

CONTRACT
between the

Taft School District 90 Board of Education
and

The Taft Council of the
American Federation of Teachers, Local 604

2014-2019

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I – INTRODUCTION

A. AGREEMENT

The Board of Education of Taft School District 90 hereinafter referred to as the “Board”, recognizes the Taft Council of the American Federation of Teachers Local 604, certified employed teaching personnel, hereinafter referred to as “Union”, except for the superintendent, principal, all supervisory and managerial personnel and teaching aides. This contract will be in effect for the 2014-15, 2015-16, 2016-17, 2017-18 and 2018-19 school years.

B. SCOPE

The Union and Board of Education agree that they shall bargain collectively matters directly affecting wages, hours and terms and conditions of employment, as well as impact thereon. The Board of Education shall not be required to bargain over matters of inherent managerial policy, which shall include such areas of discretion or policy as the functions of the employer, standards of services, its overall budget, the organizational structure and selection of new employees and direction of employees.

C. NEGOTIATION PROCEDURES

All negotiation meetings between the Union and the Board will be held in accordance with the ground rules that have been approved by both the Union and the Board. The approved ground rules are as follows:

1. The date, time place, and agenda of the next meeting shall be established before adjournment of any meeting.
2. It is the mutual responsibility of the School Board and the Union that their representative negotiation agents shall have the necessary power and authority to make and consider tentative proposals, counter proposals, and tentative agreements.
3. All tentative agreements shall be written and initialed by the spokesman of their respective teams at the meeting the tentative agreement is reached. Signed copies shall be given to each negotiating team.
4. All negotiating meetings shall be closed to the public.
5. All agreements to, or any phase thereof, shall be considered tentative until the entire agreement is negotiated and ratified by both the Board and the Union.
6. Both parties reserve the right to utilize consultants or advisors who are not employees of the school district.

7. Composition of the negotiating teams shall be limited to three representatives each for both the Union and the Board.
8. Meetings will not exceed 2 hours, including caucus time. Meetings may be extended beyond 2 hours by mutual consent.

II – LEAVES

A. SICK LEAVES

The granting of sick leave shall be subject to the following:

1. Each teacher shall be entitled to a total of fifteen (15) sick leave days with a full pay per school year. Such sick leave shall not exceed an accumulation of 340 days. Sick leave shall be interpreted to mean personal illness, quarantine at home, or death in the immediate family or household. The immediate family, for purposes of this section, shall include spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, sisters-in-law, brothers-in-law, son-in-law, daughter-in-law, and legal guardians.
2. Up to three (3) bereavement days with pay shall be allowed upon superintendent's approval in the event of a death in the immediate family as defined above. These days will be neither sick leave nor personal leave. Personal days may be used for the death of aunts, uncles, nieces and nephews, friends, or non-family members. If no personal days are available, sick days may be utilized. The teacher shall make every effort to notify the superintendent of his/her designated representative no later than 6:30 A.M. on the day of the absence.
3. A medical doctor's certificate may be required by the superintendent for any sick leave that exceeds three (3) consecutive school days or for excessive use of sick leave.
4. Teachers who have accumulated 340 days of sick leave shall be granted their annual allotment of fifteen (15) days of sick leave each year, but any such unused leave at the end of a school year shall not accumulate beyond 340 days, except in a teacher's last year of service.
5. Teachers shall be notified in writing at the beginning of each school year, and thereafter reported on subsequent paychecks, as the current number of sick leave/personal days they have accumulated.

B. PERSONAL LEAVE

Each teacher shall be allowed a maximum of three (3) days paid leave per school year for personal, moral, or business reasons, which cannot ordinarily be attended to while school is in session without specific reason being given. Teachers with twenty (20) or

more years of district-recognized service shall be eligible for four (4) personal days maximum. The request for personal leave must be in writing and received by the Superintendent no less than two (2) days before the requested date of personal leave. No deduction from accumulated sick leave will be made for personal leave days. Such personal leave may not be requested nor allowed during the first two (2) teacher employment days or last two (2) teacher days of any school year, nor the day preceding or following the school holiday period of Thanksgiving, winter or spring break. Three (3) personal leave days per year may be accumulated toward sick leave. No teacher may accumulate personal or sick leave exceeding 340 days.

C. CIVIC DUTY LEAVE

A teacher shall be excused at full pay for the purpose of performing Civic duties such as jury duty and witnessing. The teacher will sign over to the District any money received from jury duty. Upon receiving jury duty notification, a teacher will immediately notify the Superintendent, who will do the scheduling of time away from school for Civic duty.

