<b>MA+45 w/TRS</b>
1	41,540	42,375	43,700	45,023	46,348	48,277
2	42,553	43,408	44,766	46,122	47,479	49,455
3	43,591	44,467	45,857	47,247	48,637	50,661
4	44,809	45,710	47,140	48,566	49,996	52,078
5	46,008	46,933	48,401	49,866	51,335	53,471
6	46,399	47,331	48,812	50,289	51,769	53,924
7	46,657	47,595	49,083	50,569	52,058	54,224
8	46,835	47,776	49,271	50,761	52,256	54,432
9	47,679	48,620	50,114	51,606	53,100	55,275
10	48,557	49,498	50,993	52,483	53,978	56,154
11	49,472	50,414	51,907	53,400	54,892	57,070
12	50,174	51,803	53,385	54,964	56,546	58,733
13	51,685	53,344	55,009	56,673	58,337	60,524
14	53,232	54,983	56,734	58,483	60,235	62,422
15	54,781	56,620	58,458	60,296	62,135	64,322
16	56,252	58,183	60,205	62,226	64,524	66,711
17	57,750	59,787	61,921	64,248	66,961	69,151
18	59,227	61,625	63,807	66,476	69,897	72,085
19	60,907	63,170	65,431	67,942	71,477	73,666
20	62,394	64,793	67,190	69,849	72,509	74,699
21	63,969	66,441	68,907	71,654	74,398	76,586
22	65,544	68,090	70,634	73,462	76,286	78,475
23	67,580	70,125	72,666	75,494	78,319	80,507
24	69,611	72,158	74,700	77,529	80,352	82,542
25	71,646	74,194	76,735	79,562	82,387	84,496
26	73,680	76,227	78,767	81,595	84,420	86,608
27	75,712	78,260	80,801	83,629	86,453	88,642
28	77,746	80,295	82,835	85,662	88,488	90,677
29	79,781	82,328	84,867	87,695	90,521	92,708
30	81,813	84,361	86,902	89,730	92,554	94,743
31	83,847	86,394	88,938	91,763	94,590	96,777
32	85,881		90,969	93,796	96,623	98,809
33			93,004	95,830	98,656	100,843
34					100,690	102,879
35					102,725	104,913

<b>Channahon School District 17 2017-18 Salary Scale</b>						
<b>STEP</b>	<b>BA w/TRS</b>	<b>BA+15 w/TRS</b>	<b>MA w/TRS</b>	<b>MA+15 w/TRS</b>	<b>MA+30 w/TRS</b>	<b>MA+45 w/TRS</b>
1	42,578	43,434	44,792	46,149	47,507	49,484
2	43,617	44,494	45,885	47,275	48,666	50,691
3	44,680	45,579	47,004	48,428	49,853	51,928
4	45,770	46,690	48,150	49,609	51,069	53,194
5	47,049	47,995	49,497	50,995	52,496	54,682
6	48,309	49,280	50,821	52,359	53,901	56,145
7	48,719	49,698	51,253	52,804	54,357	56,621
8	48,990	49,975	51,537	53,098	54,661	56,935
9	49,177	50,165	51,734	53,299	54,869	57,153
10	50,063	51,051	52,620	54,186	55,755	58,039
11	50,985	51,973	53,542	55,108	56,677	58,961
12	51,946	52,935	54,502	56,070	57,637	59,923
13	52,882	54,393	56,055	57,712	59,373	61,670
14	54,269	56,012	57,760	59,507	61,253	63,550
15	55,894	57,732	59,570	61,407	63,247	65,544
16	57,520	59,451	61,381	63,311	65,241	67,538
17	59,064	61,093	63,216	65,338	67,750	70,047
18	60,638	62,777	65,017	67,461	70,310	72,609
19	62,189	64,707	66,998	69,800	73,392	75,689
20	63,952	66,328	68,703	71,339	75,051	77,349
21	65,513	68,032	70,549	73,341	76,135	78,434
22	67,168	69,763	72,353	75,236	78,118	80,416
23	68,821	71,495	74,166	77,135	80,101	82,399
24	70,959	73,631	76,299	79,268	82,235	84,532
25	73,091	75,765	78,435	81,405	84,370	86,669
26	75,228	77,904	80,572	83,540	86,506	88,720
27	77,364	80,038	82,705	85,675	88,641	90,938
28	79,498	82,173	84,841	87,810	90,775	93,074
29	81,633	84,310	86,977	89,945	92,912	95,211
30	83,770	86,444	89,110	92,080	95,047	97,344
31	85,904	88,579	91,247	94,217	97,181	99,481
32	88,040		93,384	96,351	99,320	101,616
33			95,518	98,486	101,454	103,750
34					103,589	105,886
35					105,725	108,023

