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AGREEMENT BETWEEN

THE LEXINGTON COMMUNITY UNIT #7

BOARD OF EDUCATION

AND

THE LEXINGTON COMMUNITY UNIT #7 EDUCATION ASSOCIATION

2017-18 through 2019-20

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1  
2 ARTICLE I  
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4 RECOGNITION  
5  
6

7 1.1 Lexington Education Association  
8

9 The Board of Education of Lexington Community Unit School District No. 7, hereinafter  
10 referred to as the "Board," recognizes the Lexington Education Association, affiliated with the  
11 Illinois Education Association (IEA) and the National Education Association (NEA), hereinafter  
12 referred to as the "Association," as the exclusive negotiating agent for all regularly employed  
13 full and part-time teaching certified staff hereinafter referred to as the "Teachers" except for  
14 the Superintendent, Building Principals, and all Non-certified Staff.  
15

16 1.2 Part-time Teachers  
17

18 Regularly employed part-time teachers under contract with the Lexington Community Unit  
19 School District No. 7 shall be included in the bargaining unit and subject to the terms and  
20 conditions of the agreement but their salaries and benefits shall be based on their fractionalized  
21 employment status; eligibility in the District insurance program shall be determined by the  
22 insurance carrier.  
23

1  
2 ARTICLE II

3  
4 NEGOTIATION PROCEDURES

5  
6 2.1 Beginning Date

7  
8 Negotiations on a successor agreement shall begin on a date that is mutually agreeable to both  
9 the Board of Education and the Teachers' Association.

10  
11 2.2 Good Faith Bargaining

12  
13 A. Both the Board of Education and the Teachers' Association agree that it is their mutual  
14 responsibility to negotiate in good faith. Good faith, for the purposes of this agreement, is defined  
15 as the willingness of both parties to meet, discuss the issues, and make proposals and counter  
16 proposals in an effort to reach an agreement. It does not imply acquiescence or concession to  
17 either party's demands in whole or in part.

18  
19 B. All tentative agreements shall be reduced to writing and initialed at the meeting at which  
20 tentative agreement was reached. After tentative agreement has been reached on all items  
21 negotiated, the Agreement will be submitted to the Association for ratification and subsequently  
22 to the Board for adoption.

23  
24 2.3 Bargaining Representatives

25  
26 Each party to negotiations will select not more than six representatives.

27  
28 2.4 Impasse

29  
30 If mediation assistance is requested, either the Illinois Education Labor Relation Board  
31 or the Federal Mediation and Conciliation Services shall be contacted for mediation purposes.  
32

1  
2 ARTICLE III

3  
4 GRIEVANCE PROCEDURE  
5  
6

7 3.1 Definitions  
8

9 A. A grievance is a claim by the Association, teacher, or group of teachers involving an  
10 alleged violation, misinterpretation, or misapplication of the terms of this agreement.  
11

12 B. All time limits shall consist of school days, except that when a grievance is submitted  
13 less than ten (10) days before the close of the current school term, time limits shall consist of all  
14 weekdays.  
15

16 C. Nothing contained herein shall be construed as limiting the right of any employee having  
17 a grievance to discuss the matter informally with his/her supervisor and having the grievance  
18 adjusted, provided the adjustment is not inconsistent with the terms of the agreement.  
19

20 3.2 Procedure  
21

22 The parties hereto acknowledge that it is usually most desirable for an employee and the  
23 immediately involved supervisor to resolve problems through free and informal communications.  
24 If, however, such informal processes fail to satisfy the grievant, a grievance may be processed as  
25 follows:  
26

27 A. The grievant or Association shall present the grievance in writing within ten (10) days of  
28 the occurrence of the event giving rise to the grievance specifying the article and clause alleged  
29 to have been violated and stating the remedy sought, to the supervisor immediately involved.  
30 The supervisor shall provide a written answer to the grievance of the aggrieved within ten (10)  
31 days after the receipt of the grievance.  
32

33 B. If the grievance is not resolved at Step A, the aggrieved or Association may refer the  
34 grievance to the Superintendent or official designee within ten (10) days after the receipt of the  
35 Step A answer. The Superintendent shall arrange for a meeting to take place within ten (10)  
36 days of his receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be  
37 provided with the Superintendent's written response.  
38

39 C. If the Association is not satisfied with the disposition of the grievance at Step B or the time  
40 limits expire without the issuance of the Superintendent's written reply, the Association may  
41 submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules  
42 of the American Arbitration Association, which shall act as the administrator of the proceedings.  
43 If a demand for arbitration is not filed within thirty (30) days of the date for the Step B answer,  
44 then the grievance shall be deemed withdrawn.  
45

1  
2 ARTICLE III

3  
4 GRIEVANCE PROCEDURE

5  
6 3.2 Procedure

7  
8 C.

9 1. The arbitrator, in his opinion, shall not amend, modify, nullify, ignore or add to the  
10 provisions of this agreement. His authority shall be strictly limited to deciding only the  
11 issues presented to him in writing by the School District and the Association, and his  
12 decision must be based only upon his interpretation of the meaning or application of the  
13 express relevant language of the agreement.

14  
15 2. Each party shall bear the full costs for its representation in the grievance procedure.

16  
17 3. If either party requests a transcript of the proceedings, that party shall bear full costs for  
18 that transcript. If both parties order a transcript, the costs of the two transcripts shall be divided  
19 equally between the Board and the Association.

20  
21 4. Each party shall bear equally the costs of the arbitrator and the AAA.

22  
23 3.3 Constraints

24  
25 A. Failure of a grievant or Association to act on any grievance within the prescribed time  
26 limits will bar any further appeal. An administrator's failure to give a decision within the time  
27 limits shall permit the grievant to proceed to the next step. Time limits shall be extended by  
28 mutual consent.

29  
30 B. Any investigation, handling, or processing of any grievance by the grievant shall be  
31 conducted so that instructional programs and related work activities of the grievant or the teaching  
32 staff are not interrupted.

33  
34 C. Step A of the grievance procedure may be bypassed and the grievance brought directly  
35 to Step B if mutually agreed upon by the employee and the Superintendent.

36  
37 D. If the Superintendent and Association mutually agree, a grievance may be submitted  
38 directly to arbitration.

39  
40 E. Class grievances involving one or more grievants, or one or more supervisors, and  
41 grievances involving an administrator above the building level may be initially filed by the  
42 Association at Step B.

43  
44 F. If the Association or any grievant files any claim or complaint in any form other than  
45 under the grievance procedure of this agreement, then the Board shall not be required to process  
46 the said claim or set of facts through the grievance procedure.

1  
2 ARTICLE III

3  
4 GRIEVANCE PROCEDURE

5  
6 3.3 Constraints

7  
8 G. The Board acknowledges the right of the grievant to be present and have a local  
9 Association representative present, if the grievant requests one, at the informal process, or at Step  
10 A or Step B and any Association representative, if the grievant requests one, present at Step C.

11  
12 H. No reprisal shall be taken by the Board or the administration against a grievant because of  
13 his/her participation in a grievance.

14  
15 I. When necessary, the grievant will be released from his/her regular assignment without  
16 loss of pay or benefits to attend the meetings specified in 3.2 A-C.

17  
18 J. A grievance may be withdrawn at any time without establishing a precedent.

19  
20 K. All records (written and electronic) related to a grievance will be filed separately from the  
21 grievant's personnel file.

22  
23 3.4 Released Time

24  
25 During any arbitration hearing, if the arbitrator requests, the individual grievant will be  
26 released from regular assignment without loss of pay and an Association representative may  
27 appear at the arbitration hearing providing the representative will reimburse the District for the  
28 cost of the substitute.



