

COLLECTIVE BARGAINING AGREEMENT

Between

**Jonesboro Elementary District #43
Board of Education**

And

Jonesboro Education Association

2015-2018

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ARTICLE I RECOGNITION AND DEFINITIONS

1.1 RECOGNITION

The Board of Education of Jonesboro Community Consolidated School District #43, Union County, Illinois, hereinafter referred to as the Board recognizes the Jonesboro Education Association – IEA/NEA, hereinafter referred to as the Association as the sole and exclusive bargaining representative for all regularly employed full and part-time certified employees of Jonesboro Community Consolidated School District #43 and exclude all other persons employed by Jonesboro Community Consolidated School District #43.

1.2 EMPLOYEE BENEFITS

The apportionment of benefits (pro-rated) shall continue as per past practice through the duration of this agreement.

1.3 EMPLOYEE DEFINITION

The term Employee or Bargaining unit Member includes any person holding a position as included in (1.1) of the Recognition Clause.

ARTICLE II FRAMEWORK FOR COLLECTIVE BARGAINING

2.1 The Illinois Educational Labor Relations Act shall serve as a non-binding guideline for future contract negotiations between the parties.

2.2 When either of the parties makes an official request for mediation, mediators will be obtained from the Federal Mediation and Conciliation Service.

2.3 The parties may modify or amend this agreement only by mutual consent. Such changes shall be reduced to writing, ratified and signed by the parties and become an amendment to and considered a part of this Agreement.

2.4 Within thirty (30) days after the Agreement is signed, copies of this Agreement shall be printed at the expense of the Employer and presented to the Association for distribution to each Bargaining Unit Member now and hereafter employed. In addition, the Employer shall provide ten (10) copies of the Agreement without charge to the Association. The Association shall assume the cost of printing and copying the successor Agreement. The parties will alternate that responsibility.

ARTICLE III GRIEVANCE PROCEDURE

3.1 DEFINITION

A grievance shall be any claim by an individual, group of individuals or the Association that there is an alleged violation misinterpretation or misapplication of the terms of the agreement

3.2 TIME LIMITS

All time limits consist of work-days (Monday through Friday) when the Central Administrative office is officially open for business.

3.3 PROCEDURES

The parties acknowledge that the most effective means to resolve problems are through free and informal communications between an Employee and the Employer. However, a grievance shall be processed as follows:

STEP 1 - The Association, an individual employee or group of employees shall present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance.

The Association's representative, the grievant and the immediately involved supervisor or the supervisor's designee shall be present for the meeting. Within ten (10) days of the meeting, the Association and the grievant shall be provided with the supervisor's written response

STEP 2 - If the grievance is not resolved at Step 1, then the Association may refer the grievance to the Superintendent within ten (10) days after receipt of the Step 1 answer. The Superintendent or the Superintendent's designee shall arrange, with the Association representative, for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response.

STEP 3 - If the grievance is not resolved at Step 2, then the Association may refer the grievance to the Board of Education within ten (10) days after receipt of the Step 2 answer. The Board shall arrange, with the Association representative, for a meeting to take place within twenty-five (25) days of the Boards receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Board's written response, including the reasons for the decision.

STEP 4 -If the Association is not satisfied with the disposition of the grievance at Step 3, the Association may submit the grievance to final and binding arbitration

3.4 BYPASS

By mutual agreement, any step of the grievance procedure may be bypassed.

3.5 CLASS GRIEVANCE

Grievances involving more than one employee, more than one supervisor, or an administrator above the building level may be initially filed by the Association at Step 2.

3.6 NO REPRISALS CLAUSE

No reprisals shall be taken by the Employer against any Employee because of the Employee's participation or refusal to participate in a grievance.

3.7 RELEASED TIME

Release time shall be granted to all those participating as witnesses and Association representatives during any arbitration conducted in accordance with this Agreement

3.8 FILING OF MATERIALS

All records related to a grievance shall be filed separately from the personnel files of the Employees.

3.9 GRIEVANCE WITHDRAWAL

A grievance may be withdrawn at any level without establishing precedent.

3.10 NO WRITTEN RESPONSE

If no written decision has been rendered within the time limits indicated by a step, then the grievance shall be deemed advanced to the next Step.

3.11 EXPEDITED ARBITRATION

At the mutual request of the Board and the Association, the Expedited Rules of the American Arbitration Association (AAA) shall be used instead of the Voluntary Labor Arbitration Rules.

3.12 COSTS

The fees and the expenses of the arbitrator shall be shared equally by the parties.

3.13 COURT REPORTER

If only one party requests the presence of a court reporter, that party shall bear the cost of the reporter. If the other party wants a copy of the transcript, the other party must equally share the cost of the transcript and the court reporter.

3.14 SETTLEMENT

By mutual agreement of the Association and the Employer, a grievance may be settled at any step without prejudice and without establishing precedent.

ARTICLE IV EMPLOYEE RIGHTS

4.1 RIGHT TO REPRESENTATION

When any Employee is required to appear before an administrator, supervisor, the Board of Education, any of its committees, or a Board member, in a meeting where there are disciplinary implications for a bargaining unit member or which could adversely affect his/her terms and conditions of employment, the Employee shall:

- A. whenever reasonable, be given at least forty-eight (48) hours prior written notice of the reasons for such meeting or interview and
- B. be entitled to have an Association representative of the employees choosing present to advise him/her and represent him/her during such meeting or interview.

In the event that a legitimate, immediate need to hold such a meeting exists, the Association agrees that such meeting can be held without the forty-eight (48) hour written notice. However, the employee will still be entitled to have an Association representative present during the meeting.

4.2 BREAK PERIODS

Employees shall be permitted to leave the building and grounds during their scheduled lunch period. An employee may leave the building and grounds during the scheduled planning period only with the prior approval of an Administrator and in accordance with guidelines regarding signing in and out of the building.

4.3 RULES AND REGULATIONS

Rules and regulations governing employee conduct, and the administration thereof, shall be reasonable.

4.4 PERSONNEL FILE

There shall be only one personnel file. Upon verbal request, an employee may review his or her file during times the District Office is officially open for business. The personnel file cannot be removed from the District Office.

An Administrator or designee may be present while the employee reviews his/her file. Except for confidential pre-employment documents, any other documents in the file may be copied by the employee.

Each employee's personnel file shall minimally contain the following:

1. required medical data;
2. evaluation reports prepared by the district;
3. individual employment contracts;
4. extra-duty compensation contracts;
5. college transcripts; and
6. any other information required by the Regional Office of Education.

An employee shall have the opportunity to review all materials placed in the employee's personnel file. Any evaluation, disciplinary, investigative, dismissal, reduction in force, or re-hire documents will be shared with the employee prior to the placement of the documents in the employee's file. Although a signature is desirable verifying that the employee has reviewed the type of document, if an employee refuses to sign, the employer may note such refusal and place the document in question into the personnel file. The employee shall have the right to provide a written response to any document that is entered into his/her file and have his/her response attached to the document.

When the District receives a request made pursuant to the Illinois Freedom of Information Act (FOIA), 5 ILCS 140/1, and the District releases any records contained within a teacher's personnel file pursuant to the request, prior to releasing the information to the third party, the District shall provide written notice to the teacher of the FOIA request and a list of personnel records that will be released.

4.5 GENERAL SUPPLIES AND CONSUMABLE MATERIALS

While acknowledging that the distribution of funds for instructional materials is different each year due to such factors as need, grant resources available, textbook series adoption, and the like, each certified teacher shall be allowed the same base budget amount each year to purchase general supplies and consumable materials for his/her classroom.

An employee shall be allowed to purchase general supplies and/or consumable materials for use in his/her classroom using the procedure detailed in the Employees' Handbook.

4.5.1 TYPING, COPYING, SECRETARIAL FACILITIES & SERVICES

In each building the office services and equipment normally available will likewise be made available to aid employees with the proper execution of their assigned duties.

4.6 RESPONSE TO INTERVENTION

Any terms and conditions of employment that are impacted by the implementation of the district in Response to Intervention (RtI) plan shall be bargained with the Association in accordance with the requirements of the Illinois Educational Labor Relations Act (IELRA)

ARTICLE V

NOTIFICATION OF ASSIGNMENT, INVOLUNTARY AND VOLUNTARY TRANSFER

5.1 INVOLUNTARY TRANSFER

Except in the case of an emergency, if an employee's assignment is to be changed for the upcoming school year, the Superintendent shall notify the employee in writing of the change no later than July 1 prior to the beginning of the new school term.

5.2 VOLUNTARY TRANSFER - FIRST RIGHT TO INTERVIEW

Internal applicants may apply for all certified teaching positions as well as all coaching and extracurricular positions when they initially are posted as vacant.

Internal applicants will be guaranteed an interview for certified positions if they are deemed highly qualified for the position desired.

The Administration shall notify each internal applicant regarding the hiring decision made by the Board of Education for any certified position before or at the same time as they notify any external candidate(s).

5.3 POSTING OF POSITIONS

The Superintendent shall post in all school buildings and shall send to the Association President a notice of vacancies for any certified position. A vacancy refers to a position where there has been a resignation, dismissal, release, retirement, or a leave of some sort. Internal posting must occur before external posting. In the event of an emergency, such as a mid-year vacancy, a simultaneous posting may occur. Notification of vacancies that occur over the summer shall be mailed to the Association President's summer mailing address. No vacancy shall be filled unless such vacancy has been posted for at least seven (7) calendar days.

5.4 NOTIFICATION OF SICK AND PERSONAL DAYS

Whenever possible, all employees shall be notified in writing of their accumulated number of sick leave and personal leave days on the first employee work-day each school year. Employees shall be notified in writing of their accumulated number of sick leave and personal days no later than the first payroll date of the new school term. Each employee shall keep personal records throughout the school year of the number of sick leave and personal leave days used.

ARTICLE VI SCHOOL CALENDAR AND OPERATION

6.1 SCHOOL DAY

The regular employee workday shall be seven (7) hours and thirty (30) minutes, except the 2:15 P.M. dismissal days before Thanksgiving, Christmas, and Spring Break holidays. As the need arises, the administration may occasionally shorten or lengthen the workday to allow for teachers' meetings, parent conferences, adverse weather conditions, emergencies, and other unforeseen situations. If an after school meeting is called with less than a 24-hour notice, employee attendance is not required and the employee will not be disciplined for non-attendance at the meeting. Employees may be assigned "supervision duty" which extends beyond the regular workday. If assigned "supervision duty" which extends beyond the regular workday, the assignment ends when the busses have left the parking lot.

6.2 FACULTY MEETING AND CONFERENCES

Although the Employer may schedule meetings and conferences outside the regular employee workday, the Employer agrees not to schedule an unreasonable number of meetings or conferences that require the Employee's attendance.

6.3 SCHOOL CALENDAR

A teacher advisory committee made up of the Association president and an Association representative shall make recommendations to the administration by March 1 to help prepare the school calendar prior to its submission to the coordinating body of administrators and to the Board for official adoption.

6.4 180 DAY EMPLOYMENT YEAR

The work year shall not exceed a total of one hundred and eighty (180) days.

6.5 COMMITTEE WORK

Certified teachers shall be required to serve on building and district committees as requested by the administration. It is always desirable to place volunteers on the committees when the volunteers are the most qualified for the committees. Where the number of volunteers is greater than the number of places on the committee, those who are the most qualified for the committee and who have not served on the committee before will be placed first. Where the number of places on the committee exceeds the number of qualified volunteers, the administration shall assign teachers to those committee positions, attempting to utilize a reasonable rotation of qualified teachers.

6.6 ACADEMIC FREEDOM

No arbitrary limitations shall be placed upon study, investigation, presentation and interpretation of facts and ideas concerning man, human society, and the physical and biological world, and other branches of learning when presented in accordance with the Illinois Learning Standards and the Board's accepted standards of professional responsibility. Nothing contained within this section shall diminish the opportunity and ability of administrative personnel to evaluate teacher classroom performance.