D. LEAVES OF ABSENCE

Leaves of absence without pay for up to one (1) year may be granted to tenured teachers if requested at least three (3) months before the leave is to be taken, subject to approval by the Board. Leaves may be granted for:

1. Advanced study leading to a degree in an approved university.
2. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program.
3. Military Service.
4. Other reasons acceptable to the Board, which will improve the educational program.
5. Childcare leave / Maternity leave.

Childcare leave without pay shall be granted for up to one (1) full year (unless mutually extended) to all full-time tenure teachers who desire to return to employment in a similar capacity at a time consistent with the needs of the District as determined by the Board. Each approved childcare/maternity leave of absence shall be of a reasonable duration required to meet the purpose of the leave consistent with a reasonable continuity of instruction of students. Leaves of absence for the purpose of childcare shall be granted under the following conditions:

- a. Request for childcare leave must be made in writing to the Superintendent at least ninety (90) calendar days before the leave is to begin, stating the beginning and ending dates of the requested leave.
- b. Requested dates of departure and return must be acceptable to the administration and the Board. Such leave shall not be allowed after the first day of school following the child's first birthday, or in case of adoption, the first day of school following the anniversary date of the adopted child's reception into the family.
- c. In case of adoption the Superintendent of Schools will be notified in writing within ten (10) days of filing an application for a child with an adoption agency.
- d. In the case of adoption the Superintendent of Schools will be notified in writing immediately upon notification to the teacher that child placement or custody is about to take place. (Specific date, if known, must be indicated.)

With the consent of the carrier, teachers on such leaves may continue benefits if they reimburse the District for any prorated costs of benefits for which they apply. Confirmation of intent to return from leave shall be given to the Superintendent in writing no less than sixty (60) days before the initial date of return. A teacher desiring to return at any other time may do so with the approval of the Board. Teachers will receive the negotiated salary increase on any approved leave of absence without pay, if the teacher has worked ninety (90) days.

III – SALARY PROVISIONS

A. SALARY SCHEDULES

Teachers with a Bachelor's degree who are starting their fourth (4th) or less year of teaching, and teachers with a Master's degree who are starting their seventh (7th) or less year of teaching shall be placed on the Salary Schedule shown in Appendix A beginning with the 2014-15 school year. Teachers not on the salary schedule will receive a 3% salary increase for the 2014-15 school year. For the 2015-16 school year, teachers shall receive a 2.5% salary increase and for the 2016-17 school year, teachers shall receive a 2% salary increase. The Board and the Union will meet prior to the start of the 2017-18 school year for the purpose of negotiating teachers' salaries and extra-curricular stipends for the 2017-18 and 2018-19 school years. Alternately, the parties may agree to negotiate the salaries and extra-curricular stipends prior to the start of each school year in the last two (2) years of the agreement. Any speech pathologist hired by the district shall be placed on the salary schedule shown in Appendix B. Upon settlement of a contract after the beginning of a school year, one retroactive check shall be paid in a timely manner to reflect any additional compensation earned to that date.

B. PLACEMENT ON THE SALARY SCHEDULE

New teachers or speech pathologists employed for the 2014-15 school year and thereafter will be granted credit for prior teaching experience not to exceed eight (8) years. The salary schedules (Appendices A and B) will be utilized for placement of new teachers or speech pathologists.

C. DEDUCTIONS

District 90 will make payroll deductions upon written request by the teacher on the form provided by the Board office for teacher union dues, credit union, and annuity plans. All payroll deductions withheld for the purpose of annuity payments shall be paid/mailed by the first of each month. The Union shall indemnify and hold harmless the Board and its agents from any and all claims, demands, suits and cost incurred in connection with any such claim, demand or suit, resulting from any reasonable action taken or omitted by the Board and its agents for the purpose of complying with the provisions of the section.

All future full-time employees covered by this Agreement who are not members of the Taft Council of the AFT-Local 604 (The Union), commencing on the effective date of this Agreement, or upon their initial employment, and continuing during the term of this Agreement, and as long as they remain non-members of the Union, shall pay the Union each month, their fair share of the costs of the services rendered by the Union that are chargeable to non-members under state and federal law.

Such fair share payment by non-members shall be deducted by the Board from the earnings of the non-member employees and remitted to the Union provided, however, that the Union shall submit to the Board an affidavit which specifies the amount constituting fair share not exceeding the dues uniformly required of members of the Union and which describes the rationale and method by which the fair share was determined, including a description of the expenditures which were excluded in determining the fair share. The amount certified by the Union shall not include fees for contributions related to the election or support of any candidate for political office.

Non-members whose religious tenets or tenets of a church or religious body object to a fair share agreement may elect to pay an amount equal to their proportionate share to a mutually agreeable non-religious charitable organization.

The Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against all claims, demands, actions, complaints, suits, or other action taken by the Board for the purposes of complying with the above provisions of the Article, or in reliance of any list, notice, certification, affidavit, or assignment furnished under any such provisions.