<b>Channahon School District 17 2018-19 Salary Scale</b>						
<b>STEP</b>	<b>BA w/TRS</b>	<b>BA+15 w/TRS</b>	<b>MA w/TRS</b>	<b>MA+15 w/TRS</b>	<b>MA+30 w/TRS</b>	<b>MA+45 w/TRS</b>
1	43,643	44,520	45,912	47,303	48,695	50,721
2	44,707	45,606	47,032	48,457	49,882	51,958
3	45,797	46,718	48,179	49,638	51,099	53,226
4	46,914	47,858	49,354	50,849	52,345	54,524
5	48,059	49,025	50,558	52,089	53,622	55,854
6	49,402	50,395	51,971	53,544	55,121	57,416
7	50,724	51,744	53,362	54,977	56,596	58,952
8	51,155	52,183	53,815	55,444	57,075	59,452
9	51,439	52,473	54,114	55,753	57,394	59,782
10	51,636	52,673	54,321	55,964	57,613	60,011
11	52,566	53,604	55,251	56,895	58,542	60,941
12	53,535	54,571	56,220	57,863	59,511	61,909
13	54,543	55,581	57,227	58,873	60,519	62,919
14	55,316	57,113	58,857	60,598	62,342	64,754
15	56,983	58,812	60,648	62,482	64,316	66,728
16	58,688	60,619	62,549	64,478	66,409	68,821
17	60,396	62,424	64,450	66,476	68,504	70,915
18	62,018	64,147	66,376	68,604	71,138	73,549
19	63,669	65,916	68,268	70,834	73,825	76,239
20	65,298	67,942	70,347	73,290	77,062	79,473
21	67,149	69,645	72,138	74,906	78,804	81,216
22	68,789	71,434	74,077	77,008	79,941	82,355
23	70,526	73,251	75,970	78,998	82,024	84,436
24	72,262	75,070	77,874	80,992	84,106	86,519
25	74,507	77,312	80,114	83,232	86,347	88,759
26	76,746	79,554	82,357	85,476	88,589	91,003
27	78,990	81,799	84,600	87,717	90,831	93,156
28	81,232	84,040	86,841	89,958	93,073	95,485
29	83,472	86,281	89,083	92,201	95,314	97,728
30	85,715	88,525	91,326	94,442	97,558	99,972
31	87,959	90,767	93,566	96,684	99,799	102,211
32	90,199		95,810	98,928	102,041	104,455
33			98,054	101,169	104,286	106,697
34					106,527	108,937
35					108,768	111,180