It is further recognized that academic freedom carries the concept of academic responsibility. Academic responsibility when practiced by the employee must insure that all sides of a controversial issue are presented and that the topic and material used will be appropriate to the maturity level and intellectual ability of the students, germane to the content of the course, and avoid embarrassment to the school, community or students.

An employee shall not seek to advance personal, political or religious views in the classroom.

Educators will also have access to technology such as YouTube and Teacher Tube as well as various other educational websites that will enhance learning for students and prepare them to meet challenges faced in the 21st. century workplace.

6.7 PARENT-STUDENT COMPLAINTS-PROCEDURES

The Board of Education agrees to adopt a policy for parent-student complaints that minimally will include a provision that allows the Teacher the opportunity to resolve any conflict situation prior to the Administration or Board intervening and imposing a remedy. If the Teacher is not able to resolve the situation then assistance will be requested from the Administration. If the Administration is not able to resolve the situation then assistance will be requested from the Board of Education.

6.8 STUDENT DISCIPLINE

Student discipline, as used herein, shall mean the expectation and enforcement of a reasonable standard of orderly student behavior to permit effectuation of the educational program. Although the parties recognize that the Employee has the responsibility for the maintenance of student discipline within his/her classroom, the Board also recognizes its responsibility to give all "reasonable" support and assistance to the Employee with respect to the maintenance of control and discipline in the classroom.

6.9 LESSON PLANS

Teachers should keep current lesson plans in their classroom so the plans are available to the principal and/or substitute teacher if needed.

7.0 CLASS SIZE

The Board of Education and Association share the same goal of limiting class size in Grades K-8 to **approximately** 25 regular students when administratively possible. It is the further goal of the District to keep the assignment of class loads as nearly equal as possible. A teacher may request a conference with the principal to consider alternative approaches if these goals are not met.

7.1 CAMERAS

Security cameras were installed to enhance the safety of students and faculty members. The cameras shall not be used for **evaluative** purposes.

ARTICLE VII EMPLOYEE BENEFITS

7.1 MILEAGE REIMBURSEMENT

Mileage reimbursement for traveling employees using their personal vehicles for school-related business shall be at the IRS rate.

7.2 PREPARATION TIME

All teachers who teach at least 5-hours per day shall have preparation time each day. The average length of the preparation time shall be 45 minutes per day, with no day having less than a 30-minute period in one uninterrupted block. Student supervision will not be included in the 45 minute average/no less than 30 minute period of preparation time.

7.3 LIFE INSURANCE COVERAGE

The board agrees to purchase and maintain a life insurance policy in the amount of \$10,000 for all employees.

7.4 HEALTH INSURANCE

All full-time employees (minimum of 30 hours per week and nine-month work-year) will have the option of participating in the group Dental/Vision Insurance and the Preferred Provider Option (PPO) Health Insurance or Health Savings Account (HSA) Insurance plans that are offered through the school district.

For an employee who enrolls in the Dental/Vision plan offered through the school district, the Board will contribute a dollar amount equal to 50% of the Dental/Vision premium for the category of coverage (Employee, Employee/Spouse, Employee/Child, Family) in which the employee is enrolled. Dental insurance excludes orthodontia services.

For an employee who enrolls in either the PPO or HSA plan offered through the school district, the Board will contribute a dollar amount monthly equal to the following:

- Year 1 (2015-2016) \$425.00
- Year 2 (2016-2017) \$425.00
- Year 3 (2017-2018) \$425.00

The employee may apply this contribution to the premium for any category of coverage (Employee, Employee/Spouse, Employee/Child, Family) in either the PPO or HSA plan.

For an employee who has remained enrolled in the Health Insurance Plan offered through the school district since the 2005-2006 school year and who has remained in the category of family coverage since the 2005-2006 school year, the Board will contribute the following dollar amounts for those employees: \$489.96 each month (2005-2006 Frozen Cost).

An employee may choose to change his/her enrollment from the PPO plan to the HSA plan or from the HSA plan to the PPO plan during the open enrollment period (first day of teacher attendance until September 1st) of each school year. As long as the employee remains in the same category of coverage (Employee, Employee/Spouse, Employee/Child, Family), the amount of the Board's contribution for the cost of health insurance will not increase or decrease because of the change in enrollment of plans.

In the event that an employee changes his/her category of coverage (Employee, Employee/Spouse, Employee/Child, Family) within either the PPO or HSA insurance plans offered through the school district, the Board's contribution for the cost of health insurance will remain the same dollar amount as specified for each year of the existing contract.

In the event that an employee discontinues participation in either the PPO or HSA insurance plans offered through the school district and later wishes to re-enroll in one of the plans, the Board's contribution for the cost of health insurance would remain the same as prescribed in the current contract.

An insurance committee shall be established consisting of JEA Representatives and School Board Representatives consisting of equal representation from both groups. A decision requiring a change in an insurance carrier and/or coverage shall be the subject of an advisory vote of all employees that take the health insurance offered through the school district.

7.5 RETIREMENT FUNDS CONTRIBUTIONS

The Board shall pay 9% (.098901) of the Employee's contribution to the State of Illinois Teachers Retirement System.

Any vacancies for the following school term or within one calendar year from the beginning of the following school term shall be offered to the employees so removed or dismissed from that category of position provided they are qualified to hold such positions.

7.6 VACATION

Custodial Staff

With Superintendent's approval of all vacation leave, and in an effort to avoid causing a major disruption to the school's operation, an employee will take into consideration his/her daily job demands when requesting vacation days to take while school is in session. Without prior approval of the Superintendent, similar position employees in the same building may not take vacation days on the same dates. Vacation days earned in one fiscal year must be used by the end of the following fiscal year, they do not accumulate. Employees resigning or whose employment is terminated are entitled to the monetary equivalent of all unused earned vacation from the previous fiscal year. (Board Policy Change: December 15, 2009)

Full-time School Year Educational Support Employees

Full-time School Year Educational Support Employees (12 month work-year, 40 hours per week) will be eligible for paid vacation days according to the following schedule:

Length of Employment	Maximum Vacation Leave Earned Per Year
From:	
Beginning of year 2	10 Days per year
Years 3 through 6	1 Day added for each year
Beginning of year 7	15 Days per year

With limited exceptions, vacation days are to be taken when school is not in session. An employee may take up to a total of five (5) vacation days during the school term (August-June) on days that school is in session providing the employee has received written permission from his/her immediate supervisor (Principal/Superintendent) and taking the vacation days does not cause a major disruption in the school's operation. In an effort to avoid causing a major disruption to the school's operation, an employee will take into consideration his/her daily job demands when requesting vacation days to take while school is in session. Without prior approval of the Superintendent, similar position employees in the same building (custodians/custodians, clerical/clerical, etc.) may not take vacation days on the same dates. Vacation days earned in one fiscal year must be used by the end of the following fiscal year; they do not accumulate. Employees resigning or whose employment is terminated are entitled to the monetary equivalent of all unused earned vacation from the previous fiscal year. (Board Policy Change: December 15, 2009)

ARTICLE VIII ASSOCIATION RIGHTS

8.1 BOARD MEETINGS - NOTIFICATION

For all regularly scheduled meetings, the Superintendent or designee shall provide to the President of the Association one copy of the Board agenda a minimum of 48 hours prior to the Board of Education meeting. For special board meetings, the Superintendent or designee will notify the President of the Association by phone or by mail as soon as possible.

8.2 BOARD MEETINGS. AGENDAS. AND MINUTES

The Association shall be placed on the agenda for all regular meetings of the Board of Education and will be given the opportunity to address the Board and make general public comments in regards to Association and/or school district matters.

The District shall provide to the Association one copy of the approved minutes of open meetings of the Board of Education within ten (10) days of the approval of such minutes.

8.3 ASSOCIATION ANNOUNCEMENTS

Announcements of Association business may be placed on the bulletin board in the faculty lounge and in faculty mailboxes.

8.4 ASSOCIATION VIEWS - STUDENT PRESENCE

The Association's views on matters relating to supervisor-employee or board-employee relationships shall not be discussed in the presence of students.

8.5 SCHOOL PROPERTY USE

The Association and its representatives shall have the right to use school buildings for membership meetings upon approval by the Administration and only before the beginning of the school day or after the close of the school day. In the event there is a time conflict, an Association member with extra-curricular activities must make provisions for student supervision before attending the Association meeting. When such use of District buildings causes the District to incur additional costs, the Association shall reimburse the District for the actual cost incurred.

8.6 ASSOCIATION LEAVE

In the event that the Association desires to send representatives to the local, state, or national conference, or on other business pertinent to Association affairs, the

representatives shall be excused without loss of salary or use of personal leave provided the Association reimburses the district for the cost of any substitutes.

The Association shall be granted an aggregate number of days not to exceed five (5) days in any school year to use for such purposes. The frequency of leave will be adjusted to ensure that such leave shall not impair the quality of classroom instruction. Association leave shall not be taken during the week before or during the week of ISAT testing by teachers who administer these tests.

All written requests submitted to the Superintendent for Association leave at least three (3) days in advance will be granted (as long as the request meets the ISAT scheduling stipulations above). The superintendent retains the discretion to approve or deny a written request for Association leave that is submitted with less than three (3) days of notice.

8.7 DUES DEDUCTION

The Board shall deduct from the pay of each employee holding membership in the Association all current membership dues of the Association, including the IEA and NEA dues, providing that at the time of such deduction there is in the possession of the Association and District Bookkeeper a continuing membership written authorization form for dues deduction executed by the employee. The Association shall specify the amount of dues to be deducted from each employee's salary for the current school year.

An employee employed on or before the start of the school term may authorize dues deduction by having presented an authorization card to the Association on or before September 15. The amount specified by the Association will be pro-rated and deducted from the employees' pay starting in September and ending in May according to current payroll procedures.

Any employee employed after the start of the school term may authorize dues deduction by presenting an authorization card to the Association. The combined annual membership dues will be prorated and deducted from the remaining months to complete payment by May 30.

An employee may withdraw authorization only by resignation from the Association. Notification to the District Bookkeeper shall be made by the Association treasurer to stop payroll deduction within ten (10) workdays of the receipt of said resignation.

If an employee resigns from the employment of the Board prior to the end of the school year, the individual's membership in the organization is terminated as of that date unless that individual has made arrangements to continue dues payment privately. For purposes of dues deduction, the Board shall deduct from the employee's final paycheck only the portion still owed for each day's membership based upon the calculation of the daily cost of Association dues.

All dues deducted by the Board shall be remitted to the treasurer of the Association no later than ten (10) days after the deductions are made.

8.8 BOARD POLICIES AND PROCEDURES - ASSOCIATION VIEWS

The Board or its designee invites the Association to submit its views with respect to any changes in the Boards policies or procedures.

8.8 ADMINISTRATIVE CANDIDATE INTERVIEWS

The Jonesboro Education Association and the Board of Education shall collaborate whenever possible to ensure a positive school climate for our students and staff. The Jonesboro Education Association shall be permitted to participate in interviews and provide feedback on candidates.

ARTICLE IX RETIREMENT BENEFIT

9.1 RETIREMENT BENEFIT-CERTIFIED EMPLOYEES

A. QUALIFICATIONS AND LIMITATIONS;

The Board will grant a teacher, who within three (3) years or less will be eligible for retirement under TRS, a retirement benefit up to the amount of \$8,000.