1  
2 ARTICLE IV

3  
4 TEACHERS AND ASSOCIATION RIGHTS

5  
6  
7 4.1 Personnel File

8  
9 Each teacher will have the right, upon written request 48 hours in advance, to review the  
10 contents of his/her personnel file during normal business hours and to place therein written  
11 reactions to any of its contents provided an administrator or his designee will be present during  
12 any such inspection.

13  
14 4.2 Maintenance of Files

15  
16 All reprimands and disciplinary actions that are withdrawn by the administration shall be  
17 removed from all written and electronic files by the Superintendent or his designee.

18  
19 4.3 Teacher Discipline

20  
21 When a tenured teacher is given a written reprimand or suspended without pay, the teacher  
22 will be given a written reason. The written reprimand or suspension without pay will be for  
23 cause, said teacher may request a meeting with his/her immediate supervisor. If, after said  
24 meeting, the teacher is dissatisfied with the results of that meeting, the teacher may request a  
25 meeting with the Superintendent. If after that meeting, the teacher is still dissatisfied, the teacher  
26 may request a meeting with the Board. The teacher will be entitled to have an Association  
27 representative present at any step of the procedure. No written reprimand will be placed in  
28 the teacher's permanent file without the teacher's knowledge. Specifically excluded from this  
29 provision, are teacher evaluation procedures.

30  
31 4.4 Right to Representation

32  
33 When a teacher is required to appear before the Board, the teacher will be entitled to have  
34 an Association representative in attendance at the meeting. The teacher will have written notice  
35 at least three (3) days prior to the Board meeting.

36  
37 4.5 Association Rights

38  
39 A. Use of School Building

40  
41 The local Association shall have the right, upon approval of the Superintendent or designee  
42 to use the school building for meetings at a time when school is not in session provided that such  
43 meetings do not interfere with instructional and/or extra-curricular programs. All meeting areas  
44 shall be approved by the Superintendent or his designee. Whenever special custodial service is  
45 required, the Board may make a reasonable charge for the service.

1  
2 ARTICLE IV

3  
4 TEACHERS AND ASSOCIATION RIGHTS

5  
6 4.5 Association Rights

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8  
9 B. Use of School Business Equipment

10  
11 With the approval of the Superintendent or his designee, the Association shall be allowed  
12 the use of school business equipment except for unit office equipment, provided that the use  
13 of said equipment does not interfere with instructional and/or extra-curricular programs.  
14 The Association shall purchase all supplies and materials used in the business of the Association.  
15 School business equipment shall not be taken from the District's building unless prior approval of  
16 the building principal is given.

17  
18 C. Use of Bulletin Boards and Mailboxes

19  
20 The local Association shall have the right to post notices of activities and matters of  
21 Association concern on a designated bulletin board in the teachers' lounge. The Association may  
22 use the teachers' mailboxes for communications to bargaining unit members.

23  
24 4.6 Dues

25  
26 A. The Board will deduct from each teacher's pay the current dues of the Association,  
27 provided that the Board has a teacher executed authorization for continuing dues deduction, the  
28 amount of which will be annually certified by the Association. The authorization will  
29 remain in effect from year to year, except that the teacher may revoke it in the authorized manner  
30 upon written request. Upon receipt of any revocation, the Board will notify the Association in  
31 writing of the same.

32  
33 B. All dues deducted by the Board will be remitted to the Association no later than ten  
34 (10) weekdays after such deductions are made.

35  
36 C. The Board shall have no responsibility for collecting past or overdue Association dues.

37  
38 4.7 Fair Share

39  
40 A. Each bargaining unit member, as a condition of his/her employment, on or before  
41 thirty (30) days from the date of commencement of duties or the effective date of this  
42 Agreement, whichever is later, will join the Association or pay a fair share fee to the Association,  
43 including local, state and national dues.

44  
45 B. In the event that the bargaining unit member does not pay his/her fair share fee directly  
46 to the Association by a certain date as established by the Association, the Board shall deduct the  
47 fair share fee from the wages of the non-member.

48  
49 C. Such fee shall be paid to the Association by the Board no later than ten (10) days following  
50 deductions.

1  
2 ARTICLE IV

3  
4 TEACHERS AND ASSOCIATION RIGHTS

5  
6  
7 4.7 Fair Share

8  
9 D. In the event of any legal action against the Employer brought in a court or administrative  
10 agency because of its compliance with this Article, the Association agrees to defend such action,  
11 at its own expense and through its own counsel, provided:

- 12  
13 1. The Employer gives immediate notice of such action in writing to the  
14 Association and permits the Association intervention as a party if it so  
15 desires, and  
16  
17 2. The Employer gives full and complete cooperation to the association  
18 and its counsel in securing the giving evidence, obtaining witnesses and  
19 making relevant information available at both trial and all appellate levels.  
20

21 E. The Association agrees that in any action so defended, it will indemnify and hold harmless  
22 the Employer from any liability for damages and costs imposed by a final judgment of a  
23 court of administrative agency as a direct consequence of the Employer's compliance with  
24 this Article.

- 25  
26 1. It is expressly understood that this save harmless provision will not  
27 apply to any claim, demand, suit or other form of liability which may arise  
28 as a result of any type of willful misconduct by the Board or the Board's  
29 imperfect execution of the obligations imposed upon it by this Article.  
30

31 F. The obligation to pay a fair share fee will not apply to any Employee who, on the basis of  
32 a bona fide religious tenet or teaching of a church or religious body of which such Employee is  
33 a member, objects to the payment of a fair share fee to the Association. Upon proper  
34 substantiation and collection of the entire fee, the Association will make payment on behalf  
35 of the Employee to a mutually agreeable non-religious charitable organization as per  
36 Association policy and the Rules and Regulations of the Illinois Education Labor Relation Board  
37 (see page 23, "Religious Dissenters").  
38

39 G. The above Fair Share is not subject to grievance.  
40

41 4.8 Curriculum

42  
43 A curriculum Advisory Committee will be organized by each building principal and  
44 will make recommendations to the Superintendent.  
45

1  
2 ARTICLE V

3  
4 EMPLOYMENT CONDITIONS

5  
6 5.1 School Calendar

7  
8 A. Input

9  
10 The Association will have input on the design of the school calendar. A member of the  
11 Association will meet with the Board, or a Board representative, and the administration, or an  
12 administration representative, at least 30 days prior to the adoption of the calendar. The  
13 input on the school calendar by the Association is advisory only. The Board retains the final  
14 authority when it adopts the school calendar.  
15

16 B. Length

17  
18 The school calendar shall not consist of more than 185 days including institutes, workshop  
19 days, student attendance and parent-teacher conference days. When NOT used emergency days  
20 shall be used to reduce the school calendar length.  
21

22 C. Salary Basis

23 The salary schedule will be based on 185 days.  
24

25 5.2 Work Day

26  
27 A. Certified employees are expected to be in the building by 8:00 a.m. and in their  
28 classrooms by 8:10 a.m. The regular work day for all certified employees shall be no longer than  
29 seven and one-half (7 1/2) consecutive hours except for:

- 30  
31 1. Meetings scheduled by the administration  
32 2. Open House  
33 3. Scheduled parent/student/teacher conferences  
34 4. Emergency situations which endanger the student's welfare and  
35 safety as determined by the Superintendent.  
36

37 B. Teachers who have extra-curricular assignments shall be required to remain past the regular  
38 work day to perform those duties.  
39

40 C. Teachers will be given one nonattendance day during the school year in exchange for working  
41 two evenings for Parent/Teacher Conferences.  
42

43 5.3 Preparation Time

44  
45 A. Each full-time teacher ECE-12 will have 225 minutes of preparation time during  
46 the five (5) day week. A proportional amount of preparation time will be provided in  
47 shorter weeks.  
48

49 Each part-time teacher ECE-12 will be provided compensated preparation time in a  
50 proportional amount of their fraction of service based on the following formulas:  
51

