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AGREEMENT BETWEEN

THE LEXINGTON COMMUNITY UNIT #7

BOARD OF EDUCATION

AND

THE LEXINGTON COMMUNITY UNIT #7 EDUCATION ASSOCIATION

2017-20

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ARTICLE I
RECOGNITION

1.1 Lexington Education Association

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

1.2 Part-time Teachers

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

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3 ARTICLE II

4
5 NEGOTIATION PROCEDURES

6
7 2.1 Beginning Date

8
9 Negotiations on a successor agreement shall begin ~~no earlier than May 1st of the last year of~~
10 ~~the agreement on a date that is mutually agreeable to both the Board of Education and the~~
11 Teachers' Association.
12

13 2.2 Good Faith Bargaining

14
15 A. Both the Board of Education and the Teachers' Association agree that it is their mutual
16 responsibility to negotiate in good faith. Good faith, for the purposes of this agreement, is
17 defined as the willingness of both parties to meet, discuss the issues, and make proposals and
18 counter proposals in an effort to reach an agreement. It does not imply acquiescence or
19 concession to either party's demands in whole or in part.
20

21 B. All tentative agreements shall be reduced to writing and initialed at the meeting at
22 which tentative agreement was reached. After tentative agreement has been reached on all
23 items negotiated, the Agreement will be submitted to the Association for ratification and
24 subsequently to the Board for adoption.
25

26 2.3 Bargaining Representatives

27
28 Each party to negotiations will select not more than six representatives.
29

30 2.4 Impasse

31
32 If mediation assistance is requested, either the Illinois Education Labor Relation
33 Board or the Federal Mediation and Conciliation Services shall be contacted for mediation
34 purposes.
35

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3 ARTICLE III

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5 GRIEVANCE PROCEDURE
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7

8 3.1 Definitions
9

10 A. A grievance is a claim by the Association, teacher, or group of teachers involving an
11 alleged violation, misinterpretation, or misapplication of the terms of this agreement.
12

13 B. All time limits shall consist of school days, except that when a grievance is submitted
14 less than ten (10) days before the close of the current school term, time limits shall consist of all
15 weekdays.
16

17 C. Nothing contained herein shall be construed as limiting the right of any employee
18 having a grievance to discuss the matter informally with his/her supervisor and having the
19 grievance adjusted, provided the adjustment is not inconsistent with the terms of the
20 agreement.
21

22 3.2 Procedure
23

24 The parties hereto acknowledge that it is usually most desirable for an employee and the
25 immediately involved supervisor to resolve problems through free and informal communications.
26 If, however, such informal processes fail to satisfy the grievant, a grievance may be processed as
27 follows:
28

29 A. The grievant or Association shall present the grievance in writing within ten (10) days
30 of the occurrence of the event giving rise to the grievance specifying the article and clause
31 alleged to have been violated and stating the remedy sought, to the supervisor immediately
32 involved. The supervisor shall provide a written answer to the grievance of the aggrieved
33 within ten (10) days after the receipt of the grievance.
34

35 B. If the grievance is not resolved at Step A, the aggrieved or Association may refer the
36 grievance to the Superintendent or official designee within ten (10) days after the receipt of the
37 Step A answer. The Superintendent shall arrange for a meeting to take place within ten (10)
38 days of his receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be
39 provided with the Superintendent's written response.
40

41 C. If the Association is not satisfied with the disposition of the grievance at Step B or the
42 time limits expire without the issuance of the Superintendent's written reply, the Association may
43 submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration
44 Rules of the American Arbitration Association, which shall act as the administrator of the
45 proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the
46 Step B answer, then the grievance shall be deemed withdrawn.
47

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3 ARTICLE III

4
5 GRIEVANCE PROCEDURE

6
7 3.2 Procedure

8
9 C.

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

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

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

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

23
24 3.3 Constraints

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

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

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

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

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

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

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3 ARTICLE III

4
5 GRIEVANCE PROCEDURE

6
7 3.3 Constraints

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

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

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

19
20 J. A grievance may be withdrawn at any time without establishing a precedent.