To be eligible for the retirement benefit, a teacher must comply with all of the following requirements and limitations:

1. The teacher must be eligible and apply for retirement under The Illinois Teachers Retirement System.
2. The teacher must have a minimum of twenty (20) years of full-time equivalent service with Jonesboro District #43 and either maintain at least thirty-five (35) years of TRS creditable service or attain at least age sixty (60) upon completion of the final year of teaching service. No teacher may participate and receive benefits under this policy unless he/she has sufficient service credit and/or age credit under the Illinois Teachers Retirement System to exempt the employer from the payment of any penalty or other additional amount to the Teachers Retirement System.
3. The Board of Education may, in its sole discretion, limit the number of teachers who retire under this policy in any year to a maximum of two (2) teachers who have applied for this benefit. In the event of any limitation in this program, the teacher(s) with the greatest District seniority shall have the participation option.
4. To participate in this retirement plan and receive benefits hereunder, the teacher must submit an irrevocable written letter of retirement to the Superintendent by the first day of the school term that the employee wishes to initiate the benefits.

Payment of the Retirement Benefit will be made as follows:

Submission of Retirement Letter Three (3) Years in Advance of Retirement

1. For each of the teacher's last three (3) consecutive school years worked in the Jonesboro School District prior to retirement, the teacher shall receive all regularly scheduled increases in creditable earnings including any amount in Appendix 2, plus that portion of the Retirement Benefit needed to result in the total creditable earnings being 106% of the previous year's creditable earnings.
2. This portion of the Retirement Benefit shall be paid in equal installments in the

teacher's regular paychecks during the teacher's last three (3) consecutive school years worked in the Jonesboro School District.

3. The portion paid above the teacher's regularly scheduled increases shall be deducted from the Retirement Benefit amount of \$8,000.
4. At the time of retirement, any remaining Retirement Benefit funds shall be paid as one lump sum following the last day of employment and receipt of the final payroll check.
5. Such post Retirement Benefit amount shall not be considered TRS creditable earnings.

Submission of Retirement Letter Two (2) Years in Advance of Retirement

1. For each of the teacher's last two (2) consecutive school years worked in the Jonesboro School District prior to retirement, the teacher shall receive all regularly scheduled increases in creditable earnings including any amount in Appendix 2, plus that portion of the Retirement Benefit needed to result in the total creditable earnings being 106% of the previous year's creditable earnings.
2. This portion of the Retirement Benefit shall be paid in equal installments in the teacher's regular paychecks during the teacher's last two (2) consecutive school years worked in the Jonesboro School District.
3. The portion paid above the teacher's regularly scheduled increases shall be deducted from the Retirement Benefit amount of \$8,000.
4. At the time of retirement, one-half of any remaining Retirement Benefit funds shall be paid as one lump sum following the last day of employment and receipt of the final payroll check.
5. Such post Retirement Benefit amount shall not be considered TRS creditable earnings.

Submission of Retirement Letter One (1) Year in Advance of Retirement

1. For the teacher's last school year worked in the Jonesboro School District prior to retirement, teacher shall receive all regularly scheduled increases in creditable earnings including any amount in Appendix 2, plus that portion of the Retirement Benefit needed to result in the total creditable earnings being 106% of the previous year's creditable earnings.
2. This portion of the retirement benefit shall be paid in equal installments in the teacher's regular paychecks during the teacher's last school year worked in the Jonesboro School District.

3. The teacher giving only one year's notice will not qualify for further benefits under this provision.

Any teacher who commences participation in this retirement benefit plan and fails to retire or otherwise comply with the provisions herein shall reimburse the District for any increased salary payments granted under this provision.

ARTICLE X EMPLOYEE LEAVES OF ABSENCE

10.1 SICK LEAVE

Each full-time employee shall be granted 15-days of sick leave each school year at full pay. Unused sick days are allowed to accumulate to 340 days. Any additional days that a person has earned due to conversion from the available personal days given each year will be added to the total number of sick days.

Use of Sick leave shall be interpreted in accordance with The Illinois School Code, 105 ILCS 5/24-6 that states that sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. An employee may use sick leave in the event of the death of relatives and friends of the employee.

Sick leave may be used in a minimum of one-hour (1) increments. An employee will not be assessed sick leave or absences from work which occur during the final fifteen minutes of the work day, so long as the absence is for qualifying sick leave purposes.

When the use of sick leave is needed, the employee will notify the Building Principal or designee as soon as possible but no later than 6:00 A. M. the day of the absence. An exception to the 6:00 A. M. notification will be made in case of an emergency. When the use of sick leave is needed in an emergency situation, the Principal will assume the responsibility of securing the substitute teacher.

10.1a SICK LEAVE BANK

A sick leave bank shall be established and maintained by the donation of one sick leave day from the certified employee.

The bank shall be governed by the District and administered by an Administrative Board consisting of one (1) Administrator, one (1) Board member, and one (1) Association member.

The Administrative Board shall develop and maintain guidelines for the utilization for the sick leave bank days and shall approve all requests for days. Approval shall be made by majority vote by the above Administrative Board and such decisions shall be based on the guidelines developed.

An employee who discontinues employment in the school district may withdraw days the employee has contributed to the Sick Leave Bank, less any days the employee has personally used from the bank, for TRS retirement purposes if the withdrawal of days does not create a financial cost for the district, and if there are sufficient days available for withdrawal from the Sick Leave Bank.

10.2 PERSONAL LEAVE

Full-time employees shall be granted three (3) personal leave days per school year. Any unused personal days in a school year will be credited to the employees' cumulative sick leave. Personal days may accumulate to four personal days. Part-time employees will be granted prorated number of personal leave days.

Reasons need not be submitted for use of personal leave. However, personal leave shall not be available to perform other regular employment outside the school district nor to engage in a work stoppage of any kind.

The use of personal leave is subject to the following:

1. Except in cases of emergency or unavoidable situations, personal leave requests shall be submitted to the Building Principal three (3) days in advance of the date of the personal leave.
2. Except in cases of emergency, personal leave may not be used in increments of less than one-half day without prior approval of the Superintendent.
3. Personal leave days may not be used during the first and/or last five days of the school year, immediately before or immediately following a school vacation or holiday, during standardized testing, semester exams or state mandated testing, or on a scheduled teacher in-service day, without prior approval of the Superintendent.
4. Not more than three (3) employees may utilize a personal day at the same time without prior approval of the Superintendent.

10.3 PROFESSIONAL LEAVE

All full-time teachers will be granted three (3) professional days (school days) each school year (July 1st - June 30th) to attend conferences or workshops, not to include County Institute days, conferences or workshops sponsored by the school district, or any other conferences or workshops at which attendance of the staff member is required by the school district. Unused professional days do not accumulate.

Requests for attendance to educational conferences or workshops shall be submitted a minimum of three (3) weeks in advance.

Each full-time teacher shall be allowed up to the amount of three-hundred dollars (\$300) each school year (July 1st – June 30th) to cover the cost of professional development expenses (i.e. mileage, registration, lodging & meals) exclusive of the cost of a substitute teacher.

If a full-time teacher does not use any of his/her three-hundred dollars (\$300) allotment in one school year, it may be carried over and added to the three-hundred dollars (\$300) allotment for the following school year. This would give the full-time teacher a six-hundred dollars (\$600) allotment for that school year to cover the cost of professional development expenses (i.e. mileage, registration, lodging & meals) exclusive of the cost of a substitute teacher.

A full-time teacher may only carryover the professional development allotment if none of the funds in the allotment are used in that school year. The allotment may only be carried over and added to the three-hundred dollars (\$300) allotment for the school year immediately following the school year in which none of the funds in the professional development allotment were used. The remaining funds from the six-hundred dollars (\$600) allotment do not accumulate and may not be carried over to cover professional development expenses for any future school years.

After returning to work from the professional development event, the teacher must submit acceptable documentation of attendance (i.e. completed and provider signed "ISBE Evidence of Completion for Workshop, Conference, Seminar, etc." form (ISBE 77-21 B) or certificate of attendance, or copy of meeting agenda) and receipts to receive the entire available reimbursement totaling a maximum of \$300 (\$600 – two year carryover).

Professional Leave shall not be used during standardized testing or State mandated testing. No more than four (4) teachers can utilize a professional day at the same time without prior approval of the Superintendent.

A teacher will be allowed one (1) day of professional leave each school year to present at an in-service event sponsored by the Regional Office of Education, Illinois State Board of Education, Illinois State Teacher Professional Organization, or National Teacher Professional Organization. This leave will not be deducted from the teacher's professional leave allotment for the school year. The school district will assume the cost of securing a substitute teacher for that day but will not assume any other additional costs associated with the professional leave. Only one (1) teacher per school day may utilize this benefit.

10.4 COURT DUTY

An employee is to give at least five (5) days' prior notice of pending court duty to the District.

Upon receipt of written documentation from the court that an employee was absent due to court duty or, pursuant to a subpoena, serves as a witness or has a deposition taken in any school-related matter pending in court, the District will pay full salary during the time an employee was absent from work.

Upon receipt of compensation from the Court for his/her services, the employee will submit a copy of the check and remit any fees received for serving on court duty

(less cost of meals and mileage) to the School District on the next workday after receiving the compensation.

10.5 OTHER FORMS OF LEAVE

Request for military leave shall be granted in accordance with the terms of the Selective Service Act.

Request for leave under the Family Medical Leave Act shall be granted in accordance with the Federal Guidelines governing leave under the Act.

The Employer shall comply with the Americans With Disabilities Act.

The Board of Education may grant sabbatical and travel leave provided that the individual can demonstrate the educational value that may be derived from said leave.

The Board may grant other leave at the Board's discretion based upon the rationale provided by the Employee.

The Association unequivocally agrees to waive all grievance and arbitration rights that may arise from this section (10.5).

ARTICLE XI EMPLOYEE EVALUATION

A staff evaluation committee, consisting of two members appointed by the Association and two administrators, shall be established to review the staff evaluation plan. The committee shall meet at least once each school year. Any recommendations by the committee for changes in said plan shall be submitted to the Superintendent for review and consideration by the Board of Education. The Board of Education may not initiate changes in the plan unless the committee, by majority decision, makes the recommendation.

Rules and regulations governing Employee conduct shall be reasonable, and enforcement of Employee discipline shall be fair and exercised for just cause.

EVALUATION PROCEDURES AND TIMELINES

I. CRITERIA FOR SELECTION OF TEACHERS FOR EVALUATION

Non-tenured (Probationary) Certified Employees: Teachers not on contractual continued employment.

The performance of regular full-time first, second, third, and fourth year instructional certified employees will be formally evaluated in writing a minimum of three (3) times each school year.

Tenured- Continued Contractual Certified Employees: Teachers on contractual continued employment.

Each certified employee in contractual continued service will be evaluated at least once in the course of every two school years, unless a teacher requests an evaluation. Evaluation shall be granted during that school, but no more than one time each school year unless teacher is involved in a remediation plan.

II. PRE-OBSERVATION CONFERENCES

1. The pre-observation conferences will be held no later than two (2) working days prior to the scheduled observations.
2. The evaluator shall review the evaluation criteria and other pertinent information with the certified employee.
3. Plans for the observation will be determined at this time as well as making special arrangements for the observation.
4. The evaluator and the certified employee shall schedule the observation at a mutually agreed upon time.

5. The evaluator and the certified employee shall schedule a post-observation/final conference at a mutually agreed upon time within ten (10) working days from the time of the observation.

III. CLASSROOM/INSTRUCTIONAL OBSERVATION

1. The classroom/instructional observation may be for a length of an entire instructional period. For non-tenured certified employees, the classroom instructional observation shall be for a duration of thirty (30) consecutive minutes of an instructional period.

2. The evaluator shall conduct one classroom/instructional observation for each continued contractual (tenured) certified employee unless the employee requests additional observations.

3. The evaluator shall conduct a minimum of three (3) classroom/instructional observations for each non-tenured (probationary) certified employee.

4. The evaluator shall refrain from the completion of forms, instruments, etc. during the observation time. The evaluator may make incidental notes during the observation time.

IV. POST-OBSERVATION/FINAL CONFERENCE

1. The evaluator shall communicate, orally and in writing, to the certified employee, any positive or outstanding attributes noted as a consequence of the observation.