1 Preparation is equivalent to one tenth (1/10) of the negotiated prep time of a full time  
2 staff member per each one (1) period of instruction. A period of instruction shall be  
3 equivalent to one eighth (1/8) of a full school day. (Example: a part-time teacher works  
4 3/8 of a full school day; they shall be provided with 3/10 of the negotiated prep time  
5 for that day. 45 minutes x 0.3 = 13.5 minutes)  
6

7 Compensation is equal to 10% of the theoretical full time salary multiplied by their  
8 fraction of service, where the fraction of service is equivalent to a period or 1/8 of a  
9 full school day. (Example: a part-time teacher working 3/8 of a full school day making  
10 \$40,000 theoretical full time salary would be compensated ( \$40,000 x 3/8 x 0.1)  
11 \$1500 for their prep time for the year)  
12

13 B. Special Education teachers (teachers who exclusively teach students with an IEP) will  
14 be given one mutual IEP planning day in the Spring of the school year. The District will provide  
15 release time. The IEP planning will be done on school premises.  
16

#### 17 5.4 Teaching Assignments 18

19 A. All teachers will be given written notice of their tentative assignment for the following  
20 school year one day prior to the announcement to the staff and public and at least sixty (60)  
21 days prior to the beginning of such school year. If an emergency arises as determined by the  
22 administration which necessitates a change in such assignment, the teacher shall be informed and  
23 given an opportunity to discuss such changes. If the change is unacceptable to the teacher, the  
24 teacher shall be given an opportunity to resign without penalty.  
25

26 B. In the case of a change of teaching assignment from the prior school year:  
27

28 1. The teacher shall be notified five (5) weekdays prior to the Board of Education  
29 meeting at which teaching assignments are to be finalized.  
30

31 2. The teacher shall be given the opportunity to discuss the proposed assignment with  
32 the building principal and/or the superintendent in a professional/confidential manner  
33 prior to the Board of Education meeting referred to 5.4 B.1.  
34

#### 35 5.5 Professional Improvement 36

37 A. After prior application to and with the approval of the Superintendent or designee, staff  
38 members may be released with full pay to attend conventions, professional meetings and  
39 workshops, visit exemplary programs, and participate in other professional growth activities  
40 related to the teacher's field as determined by the Superintendent.  
41

42 B. Each certified staff member may attend one conference or meeting as described above  
43 not to exceed three (3) days in length and within the boundaries of the State of Illinois. The  
44 Superintendent may waive the three (3) days and in-state restriction.  
45

46 C. Occasionally, the administration will request that a certified staff member attend a  
47 professional meeting that will lend special training and exposure to his/her area of preparation  
48 or responsibility.  
49

50 In such cases, the District shall pay for the expenses for lodging, meals, mileage, registration  
51 fees and gratuities.  
52

1 D. Each certified staff member attending a meeting within the State of Illinois will be allowed  
2 the following expenses, provided by the District:

- 3
- 4 1. Lodging for one night. (Rate pre-approved by the
- 5 Superintendent.)
- 6 2. Meals for two days. Not to exceed \$30.00/day.
- 7 3. Mileage expense to be reimbursed per the current IRS mileage rate.
- 8 4. Registration fees and gratuities.
- 9 5. When estimated expenses exceed \$50.00, an advance
- 10 may be requested.

11

12 Prior to the reimbursement by the District, the employee shall present receipts verifying such  
13 expenses.

#### 14 5.6 Lunch Time

15

16 All teachers in Grades K-12 will have a duty free lunch time of a minimum of 40 consecutive  
17 minutes.

#### 18 5.7 Class List Development

19

20 Teachers will have input into class list development based on knowledge of the individual  
21 student in order to facilitate a heterogeneous and well-balanced mix.

22

23 This opportunity will be available only at the K-8 grade levels.

#### 24 5.8 Vacant Positions

25

26 Any faculty positions, administrative, or extra-curricular opportunities in the district  
27 which become available will be posted in both lounges or mailed to all faculty. This notification  
28 will be made at the same time that the administration begins its search. Any district employee  
29 who is certified for these vacancies will have an opportunity to apply and will be looked at  
30 first.

#### 31 5.9 Relocation of Teaching Station

32

33 Involved teachers will receive advance notice of classroom changes two weeks prior to  
34 the physical movement of materials and equipment. All teachers involved will have the  
35 opportunity to assist in the movement of classroom materials and equipment.

1  
2 ARTICLE V

3  
4 EMPLOYMENT CONDITIONS

5  
6  
7 5.10 Teacher Aide Availability

8  
9 All unassigned teacher aide time shall be made available on an equal basis on a monthly sign-up  
10 process in each office.

11  
12 A. Each principal shall determine the amount of teacher aide time available for the coming  
13 school month on the last day of the current school month.

14  
15 B. Each teacher who is interested in using a teacher aide shall on the last school day of the  
16 current month sign up for use of a teacher aide during the next month.

17  
18 5.11 Morning Door Duty

19  
20 Elementary door duty will be assigned to non-certified personnel.  
21  
22

1  
2 ARTICLE VI

3  
4 TEACHER EVALUATION

5  
6  
7 6.1 Procedures

8  
9 A. Probationary teachers shall be evaluated at least twice every year. Tenured teachers shall  
10 be evaluated at least once every two years. Any tenured teacher whose performance is rated  
11 “Needs Improvement” or “Unsatisfactory” shall be evaluated at least once in the school year  
12 following receipt of such evaluation. Any formal observation of the duties and responsibilities of  
13 the teacher shall be conducted with the full knowledge of the teacher. All teacher evaluations  
14 shall be completed no later than sixty days of the end of the school year. The parties further  
15 recognize the importance of maintaining the integrity of the process set forth in the Lexington  
16 CUSD 7 Teacher Evaluation Plan. All evaluations shall be conducted in accordance with the  
17 processes and timelines set forth in the Lexington CUSD 7 Teacher Evaluation Plan.

18  
19 B. The rating categories shall be Excellent, Proficient, Needs Improvement and  
20 Unsatisfactory.

21  
22 C. The evaluator shall acquaint each employee under his/her supervision with the evaluation  
23 procedures before any given evaluation is performed. No evaluation may take place until such  
24 orientation is completed. One summative evaluation instrument shall be used for all classroom  
25 teachers.

26  
27 D. Each formal evaluation shall be preceded by an observation of at least forty-five (45)  
28 consecutive minutes of the teacher’s performance of his/her duties or an observation of a  
29 complete lesson or entire class period, whichever is less.

30  
31 E. A post-observation conference shall be held within fifteen (15) school days following the  
32 formal evaluation to discuss the evaluation.

33  
34 F. Nothing contained herein shall limit the right of the administration to evaluate a teacher's  
35 performance of assigned duties.

36  
37 G. Agreeing to the procedures delineated above does not limit the right of management to  
38 utilize informal observations, or other evaluative criteria for considering competency of any  
39 employee.

40  
41 H. Any grievance filed relative to this article shall be limited to violations of the specific  
42 procedures as outlined above and in the Lexington CUSD 7 Teacher Evaluation Plan. All other  
43 aspects of evaluation, including but not limited to criteria, instruments, or personalities shall not  
44 be grievable.

45  
46 I. Right to Respond. A teacher may put in writing any objections to any written evaluation in  
47 the teacher's file. Such objections shall be attached to the evaluation report and placed in the  
48 teacher's file. A copy of the original evaluation report and the teacher's objections shall be given  
49 to the teacher. The written objections shall be signed and dated by the teacher.

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51  
52 ARTICLE VI



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51

## TEACHER EVALUATION

J. Needs Improvement Evaluations. Within thirty (30) school days after the completion of any evaluation rating a tenured teacher as “Needs Improvement”, the evaluator shall develop, in consultation with the teacher, and taking into account the teacher’s on-going professional responsibilities including his or her regular teaching assignments, a professional development plan directed to the areas that need improvement and any supports the District will provide to address the areas identified as needing improvement.