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

24
25 3.4 Released Time

26
27 During any arbitration hearing, if the arbitrator requests, the individual grievant will be
28 released from regular assignment without loss of pay and an Association representative may
29 appear at the arbitration hearing providing the representative will reimburse the District for
30 the cost of the substitute.
31

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3 ARTICLE IV
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5 TEACHERS AND ASSOCIATION RIGHTS
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8 4.1 Personnel File
9

10 Each teacher will have the right, upon written request 48 hours in advance, to review the
11 contents of his/her personnel file during normal business hours and to place therein written
12 reactions to any of its contents provided an administrator or his designee will be present during
13 any such inspection.
14

15 4.2 Maintenance of Files
16

17 All reprimands and disciplinary actions that are withdrawn by the administration shall be
18 removed from all written and electronic files by the Superintendent or his designee.
19

20 4.3 Teacher Discipline
21

22 When a tenured teacher is given a written reprimand or suspended without pay, the teacher
23 will be given a written reason. The written reprimand or suspension without pay will be for
24 cause, said teacher may request a meeting with his/her immediate supervisor. If, after said
25 meeting, the teacher is dissatisfied with the results of that meeting, the teacher may request a
26 meeting with the Superintendent. If after that meeting, the teacher is still dissatisfied, the
27 teacher may request a meeting with the Board. The teacher will be entitled to have an
28 Association representative present at any step of the procedure. No written reprimand will
29 be placed in the teacher's permanent file without the teacher's knowledge. Specifically
30 excluded from this provision, are teacher evaluation procedures.
31

32 4.4 Right to Representation
33

34 When a teacher is required to appear before the Board, the teacher will be entitled to
35 have an Association representative in attendance at the meeting. The teacher will have written
36 notice at least three (3) days prior to the Board meeting.
37

38 4.5 Association Rights
39

40 A. Use of School Building
41

42 The local Association shall have the right, upon approval of the Superintendent or
43 designee to use the school building for meetings at a time when school is not in session provided
44 that such meetings do not interfere with instructional and/or extra-curricular programs. All
45 meeting areas shall be approved by the Superintendent or his designee. Whenever special
46 custodial service is required, the Board may make a reasonable charge for the service.
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3 ARTICLE IV
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5 TEACHERS AND ASSOCIATION RIGHTS
6

7 4.5 Association Rights
8
9

10 B. Use of School Business Equipment
11

12 With the approval of the Superintendent or his designee, the Association shall be allowed
13 the use of school business equipment except for unit office equipment, provided that the use
14 of said equipment does not interfere with instructional and/or extra-curricular programs.
15 The Association shall purchase all supplies and materials used in the business of the
16 Association. School business equipment shall not be taken from the District's building unless
17 prior approval of the building principal is given.
18

19 C. Use of Bulletin Boards and Mailboxes
20

21 The local Association shall have the right to post notices of activities and matters of
22 Association concern on a designated bulletin board in the teachers' lounge. The Association may
23 use the teachers' mailboxes for communications to bargaining unit members.
24

25 4.6 Dues
26

27 A. The Board will deduct from each teacher's pay the current dues of the Association,
28 provided that the Board has a teacher executed authorization for continuing dues deduction,
29 the amount of which will be annually certified by the Association. The authorization
30 will remain in effect from year to year, except that the teacher may revoke it in the authorized
31 manner upon written request. Upon receipt of any revocation, the Board will notify the
32 Association in writing of the same.
33

34 B. All dues deducted by the Board will be remitted to the Association no later than ten
35 (10) weekdays after such deductions are made.
36

37 C. The Board shall have no responsibility for collecting past or overdue Association dues.
38

39 4.7 Fair Share
40

41 A. Each bargaining unit member, as a condition of his/her employment, on or before
42 thirty (30) days from the date of commencement of duties or the effective date of this
43 Agreement, whichever is later, will join the Association or pay a fair share fee to the
44 Association, including local, state and national dues.
45

46 B. In the event that the bargaining unit member does not pay his/her fair share fee directly
47 to the Association by a certain date as established by the Association, the Board shall deduct
48 the fair share fee from the wages of the non-member.
49