2. The evaluator shall communicate, orally and in writing, to the certified employee, any areas in need of improvement noted as a consequence of the observation. The evaluator shall determine the strategies necessary for improvement and develop a plan of action for implementation by the teacher.

3. The evaluator and the certified employee shall determine the focus of the next observation. (a specific skill area, an aspect of curriculum, etc.) and shall schedule the next pre-observation conference at a time mutually agreed upon by both parties.

4. The certified employee may develop a written response to the evaluator's comments and recommendations. Said response shall be submitted to the evaluator within (10) working days from the date of the post-observation/final conference. The certified employee's written response will be attached to the evaluator's final report and shall become a part of the permanent evaluation record of the certified employee.

PERFORMANCE RATINGS

The provisions contained in this Article shall remain in full force and effect until they are bargained after PERA implementation for the district except that any provision in this contract that is in conflict with PERA or with an agreement reached by the PERA committee or as a result of interim bargaining on evaluation shall be null and void and the conflicting PERA committee agreement or interim bargaining agreement shall control and negate the contract language with which it is in conflict, or with which it is inconsistent.

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

TEACHER REMEDIATION PLAN TEXT OF RULES 105ILCS 5/24A-5

Within 30 calendar days after an evaluation has been reduced to writing resulting in a rating of unsatisfactory, a remediation plan designed to correct the areas identified in the unsatisfactory, (provided the deficiencies are deemed remediable), will be developed and initiated by the district.

1. Every three months evaluations and ratings shall be conducted by a qualified administrator.
2. When a three-month evaluation schedule requires an evaluation after the close of the school year, but on or before July 15, such evaluation shall be scheduled to occur no later than two (2) weeks prior to the close of the preceding school year.
3. When a three-month evaluation schedule requires an evaluation after the close of the school year, but after July 15, such evaluation shall be scheduled to occur no later than two (2) weeks after student's attendance commences in the following school year.
4. Failure to strictly comply with the timelines for the required three-month evaluations because of events such as summer months, illness, or certain leaves granted teachers under remediation plan, shall not invalidate the results of the remediation plan.
5. The qualified administrator shall conduct the fourth and final evaluation at the conclusion of the year of remediation.

6. Any teacher who successfully completes the one year remediation plan by receiving a Proficient or better rating, shall be reinstated to the regular schedule of evaluations.
7. Participants in the remediation plan shall include the teacher rated unsatisfactory, a qualified administrator, and a consulting teacher. The remediation plan may include the participation of other personnel to assist in correcting areas identified as unsatisfactory.

CONSULTING TEACHER PROVISIONS

TEXT OF RULES

105ILCS 5/24A-5

1. The participation of the consulting teacher shall be voluntary.
2. The qualified consulting teacher shall be one who has received a rating of excellent on his or her most recent evaluation, has a minimum of five years experience in teaching, and has reasonable familiarity to the assignment of the teacher under remediation.
3. The consulting teacher shall be chose from a list developed by the bargaining agent Jonesboro Education Association). That agent shall supply a roster of at least 5 qualified teachers from which the consulting teacher is to be selected, or the names of all teachers so qualified if that number is less than five.
4. When no consulting teacher is available in a district, the district shall request the State Board of Education to provide a consulting teacher.
5. If the consulting teacher becomes unavailable during the course of a remediation plan, a new consulting teacher shall be selected in the same manner as the initial consulting teacher. The remediation plan shall be amended as necessary upon consultation with the new consulting teacher.
6. The consulting teacher shall provide advice to the teacher rated as unsatisfactory on how to improve teaching skills and to successfully complete the remediation plan.
7. The consulting teacher shall not participate in any of the required three-month evaluations nor be engaged to evaluate the performance of the teacher under remediation, unless a collective bargaining agreement provides otherwise.
8. The consulting teacher shall be informed through three (3) quarterly conferences (held once every three months) with the qualified administrator

and the teacher under remediation, of the results of the first three quarterly evaluations.

9. Any teacher who fails to complete the remediation plan with a “Satisfactory” or better rating shall be dismissed in accordance with Section 24-12 or 34-85 of the School Code.

CERTIFIED EMPLOYEES

Reduction in Force and Recall

The provisions contained in this Article shall remain in full force until they are bargained after PERA implementation for the district except that any provision in this contract that is in conflict with PERA or with an agreement reached by the PERA committee or as a result of the interim bargaining on evaluation shall be null and void and the conflicting PERA committee agreement or interim bargaining on evaluation shall control and negate the contract language with which it is in conflict or with which it is inconsistent.

Reduction in Force

A. Reduction in force for certified employees shall be governed by School Code sections 24-11 and 24-12 and if there is any conflict with anything in this Agreement and those sections of the School Code, the School Code shall control. Written and signed Agreements reached by the SB7 Joint Committee shall be included in this agreement.

B. A teacher’s failure to respond affirmatively within ten (10) calendar days after receipt of the Board’s recall letter sent by registered mail to the teacher’s address on file with the Board recalling such teacher, shall result in the termination of the teacher’s rights of recall hereunto.

NON-CERTIFIED EMPLOYEES

Reduction in Force

The provisions contained in this Article shall remain in full force and effect until they are bargained after PERA implementation for the district except that any provision in this contract that is in conflict with PERA or with an agreement reached by the PERA committee or as a result of interim bargaining on evaluation shall be null and void and the conflicting PERA committee agreement or interim bargaining on evaluation shall be null and void and the conflicting PERA committee agreement or interim bargained agreement shall control and shall negate the contract language with which it is in conflict or with which it is inconsistent.

Reduction in Force and Recall

This section is applicable whenever the Board of Education decides to decrease the number of educational support personnel or discontinue some particular type of educational support service and, as a result of that action, an educational support service and, as a result of that action, and educational support employee is removed, dismissed, or his or her hours are reduced.

The Board shall use a seniority list to determine the order of dismissal or removal. The seniority list, categorized by positions, shows the length of continuing service of each full-time educational support employee. The employee with the shorter length of continuing service within the respective category of position shall be dismissed first.

Except as provided below, written notice will be given the employee by certified mail, return receipt requested, at least 30 days before the employee is removed or dismissed, or his or her hours are reduced, together with a statement of honorable dismissal and the reason therefore if applicable. The prior written notice will be extended to 90 days if the lay-off is due to the district entering into a contract with a third party for non-instructional services. The prior written notice will be shortened to at least 5 days before an employee's hours are reduced as a result of an unforeseen reduction in the student population.

Any vacancies for the following school term or within one calendar year from the beginning of the following school term shall be offered to the employees so removed or dismissed from that category of position provided they are qualified to hold such positions.

ARTICLE XII SALARY CONSIDERATIONS

12.1 SALARY DISBURSEMENTS

Certified and support staff employees may have the option of receiving their salary over a nine-month (9) or twelve-month (12) period. Each employee will sign a form on the first day of employee attendance indicating which option he/she chooses to be paid. An employee may not change the option selected during that school year.

An employee may have his/her pay disbursed as a check or direct deposited in the bank. If the check option is selected, the employee will receive his/her check on the 5th and 20th of each month. If the direct deposit option is selected, the employee's pay information will be electronically submitted to the school district's bank at least two (2) days prior to the 5th and 20th of each month. The employee selecting the direct deposit option is responsible for the payment of any fees that the bank may charge for providing this service.

For employees selecting the check option, if the 5th or 20th falls on a weekend or a weekday that the Central Administrative office is not officially open for business, the checks will be available on the last day that Central Administrative office is open prior to the affected pay date. During the summer months, employees will have the option of having their checks mailed to their summer addresses, or employees may pick up their checks at the Superintendent's office.

For employees selecting the direct deposit option, if the 5th or 20th falls on a weekend or weekday that the Central Administrative office is not officially open for business, the employee's pay information will be electronically submitted to the school district's bank at least two days before the last day that the Central Administrative office is open prior to the affected pay date.

12.2 SCHOOL YEAR SALARY SCHEDULE

2015 – 2016	1% increase plus step
2016 – 2017	1.5% increase plus step
2017 – 2018	1.5% increase plus step

Certified Staff

Steps – Beginning 2015 – 2016, a step shall be added each year in each column of the salary scale for the duration of the contract. A step will be added from year 27 and 28 horizontally.

See Appendix I

Support Staff

Step increases shall be reestablished for the support staff. Establish a new support staff schedule. All new employees will be brought in on the salary schedule. Employees hired before August 1, 2015 will have the choice whether to go on the new schedule placed according to years of service, or receive set raise per year from their current salary.

See Appendix V

12.3 SALARY SCHEDULE PLACEMENT FOR NEW CERTIFIED STAFF

The employee shall be awarded up to a maximum of five (5) years full credit for all prior full-time employment teaching experience outside the district upon appropriate documentations. In order to qualify for full year credit on the salary schedule, an employee must have been employed full time not later than November of the year in question. This MOU will apply to all certificated personnel hired after the beginning of the 2014-2015 school year. It will not affect the salary placement of those hired prior to that time. (Memorandum of Understanding March 3, 2015)

12.4 EXTRA-CURRICULAR/SUPPLEMENTAL DUTIES

Employees will be paid according to the Extra-Curricular Salary Schedule Appendix II for work performed.

Posting and hiring for positions under this provision shall be conducted under the guidelines established in Article V, Posting and Voluntary Transfer.

Fulltime Employed Custodians Performing Bus Driver Duties

Custodial staff will receive their custodial hourly wage if they drive a bus.

12.5 SENIORITY

Employees in Jonesboro District #43 shall accrue seniority beginning with the first full day of service as a full time employee of the District.

For employees with the same starting date, the earliest date of hire shall determine seniority.

For employees with the same date of hire and same starting date, the individual with the highest horizontal placement on the salary schedule shall have the higher seniority.

Approved leaves of absence will not affect an employee's placement on the seniority list; however, such employee will not accrue seniority during the time of said leave.

SUPPORT STAFF:

Support Staff: Extracurricular Duties

A Rotation system shall be established based on seniority for extracurricular duties such as field trips and ballgames. If an individual turns down a work assignment, he/she will be placed at the bottom of the list.

Support Staff: Holidays

The Good Friday holiday shall be added to support personnel working at least 1700 hours per school year.

Support Staff: Overtime

Overtime

The Board of Education discourages overtime work by non-exempt employees. A non-exempt employee shall not work overtime without his or her supervisor's expressed approval. All supervisors of non-exempt employees shall: (1) monitor overtime use on a weekly basis and report such use to the district office; (2) seek the Superintendent or designee's written pre-approval for any long term or repeated use of overtime that can be reasonably anticipated; (3) ensure that overtime provisions of this policy and the FLSA are followed; and (4) ensure that employees are compensated for any overtime worked. Accurate and complete time sheets of actual hours worked during the workweek shall be submitted to the district office on a weekly basis. The district office will review work records of employees on a regular basis, make an assessment of overtime use, and provide the assessment to the Superintendent.

12.5 IEP STAFFINGS AND MDC STAFFINGS

IEP staffing and MDC staffings shall be scheduled during the workday. However, if such scheduling is not possible, or falls in an employee's plan time or lunch hour, the District shall pay \$15.00 per hour compensation.

ARTICLE XIII

FAIR SHARE AGREEMENT

Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues except that amount which is exempt. (e.g., IPACE dues)

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

Such fee shall be paid to the Association by the Employer no later than ten (10) days following deduction.

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

(a) The Employer gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if it so desires, and

(b) The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

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

It is expressly understood that this hold harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Employer or the Employer's imperfect execution of the obligations imposed upon it by this Article.

The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such Employee is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the Employee to a mutually agreeable non-religious charitable organization

as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

The parties agree that the "Fair Share" provision shall apply to all current bargaining unit members who are members of the Association as of August 28, 2009; and that it shall apply to all newly hired bargaining unit members after May 2010. The foregoing "Fair Share" provision shall not apply to current bargaining unit members who are not members of the Association as of August 28, 2009, nor shall it apply to newly hired bargaining unit members hired prior to May 2010.