K. Unsatisfactory Evaluations. Within thirty (30) school days following a written evaluation of a tenured teacher resulting in a rating of "Unsatisfactory", a remediation plan will be developed to correct the area(s) identified as unsatisfactory or needs improvement, provided the deficiencies are deemed remediable. The remediation plan shall provide for ninety (90) school days of remediation in the classroom and shall provide for the following:

1. Mid-point and final evaluations and ratings conducted by a qualified administrator;

2. Following the final evaluation, an Employee who successfully completes the remediation plan by receiving a “Proficient” or better rating will be reinstated to a schedule of evaluations as set forth in the District’s evaluation plan or recommended to the Board of Education for dismissal if the final rating results in an unsuccessful completion of the remediation plan.

L. 24-12(c) Joint Committee. The joint committee established pursuant to Section 24-12(c) of the School Code shall convene annually, but no agreement shall be effective for a school year unless reached by February 1 of that school year.

M. In the event legislation is enacted during the term of this Agreement which would require changes in the procedures set forth in this Article or the Lexington CUSD 7 Teacher Evaluation Plan or the parties determine there is a need for changes to the evaluation tool, the revisions will be reported to the teaching staff and attached as a Memorandum of Understanding.

1  
2 ARTICLE VII

3  
4 TEACHER COMPENSATION AND FRINGE BENEFITS  
5

6  
7 7.1 Salary Schedule  
8

9 The salary schedules will be as set forth in Appendix A, which is attached hereto and  
10 incorporated into this agreement.  
11

12 7.2 Supplemental Assignments  
13

14 The pay schedule is set forth in Appendix B, which is attached hereto and incorporated into  
15 this agreement. The compensation for Appendix B duties will be added to the teacher's salary  
16 and will be paid in equal installments each pay period, or lump sum payment at the end of the  
17 season or activity. Teacher shall within 10 days of the assignment notify the office of the pay  
18 procedure desired.  
19

20 All percentages referred to in Appendix B are to be applied to the base figure in Appendix A.  
21

22 7.3 Payroll Installments  
23

24 Each teacher will be paid twice per month, on the 15<sup>th</sup> and 30<sup>th</sup> of the month. If the pay date  
25 falls on a school holiday, then the payment will be issued on the preceding school day. Teachers  
26 will provide the unit office with all necessary salary information by the 3rd working day of  
27 the school year. Individual changes to salary deductions will not be made after the second pay  
28 period in September, except for the flex plan deductions and unforeseen circumstances.  
29

30 7.4 Health Insurance  
31

32  
33 The Board of Education will provide a health insurance benefit for each teacher subject  
34 to the following provisions:

- 35 • District contributes \$6221 each of the 3 years of the contract. for annual  
36 insurance coverage. The employee can designate amount to apply towards  
37 premium and remaining towards an HSA if on the high deductible plan or  
38 in the form of a stipend if on the PPO plan. Any premium amount above  
39 the Board contribution will be paid by the employee.
- 40 • District contributes \$200 per month in the form of a stipend or annuity if  
41 employee chooses to opt out of the District's Health Insurance. Employee  
42 must provide a letter showing coverage, excluding the government  
43 marketplace.  
44

45 Any teacher who prior to July 1, 1996 had elected not to accept insurance shall have the  
46 option of receiving cash equal to the per capita contribution made by the Board to fund the  
47 Board paid insurance benefit in lieu of the actual insurance. This election shall be a one-time  
48

1 ARTICLE VII

2  
3 TEACHER COMPENSATION AND FRINGE BENEFITS  
4  
5

6 option for the teacher and once a teacher elects to receive insurance rather than cash, no cash  
7 option shall thereafter be available to the teacher. The cash-insurance option shall be  
8 administered through the District's flex plan and consistently with the rules applicable to  
9 Internal Revenue Code Section 125 and the Teacher Retirement System of Illinois.  
10

11 The health insurance plan shall be selected by the LEA. The LEA will be advised by an  
12 Insurance Advisory Committee comprised of two (2) LEA representatives, two (2) Board  
13 members, and the District Superintendent. The committee shall convene each year prior to the  
14 beginning of bargaining or prior to the insurance plan renewal date which ever is earlier for the  
15 purpose of researching health insurance alternatives and reporting with a recommendation to the  
16 LEA bargaining team. Retired staff who wish to retain coverage may do so by making  
17 arrangements with the Superintendent for payment of premiums.  
18

19 The Lexington Board of Education will make available a Flexible Benefit Program to all  
20 employees of Lexington Unit District #7. The program will include all of the options  
21 (unreimbursed medical expenses, including optical and dental, health insurance premiums and  
22 dependent care) as provided by law. The dollar amount which may be tax sheltered will be  
23 determined by the employee subject to the amounts set by the employer in accordance with state  
24 and federal guidelines. Annual reinstatement of the flexible benefit program shall be upon mutual  
25 agreement by the Board and LEA.  
26

27 The LEA will notify the Board of Education by June 1 prior to each fiscal year of any  
28 changes in the health insurance plan.  
29

30  
31 7.5 Life Insurance  
32

33 All regularly employed certified teachers are entitled to a \$35,000 Group Life Insurance  
34 Policy selected by the Board.  
35

36 7.6 Sheltering Teacher Retirement Contribution  
37

38 According to authority granted to the Board of Education, the Board of Education agrees to  
39 pay to the Teacher Retirement System on behalf of each teacher, a factor of 1.103753 of  
40 earnings reflected for each teacher and the 1.40% of creditable earnings of each teacher for  
41 TRS Medical Insurance on all compensation. The Board will continue to pay the above factors  
42 to TRS from future established compensation schedules. Should any of the above be declared  
43 improper by an IRS ruling or opinion, that clause or portion thereof shall be deleted from this  
44 agreement to the extent that it violates the ruling or opinion.  
45

46 7.7 College Credit  
47

48 Teachers who earn graduate hour credit will be advanced on the salary schedule provided the  
49 following requirements have been met:  
50

51 A. The teacher will present a request for course subject approval fifteen (15) days prior to  
52 commencement of said course to the Superintendent.

1 ARTICLE VII

2  
3 TEACHER COMPENSATION AND FRINGE BENEFITS

4  
5 B. The Superintendent will accept or reject the course based on its pertinence to the area of  
6 education or as the course relates to subject(s) taught.

7  
8 C. Once advance approval for the course is given and the course is taken the following  
9 conditions must be met prior to the teacher receiving the appropriate salary schedule placement  
10 in Schedule A:

11  
12 1. All hours must be earned at an accredited university.

13  
14 2. A copy of a grade card or a transcript from that university demonstrating successful  
15 completion must be on file in the District's Administrative office.

16  
17 D. The superintendent may approve a graduate program of study leading to a graduate  
18 degree in which case all classes taken pursuant to the program are automatically approved and  
19 need not be approved on an individual basis.

20  
21 E. Teachers will receive the salary schedule placement per Appendix A at the beginning of the  
22 academic year.

23  
24 F. The dispersement of tuition credit waivers will be in the following manner:

25  
26 1. Waivers will be given to staff members identified by ISU as having earned said waivers.

27  
28 2. Should the staff member elect not to use the tuition waivers, they are to be given to the  
29 L.E.A. for a fair and equitable distribution among remaining staff members.

30  
31 7.8 Teaching Credit

32  
33 A. Initial Employment

34  
35 Partial credit may be given for teaching experience outside of Unit #7. Each year of military  
36 experience will be credited as teaching experience up to a maximum of two years. Fractional  
37 parts of years may count as a full year's credit only once. What constitutes a legitimate fraction  
38 is left to the Board's discretion. Each case of part-day teaching experience of extended length  
39 (one semester or more) is to be considered individually by the Board to determine credit given  
40 for experience on the salary schedule.