50 C. Such fee shall be paid to the Association by the Board no later than ten (10) days
51 following deductions.
52

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3 ARTICLE IV

4
5 TEACHERS AND ASSOCIATION RIGHTS

6
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8 4.7 Fair Share

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

- 13
14 1. The Employer gives immediate notice of such action in writing to the
15 Association and permits the Association intervention as a party if it so
16 desires, and
17
18 2. The Employer gives full and complete cooperation to the association
19 and its counsel in securing the giving evidence, obtaining witnesses and
20 making relevant information available at both trial and all appellate levels.
21

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

- 26
27 1. It is expressly understood that this save harmless provision will not
28 apply to any claim, demand, suit or other form of liability which may arise
29 as a result of any type of willful misconduct by the Board or the Board's
30 imperfect execution of the obligations imposed upon it by this Article.
31

32 F. The obligation to pay a fair share fee will not apply to any Employee who, on the basis
33 of a bona fide religious tenet or teaching of a church or religious body of which such Employee
34 is a member, objects to the payment of a fair share fee to the Association. Upon proper
35 substantiation and collection of the entire fee, the Association will make payment on behalf
36 of the Employee to a mutually agreeable non-religious charitable organization as per
37 Association policy and the Rules and Regulations of the Illinois Education Labor Relation
38 Board (see page 23, "Religious Dissenters").
39

40 G. The above Fair Share is not subject to grievance.
41

42 4.8 Curriculum

43
44 A curriculum Advisory Committee will be organized by each building principal
45 and will make recommendations to the Superintendent.
46

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3 ARTICLE V

4
5 EMPLOYMENT CONDITIONS

6
7 5.1 School Calendar

8
9 A. Input

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

16
17 B. Length

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

22
23 C. Salary Basis

24 The salary schedule will be based on 185 days.
25

26 5.2 Work Day

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

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

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

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

43
44 5.3 Preparation Time

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

49
50 Each part-time teacher ECE-12 will be provided compensated preparation time in a
51 proportional amount of their fraction of service based on the following formulas:
52

1 Preparation is equivalent to one tenth (1/10) of the negotiated prep time of a full
2 time staff member per each one (1) period of instruction. A period of instruction
3 shall be equivalent to one eighth (1/8) of a full school day. (Example: a part-time
4 teacher works 3/8 of a full school day; they shall be provided with 3/10 of the
5 negotiated prep time 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
10 making \$40,000 theoretical full time salary would be compensated (\$40,000 x 3/8 x
11 0.1) \$1500 for their prep time for the year)
12

13 B. Special Education teachers (teachers who exclusively teach students with an IEP)
14 will be given one mutual IEP planning day in the Spring of the school year. The District will
15 provide 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
23 and given an opportunity to discuss such changes. If the change is unacceptable to the teacher,
24 the 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,
38 staff 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
48 preparation or responsibility.
49

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

1 D. Each certified staff member attending a meeting within the State of Illinois will be
2 allowed 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
13 such 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
21 individual 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
28 notification will be made at the same time that the administration begins its search. Any district
29 employee who is certified for these vacancies will have an opportunity to apply and will be
30 looked at 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.

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3 ARTICLE V
4

5 EMPLOYMENT CONDITIONS
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8 5.10 Teacher Aide Availability
9

10 All unassigned teacher aide time shall be made available on an equal basis on a monthly sign-
11 up process in each office.
12

13 A. Each principal shall determine the amount of teacher aide time available for the coming
14 school month on the last day of the current school month.
15

16 B. Each teacher who is interested in using a teacher aide shall on the last school day of the
17 current month sign up for use of a teacher aide during the next month.
18

19 5.11 Morning Door Duty
20

21 Elementary door duty will be assigned to non-certified personnel.
22
23

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3 ARTICLE VI

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5 TEACHER EVALUATION

6
7
8 6.1 Procedures

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

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

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

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

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

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

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

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

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

ARTICLE VI

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

19
20 All percentages referred to in Appendix B are to be applied to the base figure in Appendix
21 A.