ARTICLE XIV EFFECT OF CONTRACT

14.1 COMPLETE UNDERSTANDING

The terms and conditions set forth in this contract represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

14.2 INCORPORATION OF BOARD POLICIES

This agreement shall supersede and have precedence over any rules, regulations, or practices of the Employer which shall be contrary-to the terms of this Agreement.

14.3 SAVINGS CLAUSE

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

14.4 NO-STRIKE CLAUSE

The Association agrees that under no circumstances will it authorize sanction, instigate, condone or acquiesce in a strike, withholding of services, or work stoppage of any kind or nature during the term of this Agreement.

14.5 APPENDICES

The Appendices attached to this Agreement are hereby incorporated into this Agreement.

14.6 TERM OF CONTRACT

This contract shall be effective and shall continue in full force and effect until 12:00 midnight of the day prior to the first day of school for the 2018-2019 school terms.

SIGNATURE PAGE

This contract is signed this 23rd day of November, 2015.

In Witness Whereof:

For the Jonesboro Board of Education

President _____

Secretary _____

For the Jonesboro Education Association

President _____

Secretary _____

APPENDIX I SALARY SCHEDULE

Jonesboro District 43																
2015-2016																
Teacher Salary Schedule																
STEP	BS	BSw/TRS	BS+8	BS+8w/TRS	BS+16	BS+16w/TRS	BS+24	BS+24w/TRS	MS	MSw/TRS	MS+B	MS+8w/TRS	MS+16	MS+16w/TRS	MS+24	MS+24w/TRS
0	\$ 31,588	\$ 34,712	\$ 31,968	\$ 35,130	\$ 32,445	\$ 35,654	\$ 32,926	\$ 36,182	\$ 32,961	\$ 36,221	\$ 33,509	\$ 36,823	\$ 34,059	\$ 37,427	\$ 34,608	\$ 38,031
1	\$ 32,329	\$ 35,526	\$ 32,740	\$ 35,978	\$ 33,187	\$ 36,469	\$ 33,667	\$ 36,997	\$ 33,782	\$ 37,123	\$ 34,334	\$ 37,730	\$ 34,883	\$ 38,333	\$ 35,431	\$ 38,935
2	\$ 33,070	\$ 36,341	\$ 33,483	\$ 36,795	\$ 33,929	\$ 37,285	\$ 34,409	\$ 37,812	\$ 34,608	\$ 38,031	\$ 35,159	\$ 38,636	\$ 35,707	\$ 39,238	\$ 36,256	\$ 39,842
3	\$ 33,812	\$ 37,156	\$ 34,225	\$ 37,610	\$ 34,669	\$ 38,098	\$ 35,151	\$ 38,627	\$ 35,431	\$ 38,935	\$ 35,981	\$ 39,540	\$ 36,531	\$ 40,144	\$ 37,081	\$ 40,748
4	\$ 34,553	\$ 37,970	\$ 34,966	\$ 38,424	\$ 35,412	\$ 38,914	\$ 35,893	\$ 39,443	\$ 36,256	\$ 39,842	\$ 36,805	\$ 40,445	\$ 37,354	\$ 41,048	\$ 37,905	\$ 41,654
5	\$ 35,316	\$ 38,809	\$ 35,728	\$ 39,262	\$ 36,173	\$ 39,751	\$ 36,655	\$ 40,280	\$ 37,101	\$ 40,770	\$ 37,651	\$ 41,375	\$ 38,200	\$ 41,978	\$ 38,750	\$ 42,582
6	\$ 36,078	\$ 39,646	\$ 36,490	\$ 40,099	\$ 36,936	\$ 40,589	\$ 37,417	\$ 41,118	\$ 37,946	\$ 41,699	\$ 38,495	\$ 42,302	\$ 39,047	\$ 42,909	\$ 39,595	\$ 43,511
7	\$ 36,842	\$ 40,486	\$ 37,252	\$ 40,936	\$ 37,700	\$ 41,429	\$ 38,179	\$ 41,955	\$ 38,790	\$ 42,626	\$ 39,340	\$ 43,231	\$ 39,890	\$ 43,835	\$ 40,438	\$ 44,437
8	\$ 37,604	\$ 41,323	\$ 38,016	\$ 41,776	\$ 38,461	\$ 42,265	\$ 38,944	\$ 42,796	\$ 39,636	\$ 43,556	\$ 40,184	\$ 44,158	\$ 40,734	\$ 44,763	\$ 41,285	\$ 45,368
9	\$ 38,273	\$ 42,058	\$ 38,777	\$ 42,612	\$ 39,224	\$ 43,103	\$ 39,705	\$ 43,632	\$ 40,481	\$ 44,485	\$ 41,029	\$ 45,087	\$ 41,580	\$ 45,692	\$ 42,129	\$ 46,296
10	\$ 39,150	\$ 43,022	\$ 39,561	\$ 43,474	\$ 40,007	\$ 43,964	\$ 40,488	\$ 44,492	\$ 41,331	\$ 45,419	\$ 41,883	\$ 46,025	\$ 42,431	\$ 46,627	\$ 42,980	\$ 47,231
11	\$ 39,932	\$ 43,881	\$ 40,343	\$ 44,333	\$ 40,790	\$ 44,824	\$ 41,272	\$ 45,354	\$ 42,184	\$ 46,356	\$ 42,733	\$ 46,959	\$ 43,283	\$ 47,564	\$ 43,833	\$ 48,168
12	\$ 40,716	\$ 44,743	\$ 41,128	\$ 45,196	\$ 41,575	\$ 45,687	\$ 42,054	\$ 46,213	\$ 43,036	\$ 47,292	\$ 43,585	\$ 47,896	\$ 44,134	\$ 48,499	\$ 44,683	\$ 49,102
13	\$ 41,500	\$ 45,604	\$ 41,912	\$ 46,057	\$ 42,357	\$ 46,546	\$ 42,839	\$ 47,076	\$ 43,888	\$ 48,229	\$ 44,437	\$ 48,832	\$ 44,985	\$ 49,434	\$ 45,534	\$ 50,037
14	\$ 42,284	\$ 46,466	\$ 42,696	\$ 46,919	\$ 43,141	\$ 47,408	\$ 43,622	\$ 47,936	\$ 44,739	\$ 49,164	\$ 45,288	\$ 49,767	\$ 45,837	\$ 50,370	\$ 46,386	\$ 50,974
15	\$ 43,086	\$ 47,347	\$ 43,498	\$ 47,800	\$ 43,944	\$ 48,290	\$ 44,426	\$ 48,820	\$ 45,596	\$ 50,105	\$ 46,142	\$ 50,705	\$ 46,675	\$ 51,291	\$ 47,245	\$ 51,918
16	\$ 43,890	\$ 48,231	\$ 44,302	\$ 48,684	\$ 44,747	\$ 49,173	\$ 45,227	\$ 49,700	\$ 46,454	\$ 51,048	\$ 47,003	\$ 51,652	\$ 47,554	\$ 52,257	\$ 48,103	\$ 52,860
17	\$ 44,691	\$ 49,111	\$ 45,104	\$ 49,565	\$ 45,551	\$ 50,056	\$ 46,032	\$ 50,585	\$ 47,312	\$ 51,991	\$ 47,861	\$ 52,595	\$ 48,131	\$ 52,891	\$ 48,961	\$ 53,803
18	\$ 45,494	\$ 49,993	\$ 45,907	\$ 50,447	\$ 46,353	\$ 50,937	\$ 46,835	\$ 51,467	\$ 48,170	\$ 52,934	\$ 48,720	\$ 53,538	\$ 49,270	\$ 54,143	\$ 49,818	\$ 54,745
19	\$ 46,299	\$ 50,878	\$ 46,710	\$ 51,330	\$ 47,157	\$ 51,821	\$ 47,638	\$ 52,349	\$ 49,029	\$ 53,878	\$ 49,578	\$ 54,481	\$ 50,127	\$ 55,085	\$ 50,677	\$ 55,689
20	\$ 47,101	\$ 51,759	\$ 47,513	\$ 52,212	\$ 47,960	\$ 52,703	\$ 48,442	\$ 53,233	\$ 49,894	\$ 54,829	\$ 50,444	\$ 55,433	\$ 50,993	\$ 56,036	\$ 51,541	\$ 56,638
21	\$ 47,905	\$ 52,643	\$ 48,317	\$ 53,096	\$ 48,763	\$ 53,586	\$ 49,246	\$ 54,116	\$ 50,761	\$ 55,781	\$ 51,309	\$ 56,384	\$ 51,857	\$ 56,986	\$ 52,408	\$ 57,591
22	\$ 48,707	\$ 53,524	\$ 49,120	\$ 53,978	\$ 49,567	\$ 54,469	\$ 50,048	\$ 54,998	\$ 51,624	\$ 56,730	\$ 52,174	\$ 57,334	\$ 52,724	\$ 57,938	\$ 53,273	\$ 58,542
23	\$ 49,511	\$ 54,408	\$ 49,923	\$ 54,860	\$ 50,369	\$ 55,351	\$ 50,849	\$ 55,878	\$ 52,492	\$ 57,684	\$ 53,042	\$ 58,288	\$ 53,591	\$ 58,891	\$ 54,140	\$ 59,495
24	\$ 50,298	\$ 55,273	\$ 50,711	\$ 55,726	\$ 51,155	\$ 56,214	\$ 51,637	\$ 56,744	\$ 53,358	\$ 58,635	\$ 53,907	\$ 59,238	\$ 54,456	\$ 59,842	\$ 55,005	\$ 60,445
25	\$ 50,872	\$ 55,903	\$ 51,284	\$ 56,356	\$ 51,728	\$ 56,844	\$ 52,211	\$ 57,375	\$ 54,223	\$ 59,586	\$ 54,772	\$ 60,189	\$ 55,321	\$ 60,792	\$ 55,872	\$ 61,398
26	\$ 51,444	\$ 56,532	\$ 51,854	\$ 56,982	\$ 52,302	\$ 57,475	\$ 52,783	\$ 58,003	\$ 55,089	\$ 60,537	\$ 55,637	\$ 61,140	\$ 56,188	\$ 61,745	\$ 56,737	\$ 62,348
27	\$ 52,016	\$ 57,160	\$ 52,429	\$ 57,614	\$ 52,874	\$ 58,103	\$ 53,356	\$ 58,633	\$ 55,956	\$ 61,490	\$ 56,505	\$ 62,093	\$ 57,054	\$ 62,697	\$ 57,603	\$ 63,300
28	\$ 52,589	\$ 57,790	\$ 53,002	\$ 58,244	\$ 53,447	\$ 58,733	\$ 53,929	\$ 59,263	\$ 56,818	\$ 62,437	\$ 57,370	\$ 63,044	\$ 57,919	\$ 63,647	\$ 58,469	\$ 64,252
29			\$ 53,579	\$ 58,878	\$ 54,019	\$ 59,362	\$ 54,501	\$ 59,891	\$ 57,393	\$ 63,069	\$ 57,944	\$ 63,675	\$ 58,492	\$ 64,277	\$ 59,043	\$ 64,882
30					\$ 54,597	\$ 59,997	\$ 55,078	\$ 60,525	\$ 57,966	\$ 63,699	\$ 58,516	\$ 64,303	\$ 59,065	\$ 64,907	\$ 59,613	\$ 65,509
31									\$ 58,538	\$ 64,327	\$ 59,088	\$ 64,392	\$ 59,637	\$ 65,535	\$ 60,188	\$ 66,141
32									\$ 59,117	\$ 64,964	\$ 59,667	\$ 65,568	\$ 60,216	\$ 66,171	\$ 60,772	\$ 66,782