41  
42 B. Continuing Employment

43  
44 Employment for 95 or more days will earn an additional year's experience on the salary  
45 schedule.

1 ARTICLE VII

2  
3 TEACHER COMPENSATION AND FRINGE BENEFITS

4  
5 7.9 Extended Employment

6  
7 If the Board chooses to grant extended contracts the following shall be applicable: The salary  
8 shall be determined by 1/185ths of the teacher's salary schedule amount.

9  
10 Summer school shall be an amount equal to or greater than the hourly rate of the employee  
11 in the immediately preceding school year, with a minimum of \$15.00 per hour.

12  
13 7.10 Retirement Plan

14  
15 The employer shall provide a severance benefit to any bargaining unit member who not later than  
16 March 1 in any given year submits his or her irrevocable notice of retirement containing a certain  
17 retirement date. No such retirement date shall be more than three years later than the end of the  
18 school year in which the notice is given. In an emergency, the Superintendent may, at his  
19 discretion, approve a request to retire if the notice is received after March 1. Access to any  
20 incentive or benefit under this provision shall require the employee seeking the incentive or  
21 benefit, to retire pursuant to the notice contemplated herein and pursuant to a TRS retirement  
22 program as contemplated herein. Beginning with the school year in which the irrevocable  
23 retirement notice is given and continuing until the employee's retirement, the employee shall be  
24 removed from the district's teacher salary schedule and the teacher's TRS creditable earnings shall  
25 be established for each year of active employment remaining for the teacher (not more than four  
26 (4) years) to equal 106% of the teacher's previous year's creditable earnings and such teacher shall  
27 be ineligible for any other increase in creditable income of any kind that would impact the  
28 employer's 6% TRS cap liability.

29  
30 At the time of the employee's retirement, the employer shall pay a post retirement lump sum equal  
31 to the 2.2 option increase previous paid by the employee. In addition, each employee who submits  
32 his or her irrevocable notice of retirement on or before 3/1/2018 will be paid a retirement bonus of  
33 \$3500 (three thousand, five hundred dollars). Such lump sum shall be a retirement bonus, shall  
34 not be TRS creditable earnings and shall be paid after the employee's last paycheck is issued at  
35 least 31 (thirty-one) days after the employee's retirement but earlier than 60 (sixty) days after the  
36 employee's retirement.

37  
38 Bargaining unit members who submit their retirement letter after 3/1/2018 will also receive the  
39 6% incentive for 4 years but will not be eligible for the \$3500 retirement bonus.

40  
41 Bargaining unit members who submit their retirement letter after 3/1/2022 will also receive the  
42 6% incentive as above except the incentive will only be paid for a total of three years.

43  
44 For those eligible teachers, the District will pay the members optional increase in retirement  
45 annuity (any amount of this upgrade already paid for the teacher shall be reimbursed by the  
46 District) as stated in 40 ILCS 5/16-129.1(b) for all years of creditable service earned before July  
47 1, 1998. The amount of the contribution will be determined by the Illinois Teachers' Retirement  
48 System upon retirement and submitted to the District Office.

49  
50 The intent of the parties is that the employer shall not experience any penalty for payment to any  
51 teacher of any creditable earnings in excess of six percent resulting from these payments and the  
52 bargaining that resulted in this provision was premised on that understanding.

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Once an irrevocable notice of retirement is submitted, the employee will not be assigned an additional extra duty not currently being performed without the consent of the employee. If the employee resigns from, fails to perform or is removed from duties for which the employee was compensated the previous year (extra duties, for example) the employee's nonexempt TRS creditable earnings will be adjusted accordingly.

1 ARTICLE VIII

2 LEAVES

3 8.1 Paid Leaves

4  
5 A. Sick Leave, Prenatal Disability, Postnatal Disability

6  
7 Each teacher will be granted 15 sick leave days per year without loss of pay. Unused sick  
8 days will accumulate without maximum limit. The maximum accumulation allowed for TRS  
9 credit (currently 340 days) will remain under the control of TRS. Unused sick days may be used  
10 by any regular teacher to fulfill the maximum credit allowed by TRS. The Board has no  
11 obligation to reimburse a teacher for sick days not used for TRS credit upon their resignation or  
12 retirement. Sick leave will be interpreted to mean personal illness, quarantine at home, or illness  
13 or death of a loved one.

14 Prenatal and/or postnatal disability qualifies as sick days for the biological mother. Requests  
15 for use of sick days for prenatal and/or postnatal disability must be accompanied by a letter from  
16 the employee's physician certifying the amount of time/number of sick days to be used. In  
17 addition to using paid sick days for prenatal and/or postnatal disability, the employee will be able  
18 to use their remaining paid sick days to extend their paid leave up to twelve (12) weeks.

19 Excessive absenteeism or a recurring pattern of absenteeism will be reviewed by the  
20 Superintendent and/or his designee. The Superintendent may require a physician's certificate  
21 as a basis for pay after an absence.

22 Prior to the first pay date, the Administration will furnish each teacher with a written statement  
23 setting forth the total number of accumulated days of sick leave.

24  
25 B. Personal Leave With Pay

26  
27 1. At the beginning of each school year, each Bargaining Unit Member will be credited with  
28 three (3) paid non-accumulative days to be used for personal leave. At the end of each school  
29 year, the Bargaining Unit Member will have two options to resolve any unused personal days: A)  
30 One (1) unused day will be reimbursed to the teacher at the daily pay rate for a substitute teacher  
31 and any additional unused personal days will be rolled into sick days; B) All unused personal days  
32 will be rolled into sick days. A Bargaining Unit Member planning to use a personal leave day  
33 or days will notify his/her principal/supervisor at least three days in advance, except in cases of  
34 emergency; it will not be required to state a reason for the leave. No days may be used  
35 immediately before or immediately after a holiday unless prior approval is granted by the  
36 Superintendent of Schools. Prior approval is not necessary in emergency situations.

37  
38 a. Such personal leave may not be used in increments of less than one-half day at a  
39 time.

1  
2 ARTICLE VIII

3  
4 LEAVES

5  
6 8.1 Paid Leaves

7  
8 B. Personal Leave With Pay

- 9  
10 b. Personal leave normally CANNOT be used during the first five (5) instructional days,  
11 whether full or partial days, and the last five (5) instructional days whether full or  
12 partial days, of the school year without special advance written permission of the  
13 Superintendent. Instructional days are defined as days of student attendance.  
14

15 2. Conditions for Leave

- 16  
17 a. These leave days are subject to the availability of a substitute;  
18 b. Normally no more than two (2) employees per building may be  
19 granted personal leave for the same day.  
20  
21

22 C. Business Day Leave With Pay

23  
24 At the beginning of each school year each Bargaining Unit Member will be credited with two  
25 (2) paid non-accumulative days absence for funerals or for business reasons. The Bargaining Unit  
26 Member planning to use a business leave day or days will notify his/her principal/supervisor  
27 at least three (3) days in advance, except in cases of emergency. This will be without payroll  
28 deductions, but the faculty member will pay the school district at the base rate paid to substitute  
29 teachers for each day per employee leave. Each unused business day will be allowed to roll over  
30 as a sick day.  
31

- 32 a. These leave days are subject to the availability of a substitute;  
33 b. Normally no more than two (2) employees per building may be  
34 granted business leave for the same day.  
35

36 D. Association Leave With Pay

37  
38 Two designees from the LEA may have one day each to attend a State or Regional  
39 professional meeting. The Association will reimburse the District the daily substitute teacher  
40 rate for each day per employee leave.  
41

42 8.2 Leaves Without Pay

43  
44 A. Tenured teachers who wish to apply for maternity or child care leave of absence without  
45 pay shall make written application for the leave with the Superintendent no later than sixty (60)  
46 days prior to the date that the leave is to commence.  
47

48 B. The leave of absence shall be for a fixed period, mutually agreed upon by the teacher and  
49 the Superintendent, but not to exceed one (1) calendar year in duration.  
50  
51  
52



1 ARTICLE VIII

2 LEAVES

3  
4  
5  
6 8.2 Leaves Without Pay

7  
8 C. The reinstatement will be in a similar capacity at a time mutually consistent with the  
9 needs of the District as determined by the Board of Education.