22
23 7.3 Payroll Installments

24
25 Each teacher will be paid ~~on the basis of 26 bi weekly installments, or 20 bi weekly~~
26 ~~installments.~~ twice per month, on the 15th and 30th of the month. If the pay date falls on a
27 school holiday, then the payment will be issued on the preceding school day. Teachers will
28 provide the unit office with all necessary salary information by the 3rd working day of the
29 school year. Individual changes to salary deductions will not be made after the second pay
30 period in September, except for the flex plan deductions and unforeseen circumstances.

31
32 7.4 Health Insurance

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

- 37
- 38 • District contributes ~~\$6221 each of the 3 years of the contract.~~ 040 for
39 annual insurance coverage. ~~,-T~~ which the employee can designate amount
40 to apply towards premium and remaining towards an ~~HSA~~ has HSA if on
41 the high deductible plan or in the form of a stipend if on the PPO plan.
42 Any premium amount above the Board contribution ~~\$6040~~ will be paid by
the employee.
 - 43 ~~• District contributes \$335 in the form of an insurance transition stipend to~~
44 ~~each teacher. The teacher may elect to have the full \$335 contributed to~~
45 ~~his/her HSA. This stipend is a one time payment for the '16-'17 school~~
46 ~~year.~~
 - 47 • District contributes \$200 per month in the form of a stipend or annuity if
48 employee chooses to opt out of the District's Health Insurance. Employee
49 must provide a letter showing coverage, excluding the government
50 marketplace.
- 51

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

4 ARTICLE VII

5 TEACHER COMPENSATION AND FRINGE BENEFITS

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

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

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

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

32 33 34 7.5 Life Insurance

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

38 39 7.6 Sheltering Teacher Retirement Contribution

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

48 49 7.7 College Credit

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

1
2 A. The teacher will present a request for course subject approval fifteen (15) days prior to
3 commencement of said course to the Superintendent.

4 ARTICLE VII

5
6 TEACHER COMPENSATION AND FRINGE BENEFITS

7
8 B. The Superintendent will accept or reject the course based on its pertinence to the area of
9 education or as the course relates to subject(s) taught.

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

- 14
15 1. All hours must be earned at an accredited university.
16
17 2. A copy of a grade card or a transcript from that university demonstrating successful
18 completion must be on file in the District's Administrative office.

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

23
24 E. Teachers will ~~advance to the appropriate earned step on the salary schedule~~ receive the
25 salary schedule placement per Appendix A at the beginning of the academic year.

26
27 ~~F. Reimbursement Tuition~~

28
29 ~~All teachers shall be reimbursed \$100.00 per approved semester hour of credit earned each year. Such~~
30 ~~reimbursement shall be paid along with the first scheduled pay of the new school year, upon submittal of an official~~
31 ~~grade card from the institution where the credit was earned. In order for an employee to move horizontally on the~~
32 ~~salary schedule he/she must present an official transcript of credit.~~

33
34 ~~FG.~~ The dispersement of tuition credit waivers will be in the following manner:

- 35
36 1. Waivers will be given to staff members identified by ISU as having earned said waivers.
37
38 2. Should the staff member elect not to use the tuition waivers, they are to be given to the
39 L.E.A. for a fair and equitable distribution among remaining staff members.

40
41 7.8 Teaching Credit

42
43 A. Initial Employment

44
45 Partial credit may be given for teaching experience outside of Unit #7. Each year of
46 military experience will be credited as teaching experience up to a maximum of two years.
47 Fractional parts of years may count as a full year's credit only once. What constitutes a
48 legitimate fraction is left to the Board's discretion. Each case of part-day teaching experience of
49 extended length (one semester or more) is to be considered individually by the Board to
50 determine credit given for experience on the salary schedule.

51
52 B. Continuing Employment

1
2 Employment for 95 or more days will earn an additional year's experience on the salary
3 schedule.