Jonesboro District 43

2016-2017

Teacher Salary Schedule

STEP	BS	BSw/TRS	BS+8	BS+8w/TRS	BS+16	BS+16w/TRS	BS+24	BS+24w/TRS	MS	MSw/TRS	MS+B	MS+8w/TRS	MS+16	MS+16w/TRS	MS+24	MS+24w/TRS
0	\$ 32,062	\$ 35,233	\$ 32,448	\$ 35,657	\$ 32,932	\$ 36,189	\$ 33,420	\$ 36,725	\$ 33,455	\$ 36,764	\$ 34,012	\$ 37,376	\$ 34,570	\$ 37,989	\$ 35,127	\$ 38,601
1	\$ 32,814	\$ 36,059	\$ 33,231	\$ 36,518	\$ 33,685	\$ 37,016	\$ 34,172	\$ 37,552	\$ 34,289	\$ 37,680	\$ 34,849	\$ 38,296	\$ 35,406	\$ 38,908	\$ 35,962	\$ 39,519
2	\$ 33,566	\$ 36,886	\$ 33,985	\$ 37,346	\$ 34,438	\$ 37,844	\$ 34,925	\$ 38,379	\$ 35,127	\$ 38,601	\$ 35,686	\$ 39,215	\$ 36,243	\$ 39,827	\$ 36,800	\$ 40,440
3	\$ 34,319	\$ 37,713	\$ 34,738	\$ 38,174	\$ 35,189	\$ 38,669	\$ 35,678	\$ 39,207	\$ 35,962	\$ 39,519	\$ 36,521	\$ 40,133	\$ 37,079	\$ 40,746	\$ 37,637	\$ 41,359
4	\$ 35,071	\$ 38,540	\$ 35,490	\$ 39,000	\$ 35,943	\$ 39,498	\$ 36,431	\$ 40,034	\$ 36,800	\$ 40,440	\$ 37,357	\$ 41,052	\$ 37,914	\$ 41,664	\$ 38,474	\$ 42,279
5	\$ 35,846	\$ 39,391	\$ 36,264	\$ 39,851	\$ 36,716	\$ 40,347	\$ 37,205	\$ 40,885	\$ 37,658	\$ 41,382	\$ 38,216	\$ 41,996	\$ 38,773	\$ 42,608	\$ 39,331	\$ 43,221
6	\$ 36,619	\$ 40,241	\$ 37,037	\$ 40,700	\$ 37,490	\$ 41,198	\$ 37,978	\$ 41,734	\$ 38,515	\$ 42,324	\$ 39,072	\$ 42,936	\$ 39,633	\$ 43,553	\$ 40,189	\$ 44,164
7	\$ 37,395	\$ 41,093	\$ 37,811	\$ 41,551	\$ 38,266	\$ 42,051	\$ 38,752	\$ 42,585	\$ 39,372	\$ 43,266	\$ 39,930	\$ 43,879	\$ 40,488	\$ 44,492	\$ 41,045	\$ 45,104
8	\$ 38,168	\$ 41,943	\$ 38,586	\$ 42,402	\$ 39,038	\$ 42,899	\$ 39,528	\$ 43,437	\$ 40,231	\$ 44,210	\$ 40,787	\$ 44,821	\$ 41,345	\$ 45,434	\$ 41,904	\$ 46,048
9	\$ 38,847	\$ 42,689	\$ 39,359	\$ 43,252	\$ 39,812	\$ 43,749	\$ 40,301	\$ 44,287	\$ 41,088	\$ 45,152	\$ 41,644	\$ 45,763	\$ 42,204	\$ 46,378	\$ 42,761	\$ 46,990
10	\$ 39,737	\$ 43,667	\$ 40,154	\$ 44,125	\$ 40,607	\$ 44,623	\$ 41,095	\$ 45,159	\$ 41,951	\$ 46,100	\$ 42,511	\$ 46,715	\$ 43,067	\$ 47,326	\$ 43,625	\$ 47,940
11	\$ 40,531	\$ 44,540	\$ 40,948	\$ 44,998	\$ 41,402	\$ 45,497	\$ 41,891	\$ 46,034	\$ 42,817	\$ 47,052	\$ 43,374	\$ 47,664	\$ 43,932	\$ 48,277	\$ 44,490	\$ 48,890
12	\$ 41,327	\$ 45,414	\$ 41,745	\$ 45,874	\$ 42,199	\$ 46,373	\$ 42,685	\$ 46,907	\$ 43,682	\$ 48,002	\$ 44,239	\$ 48,614	\$ 44,796	\$ 49,226	\$ 45,353	\$ 49,838
13	\$ 42,123	\$ 46,289	\$ 42,541	\$ 46,748	\$ 42,992	\$ 47,244	\$ 43,482	\$ 47,782	\$ 44,546	\$ 48,952	\$ 45,104	\$ 49,565	\$ 45,660	\$ 50,176	\$ 46,217	\$ 50,788
14	\$ 42,918	\$ 47,163	\$ 43,336	\$ 47,622	\$ 43,788	\$ 48,119	\$ 44,276	\$ 48,655	\$ 45,410	\$ 49,901	\$ 45,967	\$ 50,513	\$ 46,525	\$ 51,126	\$ 47,082	\$ 51,738
15	\$ 43,732	\$ 48,057	\$ 44,150	\$ 48,516	\$ 44,603	\$ 49,014	\$ 45,092	\$ 49,552	\$ 46,280	\$ 50,857	\$ 46,834	\$ 51,466	\$ 47,375	\$ 52,060	\$ 47,954	\$ 52,697
16	\$ 44,548	\$ 48,954	\$ 44,967	\$ 49,414	\$ 45,418	\$ 49,910	\$ 45,905	\$ 50,445	\$ 47,151	\$ 51,814	\$ 47,708	\$ 52,426	\$ 48,267	\$ 53,041	\$ 48,825	\$ 53,654
17	\$ 45,361	\$ 49,847	\$ 45,781	\$ 50,309	\$ 46,234	\$ 50,807	\$ 46,722	\$ 51,343	\$ 48,022	\$ 52,771	\$ 48,579	\$ 53,384	\$ 48,853	\$ 53,685	\$ 49,695	\$ 54,610
18	\$ 46,176	\$ 50,743	\$ 46,596	\$ 51,204	\$ 47,048	\$ 51,701	\$ 47,538	\$ 52,240	\$ 48,893	\$ 53,729	\$ 49,451	\$ 54,342	\$ 50,009	\$ 54,955	\$ 50,565	\$ 55,566
19	\$ 46,993	\$ 51,641	\$ 47,411	\$ 52,100	\$ 47,864	\$ 52,598	\$ 48,353	\$ 53,135	\$ 49,764	\$ 54,686	\$ 50,322	\$ 55,299	\$ 50,879	\$ 55,911	\$ 51,437	\$ 56,524
20	\$ 47,808	\$ 52,536	\$ 48,226	\$ 52,996	\$ 48,679	\$ 53,493	\$ 49,169	\$ 54,032	\$ 50,642	\$ 55,651	\$ 51,201	\$ 56,265	\$ 51,758	\$ 56,877	\$ 52,314	\$ 57,488
21	\$ 48,624	\$ 53,433	\$ 49,042	\$ 53,892	\$ 49,494	\$ 54,389	\$ 49,985	\$ 54,929	\$ 51,522	\$ 56,618	\$ 52,079	\$ 57,230	\$ 52,635	\$ 57,841	\$ 53,194	\$ 58,455
22	\$ 49,438	\$ 54,327	\$ 49,857	\$ 54,788	\$ 50,311	\$ 55,287	\$ 50,799	\$ 55,823	\$ 52,398	\$ 57,580	\$ 52,957	\$ 58,195	\$ 53,515	\$ 58,808	\$ 54,072	\$ 59,420
23	\$ 50,254	\$ 55,224	\$ 50,672	\$ 55,684	\$ 51,125	\$ 56,181	\$ 51,612	\$ 56,716	\$ 53,279	\$ 58,548	\$ 53,838	\$ 59,163	\$ 54,395	\$ 59,775	\$ 54,952	\$ 60,387
24	\$ 51,052	\$ 56,101	\$ 51,472	\$ 56,563	\$ 51,922	\$ 57,057	\$ 52,412	\$ 57,596	\$ 54,158	\$ 59,514	\$ 54,716	\$ 60,127	\$ 55,273	\$ 60,740	\$ 55,830	\$ 61,352
25	\$ 51,835	\$ 56,974	\$ 52,395	\$ 57,011	\$ 52,504	\$ 57,697	\$ 52,994	\$ 58,235	\$ 55,036	\$ 60,479	\$ 55,594	\$ 61,092	\$ 56,151	\$ 61,704	\$ 56,710	\$ 62,319
26	\$ 52,616	\$ 57,847	\$ 53,156	\$ 57,837	\$ 53,087	\$ 58,337	\$ 53,575	\$ 58,874	\$ 55,915	\$ 61,445	\$ 56,472	\$ 62,057	\$ 57,031	\$ 62,671	\$ 57,588	\$ 63,284
27	\$ 53,395	\$ 58,713	\$ 53,966	\$ 58,713	\$ 53,667	\$ 58,975	\$ 54,156	\$ 59,512	\$ 56,795	\$ 62,412	\$ 57,353	\$ 63,025	\$ 57,910	\$ 63,637	\$ 58,467	\$ 64,249
28	\$ 54,174	\$ 59,579	\$ 54,747	\$ 59,598	\$ 54,249	\$ 59,614	\$ 54,738	\$ 60,152	\$ 57,670	\$ 63,374	\$ 58,231	\$ 63,990	\$ 58,788	\$ 64,602	\$ 59,346	\$ 65,215
29	\$ 54,953	\$ 60,432	\$ 55,520	\$ 60,477	\$ 54,829	\$ 60,252	\$ 55,319	\$ 60,790	\$ 58,254	\$ 64,015	\$ 58,813	\$ 64,630	\$ 59,369	\$ 65,241	\$ 59,929	\$ 65,856
30		\$ 61,281	\$ 56,307	\$ 61,128	\$ 55,416	\$ 60,897	\$ 55,904	\$ 61,433	\$ 58,835	\$ 64,654	\$ 59,394	\$ 65,268	\$ 59,951	\$ 65,880	\$ 60,507	\$ 66,491
31				\$ 61,917	\$ 56,002	\$ 61,541	\$ 56,492	\$ 62,079	\$ 59,416	\$ 65,292	\$ 59,974	\$ 65,905	\$ 60,532	\$ 66,519	\$ 61,091	\$ 67,133
32									\$ 60,004	\$ 65,938	\$ 60,562	\$ 66,552	\$ 61,119	\$ 67,164	\$ 61,684	\$ 67,785
33									\$ 60,593	\$ 66,586	\$ 61,149	\$ 67,197	\$ 61,706	\$ 67,809	\$ 62,275	\$ 68,434