D. COURSE WORK

Course work to be utilized for the advancement on the salary schedule will be accepted as follows:

1. Full credit for all graduate work leading to a master's degree in education.
2. Full credit for all graduate work pre-approved by the Superintendent.
3. Proof of completion of course work shall be filed by the teacher with the District office by September 30th in order to receive credit on the salary schedule during that year.
4. For all pre-approved course work in an approved master's program or advanced endorsement of degree taken after the beginning of the 2014-15 school year or for recertification college courses, the Board will reimburse a teacher \$200.00 per credit hour. Reimbursement to the teacher will be made upon receipt of proof of completion of the course work by the District office. Reimbursement for summer course work will be reimbursed by September 15 of the following academic year contingent upon reemployment in the district.
5. Beginning with the 2014-15 school year, a teacher who receives tuition reimbursement agrees to maintain employment in the District for no less than two (2) years. A teacher who elects to cease employment after one (1) year shall reimburse the District 50% of the applicable tuition reimbursement amount. Said reimbursement shall be deducted from the balance of pay periods for which the teacher is entitled to receive payment for employment. Should the reimbursement exceed the pay period amount, the teacher agrees to make financial restitution to the District within thirty (30) calendar days from the date of terminated employment.

E. PAY PERIODS

Bimonthly paychecks will be issued on the 15th and 30th of each month (February 28th). The first pay period for each school year shall be September 15th. Each check shall be issued via direct deposit.

F. HOLD HARMLESS TEACHER RETIREMENT

- a. It is expressly understood that the Board will pay a sum equal to 9.4% of the stated salary to the Teacher's Retirement System on the teacher's behalf. The teacher shall have no claim upon this money except as such may arise upon retirement or upon severance from the retirement system.
- b. The Union agrees to indemnify and hold harmless the Board, individual members thereof and its agents and employees from any and all claims, including but not limited to the cost of the defense thereof, resulting from any action taken to effect compliance with this section, provided the Union is served promptly with notice of any such claim and that defense thereof is surrendered to the Union and to counsel of its choosing. The parties understand that, should the Internal Revenue

Service or any court of competent jurisdiction declare failure to withhold federal or Illinois Income Taxes on amounts paid by the Board to the retirement system in accordance with this section counter to law. The Board shall reserve the right to bring its practice in this regard into conformance with law, the above language notwithstanding.

B. HEALTH AND LIFE INSURANCE BENEFITS

The Board will provide single coverage health insurance for all teachers. The Board will pay the increase for the single insurance premium each school year during the term of this contract. Any teacher hired prior to 2008-09 and entering at least the 20th year of service during the life of this contract may elect to receive 100% Board-paid family coverage. Teachers paying less than \$600 per month and who were enrolled in the family insurance plan prior to June 1, 2014 are grandfathered in at their then current rate, plus a 2% increase each year thereafter. New enrollees to the family insurance plan shall be subject to the following monthly contribution rates:

2014-15	\$600.00
2015-16	\$610.00
2016-17	\$620.00
2017-18	\$630.00
2018-19	\$640.00

All teachers must participate in the District’s hospitalization plan if they choose to enroll for the insurance coverage. Teachers will be billed bimonthly through payroll deductions for all insurance premium costs as stated above.

IV – WORKING HOURS

1. Teachers shall be expected to open their rooms twenty (20) minutes before the first bell for students to enter the building. Teachers shall be expected to be in their rooms five (5) minutes before the first morning bell for students to enter the building and fifteen (15) minutes after the end of homeroom at the end of the day. The normal workday shall be seven (7) hours and twenty (20) minutes. Early dismissal days shall conclude at 1:45 p.m.
2. The school year for teachers shall consist of a total of 180 pupil attendance and institute days. It is acknowledged that there will be 185 scheduled days in the school calendar; however, this is only to insure that there will be 180 teacher attendance days.
3. Each full time certified teacher will have a daily plan period equal to one 42-minute class period. Teachers who give up their plan periods will be reimbursed \$25.00 per each missed plan period. Teachers are only to be used if substitutes are unavailable.

4. MEETINGS:

- a. Teachers' meetings, including all certified staff, will be scheduled by the administration.
 - b. Barring an emergency, there shall be no more than 120 minutes of required teacher monthly meetings not held during the regular school hours. If a staff member is required to attend more than the 120 minutes of regularly scheduled teacher meetings, said staff member shall be paid \$30.00 per hour.
 - c. Staff members will be obligated to be present at grade nights, winter program and graduation. All measures will be taken to minimize attendance time.
5. By the last day of any given school year, a tentative schedule of all paid assignments for the coming year will be posted. Teaching assignment is interpreted to mean grade level in grades K-5 and basic subject areas in grades 6-8 as well as paid duty assignment notification. Every effort will be made by the administration to adhere to the assignment given. Any necessary change will be relayed to the teacher involved as soon as possible for planning purposes.