4 ARTICLE VII

5 TEACHER COMPENSATION AND FRINGE BENEFITS

6 7.9 Extended Employment

7
8 If the Board chooses to grant extended contracts the following shall be applicable: The
9 salary shall be determined by 1/185ths of the teacher's salary schedule amount.
10

11
12 Summer school shall be an amount equal to or greater than the hourly rate of the employee
13 in the immediately preceding school year, with a minimum of \$15.00 per hour.
14

15 7.10 Retirement Plan

16
17 The employer shall provide a severance benefit to any bargaining unit member who not later
18 than March 1 in any given year submits his or her irrevocable notice of retirement containing a
19 certain retirement date. No such retirement date shall be more than three years later than the end
20 of the school year in which the notice is given. In an emergency, the Superintendent may, at his
21 discretion, approve a request to retire if the notice is received after March 1. Access to any
22 incentive or benefit under this provision shall require the employee seeking the incentive or
23 benefit, to retire pursuant to the notice contemplated herein and pursuant to a TRS retirement
24 program as contemplated herein. Beginning with the school year in which the irrevocable
25 retirement notice is given and continuing until the employee's retirement, the employee shall be
26 removed from the district's teacher salary schedule and the teacher's TRS creditable earnings
27 shall be established for each year of active employment remaining for the teacher (not more than
28 four (4) years) to equal 106% of the teacher's previous year's creditable earnings and such
29 teacher shall be ineligible for any other increase in creditable income of any kind that would
30 impact the employer's 6% TRS cap liability.
31

32
33 At the time of the employee's retirement, the employer shall pay a post retirement lump sum
34 equal to the 2.2 option increase previous paid by the employee. In addition, each employee who
35 submits his or her irrevocable notice of retirement on or before 3/1/2018 will be paid a retirement
36 bonus of \$3500 (three thousand, five hundred dollars). Such lump sum shall be a retirement
37 bonus, shall not be TRS creditable earnings and shall be paid after the employee's last pay-check
38 is issued at least 31 (thirty-one) days after the employee's retirement but earlier than 60 (sixty)
39 days after the employee's retirement.
40

41 Bargaining unit members who submit their retirement letter after 3/1/2018 will also receive the
42 6% incentive for 4 years but will not be eligible for the \$3500 retirement bonus.
43

44 Bargaining unit members who submit their retirement letter after 3/1/2022 will also receive the
45 6% incentive as above except the incentive will only be paid for a total of three years.
46

47 For those eligible teachers, the District will pay the members optional increase in retirement
48 annuity (any amount of this upgrade already paid for the teacher shall be reimbursed by the
49 District) as stated in 40 ILCS 5/16-129.1(b) for all years of creditable service earned before July
50 1, 1998. The amount of the contribution will be determined by the Illinois Teachers' Retirement
51 System upon retirement and submitted to the District Office.
52

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

4
5 Once an irrevocable notice of retirement is submitted, the employee will not be assigned an
6 additional extra duty not currently being performed without the consent of the employee. If the
7 employee resigns from, fails to perform or is removed from duties for which the employee was
8 compensated the previous year (extra duties, for example) the employee's nonexempt TRS
9 creditable earnings will be adjusted accordingly.

10 ARTICLE VIII

11 LEAVES

12 8.1 Paid Leaves

13 A. Sick Leave, Prenatal Disability, Postnatal Disability

14
15 Each teacher will be granted 15 sick leave days per year without loss of pay. Unused sick
16 days will accumulate without maximum limit. The maximum accumulation allowed for TRS
17 credit (currently 340 days) will remain under the control of TRS. Unused sick days may be used
18 by any regular teacher to fulfill the maximum credit allowed by TRS. The Board has no
19 obligation to reimburse a teacher for sick days not used for TRS credit upon their resignation or
20 retirement. Sick leave will be interpreted to mean personal illness, quarantine at home, or illness
21 or death ~~in the immediate family or household of a loved one. The immediate family, for the~~
22 ~~purpose of this article, will include parents, spouse, siblings, children, grandparents,~~
23 ~~grandchildren, parents-in-law, siblings-in-law, legal guardians, or any person living under the~~
24 ~~same roof except those who pay for the privilege.~~

25
26 Prenatal and/or postnatal disability qualifies as sick days for the biological mother. Requests
27 for use of sick days for prenatal and/or postnatal disability must be accompanied by a letter from
28 the employee's physician certifying the amount of time/number of sick days to be used. In
29 addition to using paid sick days for prenatal and/or postnatal disability, the employee will be able
30 to use their remaining paid sick days to extend their paid leave up to twelve (12) weeks.