Jonesboro District 43

2017-2018

Teacher Salary Schedule

STEP	BS	BSw/TRS	BS+8	BS+8w/TRS	BS+16	BS+16w/TRS	BS+24	BS+24w/TRS	MS	MSw/TRS	MS+B	MS+8w/TRS	MS+16	MS+16w/TRS	MS+24	MS+24w/TRS
0	\$ 32,543	\$ 35,762	\$ 32,935	\$ 36,192	\$ 33,426	\$ 36,732	\$ 33,921	\$ 37,276	\$ 33,957	\$ 37,315	\$ 34,522	\$ 37,936	\$ 35,089	\$ 38,559	\$ 35,654	\$ 39,180
1	\$ 33,306	\$ 36,600	\$ 33,729	\$ 37,065	\$ 34,190	\$ 37,571	\$ 34,685	\$ 38,115	\$ 34,803	\$ 38,245	\$ 35,372	\$ 38,870	\$ 35,937	\$ 39,491	\$ 36,501	\$ 40,111
2	\$ 34,069	\$ 37,438	\$ 34,495	\$ 37,907	\$ 34,955	\$ 38,412	\$ 35,449	\$ 38,955	\$ 35,654	\$ 39,180	\$ 36,221	\$ 39,803	\$ 36,787	\$ 40,425	\$ 37,352	\$ 41,046
3	\$ 34,834	\$ 38,279	\$ 35,259	\$ 38,746	\$ 35,717	\$ 39,249	\$ 36,213	\$ 39,795	\$ 36,501	\$ 40,111	\$ 37,069	\$ 40,735	\$ 37,635	\$ 41,357	\$ 38,202	\$ 41,980
4	\$ 35,597	\$ 39,118	\$ 36,022	\$ 39,585	\$ 36,482	\$ 40,090	\$ 36,977	\$ 40,634	\$ 37,352	\$ 41,046	\$ 37,917	\$ 41,667	\$ 38,483	\$ 42,289	\$ 39,051	\$ 42,913
5	\$ 36,384	\$ 39,982	\$ 36,808	\$ 40,448	\$ 37,267	\$ 40,953	\$ 37,763	\$ 41,498	\$ 38,223	\$ 42,003	\$ 38,789	\$ 42,625	\$ 39,355	\$ 43,247	\$ 39,921	\$ 43,869
6	\$ 37,168	\$ 40,844	\$ 37,593	\$ 41,311	\$ 38,052	\$ 41,815	\$ 38,548	\$ 42,360	\$ 39,093	\$ 42,959	\$ 39,658	\$ 43,580	\$ 40,227	\$ 44,205	\$ 40,792	\$ 44,826
7	\$ 37,956	\$ 41,710	\$ 38,378	\$ 42,174	\$ 38,840	\$ 42,681	\$ 39,333	\$ 43,223	\$ 39,963	\$ 43,915	\$ 40,529	\$ 44,537	\$ 41,095	\$ 45,159	\$ 41,661	\$ 45,781
8	\$ 38,741	\$ 42,573	\$ 39,165	\$ 43,038	\$ 39,624	\$ 43,543	\$ 40,121	\$ 44,089	\$ 40,834	\$ 44,873	\$ 41,399	\$ 45,493	\$ 41,965	\$ 46,115	\$ 42,533	\$ 46,740
9	\$ 39,430	\$ 43,330	\$ 39,949	\$ 43,900	\$ 40,409	\$ 44,405	\$ 40,906	\$ 44,952	\$ 41,704	\$ 45,829	\$ 42,269	\$ 46,449	\$ 42,837	\$ 47,074	\$ 43,402	\$ 47,695
10	\$ 40,333	\$ 44,322	\$ 40,756	\$ 44,787	\$ 41,216	\$ 45,292	\$ 41,711	\$ 45,836	\$ 42,580	\$ 46,791	\$ 43,149	\$ 47,416	\$ 43,713	\$ 48,036	\$ 44,279	\$ 48,658
11	\$ 41,139	\$ 45,208	\$ 41,562	\$ 45,673	\$ 42,023	\$ 46,179	\$ 42,519	\$ 46,724	\$ 43,459	\$ 47,757	\$ 44,025	\$ 48,379	\$ 44,591	\$ 49,001	\$ 45,157	\$ 49,623
12	\$ 41,947	\$ 46,096	\$ 42,371	\$ 46,562	\$ 42,832	\$ 47,068	\$ 43,325	\$ 47,610	\$ 44,337	\$ 48,722	\$ 44,903	\$ 49,344	\$ 45,468	\$ 49,965	\$ 46,033	\$ 50,586
13	\$ 42,755	\$ 46,984	\$ 43,179	\$ 47,449	\$ 43,637	\$ 47,953	\$ 44,134	\$ 48,499	\$ 45,214	\$ 49,686	\$ 45,781	\$ 50,309	\$ 46,345	\$ 50,929	\$ 46,910	\$ 51,549
14	\$ 43,562	\$ 47,870	\$ 43,986	\$ 48,336	\$ 44,445	\$ 48,841	\$ 44,940	\$ 49,385	\$ 46,091	\$ 50,649	\$ 46,657	\$ 51,271	\$ 47,223	\$ 51,893	\$ 47,788	\$ 52,514
15	\$ 44,388	\$ 48,778	\$ 44,812	\$ 49,244	\$ 45,272	\$ 49,749	\$ 45,768	\$ 50,295	\$ 46,974	\$ 51,620	\$ 47,537	\$ 52,238	\$ 48,086	\$ 52,842	\$ 48,673	\$ 53,487
16	\$ 45,216	\$ 49,688	\$ 45,642	\$ 50,156	\$ 46,099	\$ 50,658	\$ 46,594	\$ 51,202	\$ 47,858	\$ 52,591	\$ 48,424	\$ 53,213	\$ 48,991	\$ 53,836	\$ 49,557	\$ 54,458
17	\$ 46,041	\$ 50,595	\$ 46,468	\$ 51,064	\$ 46,928	\$ 51,569	\$ 47,423	\$ 52,113	\$ 48,742	\$ 53,563	\$ 49,308	\$ 54,185	\$ 49,586	\$ 54,490	\$ 50,440	\$ 55,429
18	\$ 46,869	\$ 51,504	\$ 47,295	\$ 51,973	\$ 47,754	\$ 52,477	\$ 48,251	\$ 53,023	\$ 49,626	\$ 54,534	\$ 50,193	\$ 55,157	\$ 50,759	\$ 55,779	\$ 51,323	\$ 56,399
19	\$ 47,698	\$ 52,415	\$ 48,122	\$ 52,881	\$ 48,582	\$ 53,387	\$ 49,078	\$ 53,932	\$ 50,510	\$ 55,505	\$ 51,077	\$ 56,129	\$ 51,642	\$ 56,749	\$ 52,209	\$ 57,373
20	\$ 48,525	\$ 53,324	\$ 48,949	\$ 53,790	\$ 49,409	\$ 54,296	\$ 49,907	\$ 54,843	\$ 51,402	\$ 56,486	\$ 51,969	\$ 57,109	\$ 52,534	\$ 57,730	\$ 53,099	\$ 58,351
21	\$ 49,353	\$ 54,234	\$ 49,778	\$ 54,701	\$ 50,236	\$ 55,204	\$ 50,735	\$ 55,753	\$ 52,295	\$ 57,467	\$ 52,860	\$ 58,088	\$ 53,425	\$ 58,709	\$ 53,992	\$ 59,332
22	\$ 50,180	\$ 55,143	\$ 50,605	\$ 55,610	\$ 51,066	\$ 56,116	\$ 51,561	\$ 56,660	\$ 53,184	\$ 58,444	\$ 53,751	\$ 59,067	\$ 54,318	\$ 59,690	\$ 54,883	\$ 60,311
23	\$ 51,008	\$ 56,053	\$ 51,432	\$ 56,519	\$ 51,892	\$ 57,024	\$ 52,386	\$ 57,567	\$ 54,078	\$ 59,426	\$ 54,646	\$ 60,051	\$ 55,211	\$ 60,671	\$ 55,776	\$ 61,292
24	\$ 51,818	\$ 56,943	\$ 52,244	\$ 57,411	\$ 52,701	\$ 57,913	\$ 53,198	\$ 58,459	\$ 54,970	\$ 60,407	\$ 55,537	\$ 61,030	\$ 56,102	\$ 61,651	\$ 56,667	\$ 62,271
25	\$ 52,410	\$ 57,593	\$ 52,834	\$ 58,059	\$ 53,292	\$ 58,563	\$ 53,789	\$ 59,109	\$ 55,862	\$ 61,387	\$ 56,428	\$ 62,009	\$ 56,993	\$ 62,630	\$ 57,561	\$ 63,254
26	\$ 52,999	\$ 58,241	\$ 53,421	\$ 58,704	\$ 53,883	\$ 59,212	\$ 54,379	\$ 59,757	\$ 56,754	\$ 62,367	\$ 57,319	\$ 62,988	\$ 57,886	\$ 63,611	\$ 58,452	\$ 64,233
27	\$ 53,588	\$ 58,888	\$ 54,013	\$ 59,355	\$ 54,472	\$ 59,859	\$ 54,968	\$ 60,404	\$ 57,647	\$ 63,348	\$ 58,213	\$ 63,970	\$ 58,779	\$ 64,592	\$ 59,344	\$ 65,213
28	\$ 54,179	\$ 59,537	\$ 54,604	\$ 60,004	\$ 55,063	\$ 60,509	\$ 55,559	\$ 61,054	\$ 58,535	\$ 64,324	\$ 59,104	\$ 64,949	\$ 59,670	\$ 65,571	\$ 60,236	\$ 66,193
29	\$ 54,774	\$ 60,191	\$ 55,199	\$ 60,658	\$ 55,651	\$ 61,155	\$ 56,149	\$ 61,702	\$ 59,128	\$ 64,976	\$ 59,695	\$ 65,599	\$ 60,260	\$ 66,220	\$ 60,828	\$ 66,844
30	\$ 55,371	\$ 60,847	\$ 55,795	\$ 61,313	\$ 56,247	\$ 61,810	\$ 56,745	\$ 62,357	\$ 59,718	\$ 65,624	\$ 60,285	\$ 66,247	\$ 60,850	\$ 66,868	\$ 61,415	\$ 67,489
31			\$ 56,392	\$ 61,969	\$ 56,843	\$ 62,465	\$ 57,339	\$ 63,010	\$ 60,307	\$ 66,271	\$ 60,874	\$ 66,894	\$ 61,440	\$ 67,516	\$ 62,007	\$ 68,140
32					\$ 57,440	\$ 63,121	\$ 57,936	\$ 63,666	\$ 60,904	\$ 66,927	\$ 61,470	\$ 67,549	\$ 62,036	\$ 68,171	\$ 62,609	\$ 68,801
33									\$ 61,501	\$ 67,584	\$ 62,066	\$ 68,204	\$ 62,631	\$ 68,825	\$ 63,210	\$ 69,462
34									\$ 62,104	\$ 68,246	\$ 62,669	\$ 68,897	\$ 63,233	\$ 69,492	\$ 63,816	\$ 70,128

APPENDIX II EXTRA-CURRICULAR SALARY SCHEDULE

<u>Position</u>	<u>Index</u>
Athletic Director	7%
Boys' Basketball	10%
Boys' Assistant Basketball (If Reinstated).....	5%
Girls' Basketball	10%
Girls' Assistant Basketball (If Reinstated).....	5%
Volleyball	5%
5 th and 6 th Boys' Basketball (If Reinstated).....	3%
5 th and 6 th Girls' Basketball (If Reinstated).....	3%
Boys' Track	3%
Girls' Track	3%
Boys' Baseball.....	5%
Girls' Softball	5%
Cheerleading Sponsor.....	3.5%
Band/Choral Director	4%
Beta Club Sponsor	4%
Yearbook Sponsor.....	4%
After School Detention Supervisor	\$10.00 per session
Home Games Gate Collector and Supervision.....	\$12.50 per game
Scholastic Bowl (Maximum of Two Sponsors).....	\$250 Per Sponsor

Each index is based on current school year BS Starting Salary (including Board paid TRS). Steps are given down the Bachelor's column for each year of service in the same Extra-Curricular Position in the School District.

Coaches / Sponsors will complete the Extra-Curricular Payment Election Form (Appendix III) to select their preferred method of payment.

APPENDIX III

Extra-Curricular Payment Election

I elect to have my extra-curricular stipend(s) paid as selected below. I understand that my election must be made by September 1st of each year or within seven days of being hired for the position (whichever date is later) and that I may not change my election during the school year. Furthermore, I understand that my extra-curricular stipend payment will be made in the same form of payment as I elected to receive my teaching salary (i.e. actual paper paycheck or direct deposit).

_____ I elect to have my extra-curricular stipend(s) added to each of my bi-monthly teaching paychecks or direct deposits (whichever is applicable) and to be paid out over the entire school year.