10  
11 D. Teachers on such leave may continue insurance benefits subject to the insurance carrier  
12 and if they reimburse the District the costs of the insurance premium at least ten (10) days prior  
13 to the due date.

14  
15 E. A tenured teacher on maternity leave without pay, will retain their tenure, seniority, and  
16 unused sick leave days until they return to the district to a position for which they are certified  
17 and qualified.

18  
19 8.3 General Leave of Absence Without Pay

20  
21 Leaves of absence without pay may be granted to tenured employees who desire to return to  
22 employment in a similar capacity at a time mutually consistent with the needs of the District as  
23 determined by the Board. Leaves may be granted with the following conditions:

24  
25 A. Written requests for general leaves will be made at least 90 days before the leave is desired.

26  
27 B. Teachers will not advance on the salary schedule while on general leave unless the  
28 teacher works at least 95 days in any given school year in which the leave is effective.

29  
30 C. The teacher will inform the Superintendent of his/her intent to return to a similar position  
31 for the following school year not later than March 1st.

32  
33 D. A teacher on a general leave will not lose tenure.

34  
35 E. A teacher on a general leave may continue insurance benefits subject to the insurance  
36 carrier and if they reimburse the District the costs of the insurance premium at least ten (10) days  
37 prior to the due date.

38  
39 F. Dates of departure and return must be acceptable to the Superintendent and determined  
40 prior to initiating the request.

41  
42 G. Leaves of less than one month, if acceptable and approved by the Superintendent will not  
43 require Board approval.

44  
45 H. All unpaid leave will result in a deduction in pay at the daily rate equal to 1/185<sup>th</sup> of the  
46 annual contracted salary.

47  
48 I. All returning employees employed for the prior school year, whether they are full or part  
49 time, shall be advanced one experience step on the salary schedule.

1  
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5 ARTICLE VIII  
6

7 LEAVES  
8

9 8.4 Sabbatical Leave  
10

11 A. Each teacher employed by Unit #7 for at least six (6) consecutive years may apply for  
12 a sabbatical leave.  
13

14 B. Written requests for sabbatical leaves will be made at least 90 days before the leave is  
15 desired.  
16

17 C. Teachers will not advance on the salary schedule while on sabbatical leave unless the  
18 teacher works at least 95 days in any given school year in which the leave is effective.  
19

20 D. The teacher will inform the Superintendent of his/her intent to return to a similar position  
21 for the following school year not later than February 1st.  
22

23 E. A teacher on a sabbatical leave will not lose tenure.  
24

25 F. A teacher on a sabbatical leave may continue insurance benefits subject to the insurance  
26 carrier and if they reimburse the District the costs of the insurance premium at least ten (10)  
27 days prior to the due date.  
28

29 G. Dates of departure and return must be acceptable to the Superintendent and determined  
30 prior to initiating the request.  
31  
32

1 ARTICLE IX

2  
3 REDUCTION IN FORCE

4  
5 9.1 Consultation

6  
7 The Board reserves the right to reduce the number of teachers, when in its judgment the best  
8 interest of the District shall be served by such action. The Board will comply with School Code  
9 sections 24-11 and 24-12 (105 ILCS 5/24-11 and 105 ILCS 5/24-12) in the conduct of reductions  
10 in force.

11  
12 9.2 Seniority List

13  
14 The Board will maintain and provide teachers with a seniority list which includes all positions  
15 for which they are qualified.

16  
17 9.3 Seniority Definition

18  
19 Seniority will be defined as the number of consecutive years of continuous teaching service  
20 to the District. Sabbatical leaves will not count toward continuous service. Less than full time  
21 consecutive years of employment will be counted as continuous service on a pro-rata basis.

22  
23 9.4 Seniority Ties

24  
25 If the seniority is equal between two or more teachers as defined in 9.4, then the following  
26 criteria will be used in determining which teacher(s) will be honorably dismissed by the Board:

27  
28 A. Seniority will be determined by the total number of years of teaching service in the  
29 District, regardless of continuity. In determining total years of service to the District, factors  
30 concerning leaves of absence and less than full-time teaching will be determined as in 9.3

31  
32 B. If seniority is still equal, then seniority will be determined by the teacher's approved  
33 position on the salary schedule. The teacher with the highest salary (approved horizontal  
34 position) will have the most seniority.

35  
36 C. If seniority is still equal, then the teacher with the most total years teaching experience in  
37 and out of the District will have the most seniority.

38  
39 D. If seniority is still equal, seniority will be determined by a random lot selection conducted  
40 by the Board. Each individual involved in the drawing shall be notified by certified mail of the  
41 date, time and place of the drawing one week prior to such drawing.

42  
43 9.5 Recall Rights

44  
45 If a position(s) becomes available within one (1) year, the recall will be according to state  
46 law.

47  
48 Failure to respond within five (5) calendar days after the receipt of the Board's letter to recall  
49 sent by certified mail to the teacher's address on file with the Board recalling such teacher or  
50 failure to respond within fifteen (15) calendar days of the mailing of such a letter, will result in  
51 termination of the teacher's rights of recall hereunder.

1  
2 ARTICLE X

3  
4 EFFECT OF AGREEMENT

5  
6 10.1 Terms and Conditions

7  
8 A. The terms and conditions set forth in this agreement represent the full and complete  
9 understanding between the parties. The terms and conditions may be modified only through  
10 the written mutual consent of the parties.

11  
12 B. Should any article, section, or clause of this agreement be declared illegal by a court of  
13 competent jurisdiction, then that article, section, or clause shall be deleted from this agreement  
14 to the extent that it violates the law. The remaining articles, sections, and clauses shall remain  
15 in full force and effect.

16  
17 C. The Teachers' Association agrees not to strike, or engage in any concerted action which  
18 would tend to disrupt the operation of Lexington Community Unit District #7 during the life  
19 of said agreement. The Board agrees not to lockout the bargaining unit for the duration of this  
20 agreement.

21  
22 D. The Board reserves the right to pay above schedule to obtain or retain teachers, whenever  
23 in its judgment, the best interest of the district will be served.

24  
25  
26 Negotiations may begin in May, 2017, with the Superintendent and President of the LEA  
27 establishing the date and time of the first meeting. Negotiations shall be completed by the first  
28 day of the 2017-2018 school year.

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26

This agreement shall become effective on July 1, 2017 and shall continue in effect until June 30, 2020.