31
32 Excessive absenteeism or a recurring pattern of absenteeism will be reviewed by the
33 Superintendent and/or his designee. The Superintendent may require a physician's
34 certificate as a basis for pay after an absence.

35
36 Prior to the first pay date, the Administration will furnish each teacher with a written
37 statement setting forth the total number of accumulated days of sick leave.

38 B. Personal Leave With Pay

39
40 1. At the beginning of each school year, each Bargaining Unit Member will be credited
41 with three (3) paid non-accumulative days to be used for personal leave. At the end of each
42 school year, the Bargaining Unit Member will have two options to resolve any unused personal
43 days: A) One (1) unused day will be reimbursed to the teacher at the daily pay rate for a
44 substitute teacher and any additional unused personal days will be rolled into sick days; B) All
45 unused personal days will be rolled into sick days. A Bargaining Unit Member planning to use
46 a personal leave day or days will notify his/her principal/supervisor at least three days in
47
48
49
50
51

1 advance, except in cases of emergency; it will not be required to state a reason for the leave.
2 No days may be used immediately before or immediately after a holiday unless prior approval
3 is granted by the Superintendent of Schools. Prior approval is not necessary in emergency
4 situations.

5
6 a. Such personal leave may not be used in increments of less than one-half day at a
7 time.
8

1
2
3 ARTICLE VIII

4
5 LEAVES

6
7 8.1 Paid Leaves

8
9 B. Personal Leave With Pay

- 10
11 b. Personal leave normally CANNOT be used during the first five (5) instructional
12 days, whether full or partial days, and the last five (5) instructional days whether full
13 or partial days, of the school year without special advance written permission of the
14 Superintendent. Instructional days are defined as days of student attendance.
15

16 2. Conditions for Leave

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

22
23 C. Business Day Leave With Pay

24
25 At the beginning of each school year each Bargaining Unit Member will be credited with
26 two (2) paid non-accumulative days absence for funerals or for business reasons. The
27 Bargaining Unit Member planning to use a business leave day or days will notify
28 his/her principal/supervisor at least three (3) days in advance, except in cases of emergency.
29 This will be without payroll deductions, but the faculty member will pay the school district at
30 the base rate paid to substitute teachers for each day per employee leave. Each unused business
31 day will be allowed to roll over as a sick day.
32

- 33 a. These leave days are subject to the availability of a substitute;
34 b. Normally no more than two (2) employees per building may be
35 granted business leave for the same day.
36

37 D. Association Leave With Pay

38
39 Two designees from the LEA may have one day each to attend a State or Regional
40 professional meeting. The Association will reimburse the District the daily substitute teacher
41 rate for each day per employee leave.
42

43 8.2 Leaves Without Pay

44
45 A. Tenured teachers who wish to apply for maternity or child care leave of absence
46 without pay shall make written application for the leave with the Superintendent no later than
47 sixty (60) days prior to the date that the leave is to commence.
48

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

1
2 ARTICLE VIII

3
4 LEAVES

5
6
7 8.2 Leaves Without Pay

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

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

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

19
20 8.3 General Leave of Absence Without Pay

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

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

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

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

34
35 D. A teacher on a general leave will not lose tenure.

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

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

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

46
47 H. All unpaid leave will result in a deduction in pay at the daily rate equal to 1/185th of the
48 annual contracted salary.

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

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ARTICLE VIII

LEAVES

8.4 Sabbatical Leave

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

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

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

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

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

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

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

1
2 ARTICLE IX

3
4 REDUCTION IN FORCE

5
6 9.1 Consultation

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

12
13 9.2 Seniority List

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

17
18 9.3 Seniority Definition

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

23
24 9.4 Seniority Ties

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

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

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

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

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

43
44 9.5 Recall Rights

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

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

1
2
3 ARTICLE X

4
5 EFFECT OF AGREEMENT

6
7 10.1 Terms and Conditions

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

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

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

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

25
26
27 Negotiations may begin in May, 2017, with the Superintendent and President of the LEA
28 establishing the date and time of the first meeting. Negotiations shall be completed by the
29 first day of the 2017-2018 school year.
30

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This agreement shall become effective on July 1, 201~~6~~ and shall continue in effect until June 30, 20~~16~~17.