<b>Channahon School District 17 2019-20 Salary Scale</b>						
<b>STEP</b>	<b>BA w/TRS</b>	<b>BA+15 w/TRS</b>	<b>MA w/TRS</b>	<b>MA+15 w/TRS</b>	<b>MA+30 w/TRS</b>	<b>MA+45 w/TRS</b>
1	44,734	45,633	47,060	48,485	49,912	51,989
2	45,825	46,746	48,208	49,668	51,129	53,257
3	46,942	47,886	49,383	50,879	52,377	54,556
4	48,087	49,054	50,588	52,120	53,654	55,887
5	49,260	50,251	51,822	53,392	54,963	57,250
6	50,462	51,476	53,086	54,694	56,303	58,646
7	51,872	52,915	54,570	56,221	57,877	60,286
8	53,261	54,331	56,030	57,726	59,426	61,900
9	53,712	54,792	56,506	58,216	59,929	62,424
10	54,011	55,097	56,820	58,540	60,263	62,771
11	54,218	55,306	57,037	58,763	60,493	63,011
12	55,194	56,284	58,013	59,740	61,470	63,988
13	56,211	57,300	59,031	60,756	62,487	65,005
14	57,271	58,361	60,089	61,817	63,545	66,065
15	58,082	59,969	61,800	63,628	65,459	67,991
16	59,832	61,753	63,680	65,606	67,532	70,064
17	61,623	63,649	65,676	67,702	69,730	72,262
18	63,416	65,545	67,672	69,800	71,929	74,461
19	65,118	67,354	69,695	72,035	74,694	77,227
20	66,853	69,211	71,681	74,375	77,516	80,051
21	68,563	71,339	73,865	76,955	80,915	83,447
22	70,507	73,127	75,745	78,651	82,744	85,277
23	72,229	75,006	77,780	80,859	83,938	86,473
24	74,052	76,914	79,769	82,948	86,125	88,658
25	75,875	78,823	81,768	85,041	88,311	90,844
26	78,232	81,178	84,120	87,393	90,664	93,197
27	80,583	83,531	86,474	89,749	93,018	95,553
28	82,939	85,889	88,830	92,103	95,373	97,814
29	85,294	88,242	91,183	94,456	97,726	100,260
30	87,646	90,596	93,537	96,811	100,080	102,614
31	90,001	92,952	95,892	99,165	102,436	104,970
32	92,357		98,244	101,518	104,789	107,321
33			100,600	103,874	107,143	109,677
34					109,500	112,032
35					111,853	114,384

Letter of Understanding (11.3 Advancement on the Salary Schedule)

It is agreed between the Channahon Council, AFT Local 604 and the Board of Education of Channahon School District 17 that the BA+34/MA column shall be relabeled MA. Only the grandfathered teachers identified in this agreement may move to or remain at the MA column with BA+34 credits. All teachers with a BA or all new hires for the 2004-2005 school year must obtain a Master's Degree in order to move to the MA column.

Teachers who worked for Channahon School District 17 during the 2003-2004 school year and were on the BA+15 column shall be grandfathered and allowed to move to the MA column when they acquire BA+34 credit. Teachers who worked for the Channahon School District 17 during the 2003-2004 school year and had BA+34 credit shall be grandfathered and allowed to remain on the relabeled MA column. Said teachers shall be grandfathered until they retire or terminate employment with the District.

The following teachers who have not yet earned BA+34 status are eligible to move into the MA lane upon earning BA+34:

Ms. Sarah Williams  
Mrs. Susan Byers

Teachers who have already moved from BA+34 to the MA lane:

Kevin Becker

## EXTRA DUTY STIPENDS 2015-16 Thru 2019-20

	2015-16 Base Pay	2015-16 W/TRS	2016-17 Base Pay	2016-17 W/TRS	2017-18 Base Pay	2017-18 W/TRS	2018-19 Base Pay	2018-19 W/TRS	2019-20 Base Pay	2019-20 W/TRS
BOYS BASEBALL A	\$3,624	\$4,000	\$3,733	\$4,120	\$3,845	\$4,244	\$3,960	\$4,371	\$4,079	\$4,502
ASSISTANT A	\$2,265	\$2,500	\$2,333	\$2,575	\$2,403	\$2,652	\$2,475	\$2,732	\$2,549	\$2,814
BOYS BASEBALL B	\$2,809	\$3,100	\$2,893	\$3,193	\$2,980	\$3,289	\$3,070	\$3,388	\$3,162	\$3,490
ASSISTANT B	\$1,404	\$1,550	\$1,447	\$1,597	\$1,490	\$1,645	\$1,535	\$1,694	\$1,581	\$1,745
GIRLS SOFTBALL A	\$3,624	\$4,000	\$3,733	\$4,120	\$3,845	\$4,244	\$3,960	\$4,371	\$4,079	\$4,502
ASSISTANT A	\$2,265	\$2,500	\$2,333	\$2,575	\$2,403	\$2,652	\$2,475	\$2,732	\$2,549	\$2,814
GIRLS SOFTBALL B	\$2,809	\$3,100	\$2,893	\$3,193	\$2,980	\$3,289	\$3,070	\$3,388	\$3,162	\$3,490
ASSISTANT B	\$1,404	\$1,550	\$1,447	\$1,597	\$1,490	\$1,645	\$1,535	\$1,694	\$1,581	\$1,745
CHEERLEADING	\$3,833	\$4,231	\$3,948	\$4,358	\$4,067	\$4,489	\$4,189	\$4,624	\$4,315	\$4,763
X - COUNTRY HEAD	\$3,211	\$3,544	\$3,307	\$3,650	\$3,407	\$3,760	\$3,509	\$3,873	\$3,614	\$3,989
X - COUNTRY ASST	\$2,939	\$3,244	\$3,027	\$3,341	\$3,118	\$3,441	\$3,211	\$3,544	\$3,307	\$3,650
GIRLS BASKETBALL 8	\$4,110	\$4,536	\$4,233	\$4,672	\$4,360	\$4,812	\$4,490	\$4,956	\$4,625	\$5,105
GIRLS BASKETBALL 7	\$3,838	\$4,236	\$3,953	\$4,363	\$4,072	\$4,494	\$4,194	\$4,629	\$4,320	\$4,768
GIRLS BASKETBALL 6	\$2,777	\$3,065	\$2,860	\$3,157	\$2,946	\$3,252	\$3,035	\$3,350	\$3,127	\$3,451
GIRLS BASKETBALL ASST 6	\$2,505	\$2,765	\$2,580	\$2,848	\$2,657	\$2,933	\$2,737	\$3,021	\$2,819	\$3,112
GIRLS BASKETBALL 5	\$1,278	\$1,411	\$1,316	\$1,453	\$1,356	\$1,497	\$1,397	\$1,542	\$1,439	\$1,588
GIRLS BASKETBALL ASST 5	\$650	\$717	\$670	\$739	\$689	\$761	\$710	\$784	\$732	\$808
BOYS BASKETBALL 8	\$4,105	\$4,531	\$4,229	\$4,668	\$4,356	\$4,808	\$4,487	\$4,952	\$4,622	\$5,101
BOYS BASKETBALL 7	\$3,833	\$4,231	\$3,948	\$4,358	\$4,067	\$4,489	\$4,188	\$4,623	\$4,314	\$4,762
BOYS BASKETBALL 6	\$2,777	\$3,065	\$2,860	\$3,157	\$2,946	\$3,252	\$3,035	\$3,350	\$3,127	\$3,451
BOYS BASKETBALL ASST 6	\$2,505	\$2,765	\$2,580	\$2,848	\$2,657	\$2,933	\$2,737	\$3,021	\$2,819	\$3,112
BOYS BASKETBALL 5	\$1,278	\$1,411	\$1,316	\$1,453	\$1,356	\$1,497	\$1,397	\$1,542	\$1,439	\$1,588
BOYS BASKETBALL ASST 5	\$650	\$717	\$670	\$739	\$689	\$761	\$710	\$784	\$732	\$808
WRESTLING HEAD	\$4,983	\$5,500	\$5,132	\$5,665	\$5,287	\$5,835	\$5,445	\$6,010	\$5,608	\$6,190