In Witness Whereof:

FOR THE LEXINGTON EDUCATION  
ASSOCIATION

FOR THE LEXINGTON COMMUNITY  
DISTRICT #7 BOARD OF EDUCATION

\_\_\_\_\_

President

\_\_\_\_\_

President

\_\_\_\_\_

Secretary

\_\_\_\_\_

Secretary

APPENDIX A

SALARY SCHEDULE

2017-2018 Salary Schedule

	Base Change 100%	Base \$33,168	Step 0.02	Lane 0.02						
		2	4	6	8	10	12	16	18	
EXP	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	
0	33,168	34,495	35,821	37,148	38,475	39,802	41,128	43,782	45,108	
1	33,831	35,158	36,485	37,812	39,138	40,465	41,792	44,445	45,772	
2	34,495	35,821	37,148	38,475	39,802	41,128	42,455	45,108	46,435	
3	35,158	36,485	37,812	39,138	40,465	41,792	43,118	45,772	47,099	
4	35,821	37,148	38,475	39,802	41,128	42,455	43,782	46,435	47,762	
5	36,485	37,812	39,138	40,465	41,792	43,118	44,445	47,099	48,425	
6	37,148	38,475	39,802	41,128	42,455	43,782	45,108	47,762	49,089	
7	37,812	39,138	40,465	41,792	43,118	44,445	45,772	48,425	49,752	
8	38,475	39,802	41,128	42,455	43,782	45,108	46,435	49,089	50,415	
9	39,138	40,465	41,792	43,118	44,445	45,772	47,099	49,752	51,079	
10	39,802	41,128	42,455	43,782	45,108	46,435	47,762	50,415	51,742	
11	40,465	41,792	43,118	44,445	45,772	47,099	48,425	51,079	52,405	
12	41,128	42,455	43,782	45,108	46,435	47,762	49,089	51,742	53,069	
13	41,792	43,118	44,445	45,772	47,099	48,425	49,752	52,405	53,732	
14	42,455	43,782	45,108	46,435	47,762	49,089	50,415	53,069	54,396	
15	43,118	44,445	45,772	47,099	48,425	49,752	51,079	53,732	55,059	
16	43,782	45,108	46,435	47,762	49,089	50,415	51,742	54,396	55,722	
17	44,445	45,772	47,099	48,425	49,752	51,079	52,405	55,059	56,386	
18	45,108	46,435	47,762	49,089	50,415	51,742	53,069	55,722	57,049	
19	45,772	47,099	48,425	49,752	51,079	52,405	53,732	56,386	57,712	
20	46,435	47,762	49,089	50,415	51,742	53,069	54,396	57,049	58,376	
21	47,099	48,425	49,752	51,079	52,405	53,732	55,059	57,712	59,039	
22	47,762	49,089	50,415	51,742	53,069	54,396	55,722	58,376	59,702	
23	48,425	49,752	51,079	52,405	53,732	55,059	56,386	59,039	60,366	
24	49,089	50,415	51,742	53,069	54,396	55,722	57,049	59,702	61,029	
25	49,752	51,079	52,405	53,732	55,059	56,386	57,712	60,366	61,692	
26	50,415	51,742	53,069	54,396	55,722	57,049	58,376	61,029	62,356	
27	51,079	52,405	53,732	55,059	56,386	57,712	59,039	61,692	63,019	
28	51,742	53,069	54,396	55,722	57,049	58,376	59,702	62,356	63,683	
29	52,405	53,732	55,059	56,386	57,712	59,039	60,366	63,019	64,346	
30	53,069	54,396	55,722	57,049	58,376	59,702	61,029	63,683	65,009	

2018-2019 Salary Schedule

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	Base Change 100%	Base \$33,500	Step 0.02	Lane 0.02						
		2	4	6	8	10	12	16	18	
EXP	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	
0	33,500	34,840	36,180	37,520	38,860	40,200	41,540	44,220	45,560	
1	34,170	35,510	36,850	38,190	39,530	40,870	42,210	44,890	46,230	
2	34,840	36,180	37,520	38,860	40,200	41,540	42,880	45,560	46,900	
3	35,510	36,850	38,190	39,530	40,870	42,210	43,550	46,230	47,570	
4	36,180	37,520	38,860	40,200	41,540	42,880	44,220	46,900	48,240	
5	36,850	38,190	39,530	40,870	42,210	43,550	44,890	47,570	48,910	
6	37,520	38,860	40,200	41,540	42,880	44,220	45,560	48,240	49,580	
7	38,190	39,530	40,870	42,210	43,550	44,890	46,230	48,910	50,250	
8	38,860	40,200	41,540	42,880	44,220	45,560	46,900	49,580	50,920	
9	39,530	40,870	42,210	43,550	44,890	46,230	47,570	50,250	51,590	
10	40,200	41,540	42,880	44,220	45,560	46,900	48,240	50,920	52,260	
11	40,870	42,210	43,550	44,890	46,230	47,570	48,910	51,590	52,929	
12	41,540	42,880	44,220	45,560	46,900	48,240	49,580	52,260	53,599	
13	42,210	43,550	44,890	46,230	47,570	48,910	50,250	52,929	54,269	
14	42,880	44,220	45,560	46,900	48,240	49,580	50,920	53,599	54,939	
15	43,550	44,890	46,230	47,570	48,910	50,250	51,590	54,269	55,609	
16	44,220	45,560	46,900	48,240	49,580	50,920	52,260	54,939	56,279	
17	44,890	46,230	47,570	48,910	50,250	51,590	52,929	55,609	56,949	
18	45,560	46,900	48,240	49,580	50,920	52,260	53,599	56,279	57,619	
19	46,230	47,570	48,910	50,250	51,590	52,929	54,269	56,949	58,289	
20	46,900	48,240	49,580	50,920	52,260	53,599	54,939	57,619	58,959	
21	47,570	48,910	50,250	51,590	52,929	54,269	55,609	58,289	59,629	
22	48,240	49,580	50,920	52,260	53,599	54,939	56,279	58,959	60,299	
23	48,910	50,250	51,590	52,929	54,269	55,609	56,949	59,629	60,969	
24	49,580	50,920	52,260	53,599	54,939	56,279	57,619	60,299	61,639	
25	50,250	51,590	52,929	54,269	55,609	56,949	58,289	60,969	62,309	
26	50,920	52,260	53,599	54,939	56,279	57,619	58,959	61,639	62,979	
27	51,590	52,929	54,269	55,609	56,949	58,289	59,629	62,309	63,649	
28	52,260	53,599	54,939	56,279	57,619	58,959	60,299	62,979	64,319	
29	52,929	54,269	55,609	56,949	58,289	59,629	60,969	63,649	64,989	
30	53,599	54,939	56,279	57,619	58,959	60,299	61,639	64,319	65,659	

2019-2020 Salary Schedule

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	Base Change 100%	Base \$34,170	Step 0.02	Lane 0.02						
		2	4	6	8	10	12	16	18	
EXP	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	
0	34,170	35,536	36,903	38,270	39,637	41,004	42,370	45,104	46,471	
1	34,853	36,220	37,587	38,953	40,320	41,687	43,054	45,787	47,154	
2	35,536	36,903	38,270	39,637	41,004	42,370	43,737	46,471	47,838	
3	36,220	37,587	38,953	40,320	41,687	43,054	44,421	47,154	48,521	
4	36,903	38,270	39,637	41,004	42,370	43,737	45,104	47,838	49,204	
5	37,587	38,953	40,320	41,687	43,054	44,421	45,787	48,521	49,888	
6	38,270	39,637	41,004	42,370	43,737	45,104	46,471	49,204	50,571	
7	38,953	40,320	41,687	43,054	44,421	45,787	47,154	49,888	51,255	
8	39,637	41,004	42,370	43,737	45,104	46,471	47,838	50,571	51,938	
9	40,320	41,687	43,054	44,421	45,787	47,154	48,521	51,255	52,621	
10	41,004	42,370	43,737	45,104	46,471	47,838	49,204	51,938	53,305	
11	41,687	43,054	44,421	45,787	47,154	48,521	49,888	52,621	53,988	
12	42,370	43,737	45,104	46,471	47,838	49,204	50,571	53,305	54,671	
13	43,054	44,421	45,787	47,154	48,521	49,888	51,255	53,988	55,355	
14	43,737	45,104	46,471	47,838	49,204	50,571	51,938	54,671	56,038	
15	44,421	45,787	47,154	48,521	49,888	51,255	52,621	55,355	56,722	
16	45,104	46,471	47,838	49,204	50,571	51,938	53,305	56,038	57,405	
17	45,787	47,154	48,521	49,888	51,255	52,621	53,988	56,722	58,088	
18	46,471	47,838	49,204	50,571	51,938	53,305	54,671	57,405	58,772	
19	47,154	48,521	49,888	51,255	52,621	53,988	55,355	58,088	59,455	
20	47,838	49,204	50,571	51,938	53,305	54,671	56,038	58,772	60,139	
21	48,521	49,888	51,255	52,621	53,988	55,355	56,722	59,455	60,822	
22	49,204	50,571	51,938	53,305	54,671	56,038	57,405	60,139	61,505	
23	49,888	51,255	52,621	53,988	55,355	56,722	58,088	60,822	62,189	
24	50,571	51,938	53,305	54,671	56,038	57,405	58,772	61,505	62,872	
25	51,255	52,621	53,988	55,355	56,722	58,088	59,455	62,189	63,556	
26	51,938	53,305	54,671	56,038	57,405	58,772	60,139	62,872	64,239	
27	52,621	53,988	55,355	56,722	58,088	59,455	60,822	63,556	64,922	
28	53,305	54,671	56,038	57,405	58,772	60,139	61,505	64,239	65,606	
29	53,988	55,355	56,722	58,088	59,455	60,822	62,189	64,922	66,289	
30	54,671	56,038	57,405	58,772	60,139	61,505	62,872	65,606	66,973	