In Witness Whereof:

FOR THE LEXINGTON EDUCATION
ASSOCIATION

FOR THE LEXINGTON COMMUNITY
DISTRICT #7 BOARD OF EDUCATION

President

President

Secretary

Secretary

APPENDIX A

~~TIER 1~~ SALARY SCHEDULE

2017-2018 Salary Schedule

EXP	Base Change	Base	Step	Lane								
	100%	\$33,168	0.02	0.02	2	4	6	8	10	12	16	18
	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	Base	Step	Lane						
	100%	\$33,500	0.02	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	Base	Step	Lane						
	100%	\$34,170	0.02	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	

SALARY SCHEDULE FOR 2016-17 for Lexington S.D.#7										
EXP	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	
0	33,168	34,329	35,490	36,651	37,812	38,972	40,133	41,294	42,455	
	36,609	37,891	39,172	40,453	41,735	43,016	44,297	45,579	46,860	
1	34,495	35,656	36,816	37,977	39,138	40,299	41,460	42,621	43,782	
	38,074	39,355	40,636	41,918	43,199	44,480	45,762	47,043	48,324	
2	35,821	36,982	38,143	39,304	40,465	41,626	42,787	43,948	45,108	
	39,538	40,819	42,101	43,382	44,663	45,945	47,226	48,507	49,789	
3	37,148	38,309	39,470	40,631	41,792	42,953	44,113	45,274	46,435	
	41,002	42,284	43,565	44,846	46,128	47,409	48,690	49,972	51,253	
4	38,475	39,636	40,797	41,958	43,118	44,279	45,440	46,601	47,762	
	42,467	43,748	45,029	46,311	47,592	48,873	50,155	51,436	52,717	
5	39,802	40,962	42,123	43,284	44,445	45,606	46,767	47,928	49,089	
	43,931	45,212	46,494	47,775	49,056	50,338	51,619	52,900	54,182	
6	41,128	42,289	43,450	44,611	45,772	46,933	48,094	49,254	50,415	
	45,396	46,677	47,958	49,239	50,521	51,802	53,083	54,365	55,646	
7	42,455	43,616	44,777	45,938	47,099	48,259	49,420	50,581	51,742	
	46,860	48,141	49,423	50,704	51,985	53,267	54,548	55,829	57,110	
8	43,782	44,943	46,104	47,264	48,425	49,586	50,747	51,908	53,069	
	48,324	49,606	50,887	52,168	53,450	54,731	56,012	57,294	58,575	
9	45,108	46,269	47,430	48,591	49,752	50,913	52,074	53,235	54,396	
	49,789	51,070	52,351	53,633	54,914	56,195	57,477	58,758	60,039	
10	47,099	48,259	49,420	50,581	51,742	52,903	54,064	55,225	56,386	
	51,985	53,267	54,548	55,829	57,110	58,392	59,673	60,954	62,236	
11	48,425	49,586	50,747	51,908	53,069	54,230	55,391	56,551	57,712	
	53,450	54,731	56,012	57,294	58,575	59,856	61,137	62,419	63,700	
12	49,752	50,913	52,074	53,235	54,396	55,556	56,717	57,878	59,039	
	54,914	56,195	57,477	58,758	60,039	61,321	62,602	63,883	65,165	
13	51,079	52,240	53,400	54,561	55,722	56,883	58,044	59,205	60,366	
	56,378	57,660	58,941	60,222	61,504	62,785	64,066	65,348	66,629	
14	52,405	53,566	54,727	55,888	57,049	58,210	59,371	60,532	61,692	
	57,843	59,124	60,405	61,687	62,968	64,249	65,531	66,812	68,093	
15	53,732	55,556	56,717	57,878	59,039	60,200	61,361	62,522	63,683	
	59,307	61,321	62,602	63,883	65,165	66,446	67,727	69,008	70,290	
16	53,732	56,883	58,044	59,205	60,366	61,527	62,688	63,848	65,009	
	59,307	62,785	64,066	65,348	66,629	67,910	69,192	70,473	71,754	
17	53,732	56,883	59,371	60,532	61,692	62,853	64,014	65,175	66,336	
	59,307	62,785	65,531	66,812	68,093	69,375	70,656	71,937	73,219	
18	53,732	56,883	59,371	61,858	63,019	64,180	65,341	66,502	67,663	
	59,307	62,785	65,531	68,276	69,558	70,839	72,120	73,402	74,683	
19	53,732	56,883	59,371	61,858	64,346	65,507	66,668	67,829	68,989	
	59,307	62,785	65,531	68,276	71,022	72,303	73,585	74,866	76,147	