WRESTLING ASST	\$4,802	\$5,300	\$4,946	\$5,459	\$5,094	\$5,623	\$5,248	\$5,792	\$5,405	\$5,966
GIRLS VOLLEYBALL 8	\$3,841	\$4,239	\$3,956	\$4,366	\$4,074	\$4,497	\$4,197	\$4,632	\$4,323	\$4,771
GIRLS VOLLEYBALL 7	\$3,566	\$3,936	\$3,673	\$4,054	\$3,783	\$4,176	\$3,897	\$4,301	\$4,014	\$4,430
GIRLS VOLLEYBALL 6	\$2,777	\$3,065	\$2,860	\$3,157	\$2,946	\$3,252	\$3,035	\$3,350	\$3,127	\$3,451
GIRLS VOLLEYBALL ASST 6	\$2,505	\$2,765	\$2,580	\$2,848	\$2,657	\$2,933	\$2,737	\$3,021	\$2,819	\$3,112
GIRLS VOLLEYBALL 5	\$1,278	\$1,411	\$1,316	\$1,453	\$1,356	\$1,497	\$1,397	\$1,542	\$1,439	\$1,588
GIRLS VOLLEYBALL ASST 5	\$650	\$717	\$670	\$739	\$689	\$761	\$710	\$784	\$732	\$808
TRACK HEAD	\$3,392	\$3,744	\$3,494	\$3,856	\$3,599	\$3,972	\$3,706	\$4,091	\$3,818	\$4,214
TRACK ASST	\$3,030	\$3,344	\$3,120	\$3,444	\$3,214	\$3,547	\$3,310	\$3,653	\$3,409	\$3,763
BOWLING	\$362	\$400	\$373	\$412	\$384	\$424	\$396	\$437	\$408	\$450
SOCCER	\$2,678	\$2,956	\$2,759	\$3,045	\$2,841	\$3,136	\$2,926	\$3,230	\$3,014	\$3,327
BETA CLUB	\$1,861	\$2,054	\$1,917	\$2,116	\$1,974	\$2,179	\$2,033	\$2,244	\$2,094	\$2,311
BETA CLUB ASST (60 Participants)	\$930	\$1,026	\$958	\$1,057	\$987	\$1,089	\$1,017	\$1,122	\$1,047	\$1,156
CHORUS	\$1,687	\$1,862	\$1,738	\$1,918	\$1,790	\$1,976	\$1,844	\$2,035	\$1,899	\$2,096
MATH TEAM 6,7,8	\$908	\$1,002	\$935	\$1,032	\$963	\$1,063	\$992	\$1,095	\$1,022	\$1,128
SCHOLASTIC BOWL	\$1,458	\$1,609	\$1,501	\$1,657	\$1,547	\$1,707	\$1,593	\$1,758	\$1,641	\$1,811
SPEECH	\$1,380	\$1,523	\$1,422	\$1,569	\$1,464	\$1,616	\$1,508	\$1,664	\$1,553	\$1,714
SPELLING CONTEST 8	\$128	\$141	\$131	\$145	\$135	\$149	\$139	\$153	\$143	\$158
SPELLING CONTEST 7	\$128	\$141	\$131	\$145	\$135	\$149	\$139	\$153	\$143	\$158
SPELLING CONTEST 6	\$128	\$141	\$131	\$145	\$135	\$149	\$139	\$153	\$143	\$158
ART CLUB	\$1,635	\$1,805	\$1,684	\$1,859	\$1,735	\$1,915	\$1,787	\$1,972	\$1,841	\$2,032
DRAMA	\$1,687	\$1,862	\$1,738	\$1,918	\$1,790	\$1,976	\$1,844	\$2,035	\$1,899	\$2,096
STUDENT COUNCIL	\$3,833	\$4,231	\$3,948	\$4,358	\$4,067	\$4,489	\$4,189	\$4,624	\$4,315	\$4,763
YEARBOOK 1	\$1,278	\$1,411	\$1,316	\$1,453	\$1,356	\$1,497	\$1,397	\$1,542	\$1,439	\$1,588
YEARBOOK 2	\$1,278	\$1,411	\$1,316	\$1,453	\$1,356	\$1,497	\$1,397	\$1,542	\$1,439	\$1,588
GEOGRAPHY BEE	\$128	\$141	\$131	\$145	\$135	\$149	\$139	\$153	\$143	\$158
OPERATION STAR	\$690	\$762	\$711	\$785	\$733	\$809	\$755	\$833	\$777	\$858
Band	\$4,839	\$5,341	\$4,984	\$5,501	\$5,133	\$5,666	\$5,287	\$5,836	\$5,446	\$6,011