_____ I elect to receive my extra-curricular stipend(s) on separate checks or direct deposits (whichever is applicable) as a lump sum payment in the amount specified on the following dates (February 5th is only in effect for the 2009-2010 school year).

"X"	Extra-Curricular	Stipend	Oct. 5th	Nov. 5th	Jan. 5th	Feb. 5th	Mar. 5th
	Jr. High Baseball	\$	\$	\$	\$	\$	\$
	Jr. High Softball	\$	\$	\$	\$	\$	\$
	Softball Co-Coach	\$	\$	\$	\$	\$	\$
	Jr. High Basketball	\$	\$	\$	\$	\$	\$
	Asst. J/H Basketball	\$	\$	\$	\$	\$	\$
	Cheerleading	\$	\$	\$	\$	\$	\$
	5th/6th Basketball	\$	\$	\$	\$	\$	\$
	Jr. High Volleyball	\$	\$	\$	\$	\$	\$
	Jr. High Track	\$	\$	\$	\$	\$	\$
	Totals	\$	\$	\$	\$	\$	\$

In the event that I do not complete the responsibilities of my position, I will reimburse the District a pro-rated amount of the extra-curricular stipend based on the number of days remaining in the season.

Compensation received for supervising lunch detention, gate collector, ball game supervision, keeping the scorebook for home games, and running the clock for home games will be paid by a separate check, if time sheets are submitted for payment to the District Office at least 5 working days prior to Oct. 5th, Nov. 5th, Jan 5th, Feb. 5th, or Mar. 5th.

Otherwise, compensation will be added to my bi-monthly teaching paycheck or direct deposit (whichever is applicable).

Employee Signature

Date

SUBMIT COMPLETED FORMS TO DISTRICT OFFICE FOR PROCESSING

APPENDIX IV

Duties and Qualifications-Support Staff

All educational support staff: (1) must meet qualifications specified in job descriptions, (2) must be able to perform the essential tasks listed and/or assigned, and (3) are subject to Board policies as they may be changed from time-to-time at the Board's sole discretion.

District Office Secretary / Bookkeeper / Treasurer

The person in this position is expected to handle the majority of the clerical and financial duties that are associated with the District Office. Tasks may include but are not limited to processing payroll, paying bills, completing monthly reports, handling requests made in the office, record keeping, dealing with various agencies, scheduling transportation, handling phone calls, and any other position related tasks that may be assigned by the Superintendent subject to the District's needs. The person in this position is expected to have previous experience in the area of finance, excellent communication and organizational skills, and be proficient in the use of calculators, copy machines, computers, Microsoft Office software and other computer data entry accounting programs. The person in this position is expected to be physically and mentally capable of performing the essential duties and tasks of the position as previously mentioned.

Secretary

The person in this position is expected to manage the office of the building or program where she/he is assigned. Tasks may include but are not limited to handling phone calls, clerical duties, completing monthly reports, dealing with requests made in the office, managing the activity & nutrition program funds, record keeping, and any other position related tasks that may be assigned by the Principal and/or Superintendent subject to the District's needs. The person in this position is expected to have previous clerical experience, excellent communication and organizational skills, and be proficient in the use of calculators, copy machines, computers, Microsoft Office software and other computer data entry software programs. The person in this position is expected to be physically and mentally capable of performing the essential duties and tasks of the position as previously mentioned.

Paraprofessionals and Teacher Aides

A person in this position is expected to assist teachers and students in the school building(s) where she/he is assigned. Tasks include but are not limited to individual & small group student tutoring, running copies, grading papers, general student supervision, and any other position related tasks that may be assigned by the supervising Teacher, Principal and/or Superintendent subject to the District's needs.

“Paraprofessionals” and “teacher aides” are non-certificated personnel with instructional duties; the terms are synonymous. Service as a paraprofessional or teacher aide requires a “statement of approval” issued by the Illinois State Board of Education (ISBE). A paraprofessional or teacher aide first employed in a program for students with disabilities on or before June 30, 2005, shall be subject to this requirement as of July 1, 2007.

A paraprofessional or teacher aide in a targeted assistance program that is paid with federal funds under Title I, Part A, or in a school-wide program that is supported with such funds, shall hold a “statement of approval,” issued by the ISBE, for this purpose. Individuals with only non-instructional duties (e.g., providing technical support for computers, providing personal care services, student supervision, or performing clerical duties) are not paraprofessionals or teacher aides and the requirements in this section do not apply. In addition, individuals who are completing their clinical experiences and/or student teaching do not need to comply with this section, provided they otherwise qualify for instructional duties under ISBE rules. The person in this position is expected to be physically and mentally capable of performing the essential duties and tasks of the position as previously mentioned.

Non-certificated Personnel Working w/ Students Performing Non-Instructional Duties

Non-certificated personnel performing non-instructional duties may be used:

For supervising study halls, long distance teaching reception areas used incident to instructional programs transmitted by electronic media, e.g., computers, video, and audio, detention and discipline areas, and school-sponsored extracurricular activities;

As supervisors, chaperones, or sponsors for non-academic school activities; or For non-teaching duties not requiring instructional judgment or student evaluation. Nothing in this

policy prevents a non-certificated person from serving as a guest lecturer or resource person under a certificated teacher’s direction and with the administration’s approval. The person in this position is expected to be physically and mentally capable of performing the essential duties and tasks of the position as previously mentioned.

Custodian

The person in this position is expected to clean and maintain the school building(s) where he/she is assigned. Tasks include but are not limited to general cleaning of assigned areas, buffing, stripping & refinishing floor tile, carpet cleaning, trash disposal, unloading freight, ordering custodial supplies, painting, minor maintenance & repair, climbing and working from ladders, and any other position related tasks that may be assigned by the building Principal and/or Superintendent. The person in this position is expected to have previous experience or after a brief orientation period, demonstrate

the ability to perform the previously mentioned tasks safely and proficiently. The person in this position is expected to be physically and mentally capable of performing the essential duties and tasks of the position as previously mentioned.

School Nurse

The person in this position is expected to handle the general health care needs of the school. Tasks include but are not limited to completing required student health reports and surveys, instructing employees on health-related topics, administering prescribed medications to students at school, providing first-aid treatment to injured students, communicating with staff and parents regarding health related subjects, and any other position related tasks that may be assigned by the building Principal and/or Superintendent. At the minimum, the person in this position should hold a Registered Professional Nurse's license if that person is to administer student medication at school. The person in this position is expected to be physically and mentally capable of performing the essential duties and tasks of the position as previously mentioned.

Bus Drivers

A Bus Driver is expected to safely and proficiently drive the bus while transporting students, teachers, staff, and/or chaperones on school related trips. Tasks include but are not limited to conducting safety inspections on the bus before each trip, fueling the buses, transporting students, teachers, staff and/or chaperones, completing required paperwork, and any other position related tasks that may be assigned by the building Principal and/or Superintendent subject to the District's needs. All school bus drivers must have a valid school bus driver permit. New bus drivers and bus drivers who are returning from a lapse in their employment are subject to the requirements contained in Board policy 5:30, Hiring Process and Criteria and Board policy 5:285, Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers. The person in this position is expected to be physically and mentally capable of performing the essential duties and tasks of the position as previously mentioned.

Coaches and Athletic Trainers

Athletic coaches and trainers shall have the qualifications required by any association in which the School District maintains a membership. Regardless of whether the athletic activity is regulated by an association, all coaches must have completed a course on coaching principles and sport's first aid. The Superintendent or designee shall ensure that all coaches have completed appropriate training programs. Anyone performing athletic training services shall be licensed under the Illinois Athletic Trainers Practice Act, be an athletic trainer aide performing care activities under the on-site supervision of a licensed athletic trainer, or otherwise be qualified to perform athletic trainer activities under State law. The person in this position is expected to be physically and mentally capable of performing the essential duties and tasks of the position as previously mentioned.

APPENDIX V SUPPORT STAFF SALARY SCHEDULE

Bus Driver Salary Schedule – Fulltime Employed

Years Employed At District	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>
0	\$13.64	\$13.84	\$14.05
1	\$13.89	\$14.10	\$14.31
2	\$14.14	\$14.35	\$14.57

Custodian Salary Scale

Years Of Service	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>
0	\$15.15	\$15.38	\$15.61
1	\$15.40	\$15.63	\$15.86
2	\$15.66	\$15.89	\$16.13
3	\$15.91	\$16.15	\$16.39
4	\$16.16	\$16.40	\$16.65
5	\$16.41	\$16.66	\$16.91
6	\$16.67	\$16.92	\$17.17
7	\$16.92	\$17.17	\$17.43
8	\$17.42	\$17.68	\$17.95
9	\$17.93	\$18.20	\$18.47
10	\$18.43	\$18.71	\$18.99
11	\$18.94	\$19.22	\$19.51
12	\$19.44	\$19.73	\$20.03
13	\$19.95	\$20.25	\$20.55
14	\$20.45	\$20.76	\$21.07
15	\$20.96	\$21.27	\$21.59
16	\$21.46	\$21.78	\$22.11
17	\$21.97	\$22.30	\$22.63
18	\$22.47	\$22.81	\$23.15
19	\$22.98	\$23.32	\$23.67
20	\$23.48	\$23.83	\$24.19
21	\$23.99	\$24.35	\$24.72
22	\$24.49	\$24.86	\$25.23
23	\$25.00	\$25.38	\$25.76
24	\$25.50	\$25.88	\$26.27
25	\$26.01	\$26.40	\$26.80

Paraprofessional (Instructional Aide) Salary Scale

<u>Years Of Service</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>
0	\$10.10	\$10.25	\$10.41
1	\$10.35	\$10.51	\$10.67
2	\$10.74	\$10.90	\$11.06
3	\$11.12	\$11.29	\$11.46
4	\$11.51	\$11.68	\$11.86
5	\$11.72	\$11.90	\$12.08
6	\$11.91	\$12.09	\$12.27
7	\$12.10	\$12.28	\$12.46
8	\$12.23	\$12.41	\$12.60
9	\$12.37	\$12.56	\$12.75
10	\$12.78	\$12.97	\$13.16
11	\$13.17	\$13.37	\$13.57
12	\$13.56	\$13.76	\$13.97
13	\$13.75	\$13.96	\$14.17
14	\$13.92	\$14.13	\$14.34
15	\$14.10	\$14.31	\$14.52
16	\$14.27	\$14.48	\$14.70
17	\$14.45	\$14.67	\$14.89
18	\$14.62	\$14.84	\$15.06
19	\$14.81	\$15.03	\$15.26
20	\$14.99	\$15.21	\$15.44
21	\$15.16	\$15.39	\$15.62
22	\$15.36	\$15.59	\$15.82
23	\$15.56	\$15.79	\$16.03
24	\$15.77	\$16.01	\$16.25
25	\$15.97	\$16.21	\$16.45

Secretary Salary Schedule

<u>Years Of Service</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>
0	\$11.79	\$11.97	\$12.15
1	\$12.42	\$12.61	\$12.80
2	\$13.06	\$13.26	\$13.46
3	\$13.69	\$13.90	\$14.11
4	\$14.31	\$14.52	\$14.74
5	\$14.95	\$15.17	\$15.40
6	\$15.58	\$18.81	\$16.05
7	\$16.22	\$16.46	\$16.71
8	\$16.85	\$17.10	\$17.36
9	\$17.25	\$17.51	\$17.77
10	\$17.65	\$17.91	\$18.18
11	\$18.06	\$18.33	\$18.60
12	\$18.46	\$18.74	\$19.02
13	\$18.87	\$19.15	\$19.44
14	\$19.27	\$19.56	\$19.85
15	\$19.67	\$19.97	\$20.27
16	\$20.08	\$20.38	\$20.69
17	\$20.48	\$20.79	\$21.10
18	\$20.89	\$21.20	\$21.52
19	\$21.29	\$21.61	\$21.93
20	\$21.69	\$22.02	\$22.35