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- ~~0% added to the base, base remains the same as the 2015-2016 schedule~~
- ~~1 year freeze on experience movement~~
- ~~Education movement allowed as usual~~
- ~~No changes to Schedule B salaries~~

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.

TIER 2 SALARY SCHEDULE

TIER 2 SALARY SCHEDULE FOR 2016-17					
EXP	BS	BS+16	MS	MS+16	MS+32
0	33,168	35,821	38,475	41,128	43,782
1	33,831	36,485	39,138	41,792	44,445
2	34,495	37,148	39,802	42,455	45,108
3	35,158	37,812	40,465	43,118	45,772
4	35,821	38,475	41,128	43,782	46,435
5	36,485	39,138	41,792	44,445	47,099
6	37,148	39,802	42,455	45,108	47,762
7	37,812	40,465	43,118	45,772	48,425
8	38,475	41,128	43,782	46,435	49,089
9	39,138	41,792	44,445	47,099	49,752
10	39,802	42,455	45,108	47,762	50,415
11	40,465	43,118	45,772	48,425	51,079
12	41,128	43,782	46,435	49,089	51,742
13	41,792	44,445	47,099	49,752	52,405
14	42,455	45,108	47,762	50,415	53,069
15	43,118	45,772	48,425	51,079	53,732
16	43,782	46,435	49,089	51,742	54,396
17	44,445	47,099	49,752	52,405	55,059
18	45,108	47,762	50,415	53,069	55,722
19	45,772	48,425	51,079	53,732	56,386
20	46,435	49,089	51,742	54,396	57,049
21	47,099	49,752	52,405	55,059	57,712
22	47,762	50,415	53,069	55,722	58,376
23	48,425	51,079	53,732	56,386	59,039
24	49,089	51,742	54,396	57,049	59,702
25	49,752	52,405	55,059	57,712	60,366

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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.
14 The Board of Education reserves the right to withhold the increment. Should the Board
15 decide to withhold the increment, the employee will be notified in writing the reason(s) for such
16 action.
17

18 D. The Board of Education reserves the right to pay beyond the range when it deems it is
19 the best interest of the District.
20

21 E. A stipend of \$20.00 per hour will be paid for detention hall supervision. Detention hall
22 supervisors will only be paid when supervising detentions from the principal's office, not for
23 those assigned by teachers.
24

25 F. A stipend of \$20.00 per hour will be paid for homebound tutoring.
26

27 G. A stipend of \$10.00 per hour will be paid for Play Director's Assistants (music, sets,
28 costumes, etc.) not to exceed \$350.00 per individual.
29

30 H. A stipend of \$20.00 per hour will be paid to the accompanist for music contests
31 including rehearsal time not to exceed \$700.00 per event.
32

33 I. Committee Stipend—
34

35 If the administration requires a teacher to serve on the school improvement, discipline
36 committee or curriculum committee the teacher shall be reimbursed at the rate of \$20.00
37 per hour.
38

39 Provided the Illinois State Board of Education funds the Local Professional
40 Development Committee, teachers serving on the LPDC committee shall receive \$20.00
41 per hour up to a maximum aggregate cost of the reimbursement received by the District
42 or \$1,000 whichever is less.
43

44 J. A stipend of \$20.00 per hour will be paid for assigned supervision duties before and
45 after school. Supervision duties assigned by an administrator shall be posted and
46 made available to all certified staff.
47

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

51 L. An hourly stipend of \$25 will be paid when teachers are required by an administrator to
52 attend after school activities with exceptions noted in Article V, Section 5.2.
53
54

APPENDIX B
EXTRA DUTY SALARY

PERCENTAGE RANGE

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

1 G.S. Cheerleading

2 - 6

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

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