APPENDIX A

- Teachers will initially be placed on the new salary schedule in a position within their current education lane that most closely matches but is not below their salary from the 2016-17 school year. Then the Years 1, 2, and 3 provisions below will be applied.
- Year 1- 0% added to base, 1 Experience Step on newly proposed salary schedule. Any teacher whose 2016-17 salary is above the highest salary within their education lane on the new salary schedule will receive a stipend of \$350. Education lane movement will be allowed for all teachers with a commensurate increase in the teacher's salary.
- Year 2- 1% added to base, 1 Experience Step on newly proposed salary schedule. Any teacher whose 2016-17 salary is above the highest salary within their education lane on the new salary schedule will receive a raise equivalent to 1% of their previous year's salary. Education lane movement will be allowed for all teachers with a commensurate increase in the teacher's salary.
- Year 3- 2% added to base, 1 Experience Step on newly proposed salary schedule. Any teacher whose 2016-17 salary is above the highest salary within their education lane on the new salary schedule will receive a raise equivalent to 2% of their previous year's salary. Education lane movement will be allowed for all teachers with a commensurate increase in the teacher's salary.

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3 APPENDIX B

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5 EXTRA DUTY SALARY

6  
7 A. Extra duty salary shall be based upon the base of the Salary Schedule using Appendix B  
8 for ranges.

9  
10 B. Starting levels of all assignments will be determined by the Board of Education.

11  
12 C. Each of the following years the increment will be increased a minimum of one per cent  
13 (1%). If any position is shared by two persons, each shall receive the full annual increase. The  
14 Board of Education reserves the right to withhold the increment. Should the Board decide to  
15 withhold the increment, the employee will be notified in writing the reason(s) for such action.

16  
17 D. The Board of Education reserves the right to pay beyond the range when it deems it is the  
18 best interest of the District.

19  
20 E. A stipend of \$20.00 per hour will be paid for detention hall supervision. Detention hall  
21 supervisors will only be paid when supervising detentions from the principal's office, not for  
22 those assigned by teachers.

23  
24 F. A stipend of \$20.00 per hour will be paid for homebound tutoring.

25  
26 G. A stipend of \$10.00 per hour will be paid for Play Director's Assistants (music, sets,  
27 costumes, etc.) not to exceed \$350.00 per individual.

28  
29 H. A stipend of \$20.00 per hour will be paid to the accompanist for music contests including  
30 rehearsal time not to exceed \$700.00 per event.

31  
32 I. Committee Stipend—

33  
34 If the administration requires a teacher to serve on the school improvement, discipline  
35 committee or curriculum committee the teacher shall be reimbursed at the rate of \$20.00  
36 per hour.

37  
38 Provided the Illinois State Board of Education funds the Local Professional Development  
39 Committee, teachers serving on the LPDC committee shall receive \$20.00 per hour up to  
40 a maximum aggregate cost of the reimbursement received by the District or \$1,000  
41 whichever is less.

42  
43 J. A stipend of \$20.00 per hour will be paid for assigned supervision duties before and  
44 after school. Supervision duties assigned by an administrator shall be posted and  
45 made available to all certified staff.

46  
47 K. A stipend of \$20 will be paid each time a teacher complies with a request by an  
48 administrator to do work other than work directly related to preparing for their own  
49 classes during their preparation time.

50 L. An hourly stipend of \$25 will be paid when teachers are required by an administrator to  
51 attend after school activities with exceptions noted in Article V, Section 5.2.  
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APPENDIX B  
EXTRA DUTY SALARY

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4		PERCENTAGE RANGE
5	CLASS SPONSORS:	
6	Senior Sponsor (2)	1
7	Junior Sponsor (2)	1
8	Sophomore Sponsor (2)	1
9	Freshman Sponsor (2)	1
10		
11	OTHER SPONSORS:	
12	High School Yearbook (2)	2 - 6
13	Instrumental Music Director	8 - 15
14	High School Music Chorus Director	2 - 6
15	High School Math Team	2 - 6
16	High School/Junior High Math Team Assistant	2 - 6
17	Musical/Play Director	2 - 6
18	Musical/Play Ass't Director	1 - 3
19	Grade School Speech (2)	2 - 6
20	Scholastic Bowl	2 - 6
21	High School Student Council (2)	2 - 6
22	Junior High Student Council (2)	1
23	History Club	2 - 6
24	National Honor Society Director	1 - 2
25	Elementary Character Education	1
26		
27	COACHING:	
28	Head H.S.B. Football	8 - 15
29	Head H.S.B. Basketball	8 - 15
30	Head H.S.G. Basketball	8 - 15
31	Head H.S.G. Volleyball	8 - 15
32	Head H.S.B. Baseball	8 - 15
33	Head H.S.G. Softball	8 - 15
34	HS Track	8 - 15
35	Competitive Cheerleading (Basketball season)	8 - 15
36	Golf	4 - 12
37		
38	J.H.B. Basketball (8th Grade)	5 - 10
39	J.H.G. Volleyball (8th Grade)	5 - 10
40	J.H.G. Basketball (8th Grade)	5 - 10
41	J.H.G. Softball	5 - 10
42		
43	Ass't H.S.B. Football	5 - 10
44	Ass't H.S.B. Basketball	5 - 10
45	Ass't H.S.G. Basketball	5 - 10
46	Ass't H.S.G. Volleyball	5 - 10
47	Ass't H.S.G. Softball	5 - 10
48	Ass't H.S.B. Baseball	5 - 10
49	Ass't HS Track	5 - 10
50	Ass't Competitive Cheerleading	3 - 6
51	Ass't J.H.B. Baseball	3 - 6
52	Ass't J.H.G. Softball	3 - 6
53	Ass't J.H.B. Basketball	3 - 6
54	Ass't J.H.G. Basketball	3 - 6
55	Ass't J.H.G. Volleyball	3 - 6
56	Ass't J.H. Track	3 - 6
57		
58	H.S. Cheerleading (Football season)	2 - 8
59	J.H.B. Basketball (7th Grade)	5 - 10
60	J.H.G. Volleyball (7th Grade)	5 - 10
61	J.H.G. Basketball (7th Grade)	5 - 10
62		
63	J.H.B. Track	5 - 10
64	J.H.G. Track	5 - 10
65	J.H.B. Baseball	5 - 10
66	Weight Room Supervisor	2 - 6
67	G.S. Cheerleading	2 - 6
68		

1 All extra duty salaries shall be calculated using the base salary. The Board of Education will set salaries annually for duties  
2 within the ranges. The 8th grade coach will be the Head Coach unless otherwise designated by the Board of Education.  
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