V – GRIEVANCE PROCEDURE

SECTION 1. DEFINITION:

A grievance shall mean a complaint that there has been an alleged violation or misapplication of any provision of this agreement.

SECTION 2. STATEMENT OF BASIC PRINCIPLES:

- A. Every teacher covered by this agreement shall have the right to present grievances in accordance with these procedures, with or without representation. Nothing contained in this article or elsewhere in this agreement shall be construed to prevent any individual teacher from discussing a problem with the administration and having it adjusted without intervention or representation of union representative.
- B. A teacher who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation. A grievance may be withdrawn at any level without reprisal from the Union or Board against grievance.
- C. The failure of a teacher or the Union to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievance to proceed to the next step. The time limits, however, may be extended by mutual agreement.

- D. Any teacher has a right to be represented in the grievance procedure. The teacher shall be present at any grievance discussion when the administration and/or the Union deem it necessary. When the presence of a teacher at a grievance hearing is requested by either party, illness or other incapacity of the teacher shall be grounds for any reasonable extension of grievance procedure time limits.
- E. In any instance where the Union is not represented in the grievance procedure, the Union will be notified of the final disposition of the grievance which disposition shall not be in conflict with any of the terms or conditions of this agreement. Any final disposition of grievance alleged by the Union to be in conflict with this agreement shall be grievable by the Union.
- F. Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and will be held insofar as possible, after regular school hours, or during non-teaching time of personnel involved. When such hearings and conferences are held, at the option of the administration, during school hours all employees whose presence is required shall be excused with pay for that purpose.
- G. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or teacher union representative shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.

SECTION 3. PROCEDURE:

- A. **FIRST STEP:** An attempt will be made to resolve any grievance in informal, verbal discussion between complainant and his immediate supervisor.
- B. **SECOND STEP:** If a grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the immediate supervisor. The written grievance shall state the nature of the grievance, shall state the specific clause or clauses of the agreement allegedly violated, and shall state the remedy requested. The filing of the grievance at the second step must be within ten (10) working days from the date of the occurrence of the event giving rise to the grievance. The immediate supervisor who has authority to make a decision on the grievance shall make such decision and communicate it in writing to the teacher and the Superintendent within ten (10) working days.
- C. **THIRD STEP:** In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved teacher shall file, within five (5) school days of the immediate supervisor's written decision or answer at the second step, a copy of the grievance with the Superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved, the representative of the aggrieved as desired, the immediate supervisor, Superintendent or his designee shall meet. The Superintendent

shall file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the teacher, the immediate supervisor, and the Union.

- D. **FOURTH STEP:** If the grievance cannot be settled at the Third step the grievance shall be submitted to the Board of Education within five (5) school days. The aggrieved, acting independently or through the Union, shall have a hearing conducted by the full Board in closed session of the Board at the next regularly scheduled Board meeting. The Board shall render its decision in writing within five (5) school days after the meeting.
- E. **FIFTH STEP:** If the grievance is not resolved satisfactorily to the Union within five (5) school days after consideration by the Board, there shall be available a fifth step of impartial binding arbitration. The Union may submit, in writing, a request to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within seven (7) school days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) school days, the American Arbitration Association will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternatively strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be binding on the parties. Expense for the arbitrator's services and the expenses that are common to both parties to the arbitration shall be borne equally by the Board and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own in his agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the School Board and the Union and his decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the agreement.

VI – CONFORMITY TO LAW AND RESERVATION OF RIGHTS PROVISION

- A. It is expressly understood and agreed that all functions, rights, powers or authority of the administration of Taft School District 90 and the Board of Education which are not specifically limited by the express language of this agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this agreement.
- B. The terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written amendment executed according to the provisions of this agreement.
- C. Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section or clause shall be automatically deleted

from this agreement to the extent that it violated the law. The remaining articles, sections or clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section or clause.

VII – NO STRIKE PROVISION

- A. During the term of this agreement and any extension thereof:
1. The Board shall not lock out its employees.
 2. No employee covered by this agreement, nor the Union, nor any person acting on behalf of the Union, shall ever or at any time engage in, authorize, or instigate any picketing, any recognition of any picket line at the school District's premises, any strike, slow down, or other refusal to render full and complete services to the Board, i.e. beat the system, or any activity whatsoever which should disrupt in any manner in whole or in part the operation of the school district.
- B. In the event of any violation of any provision of Section A2 of this Article by the Union, its members or representative, or by any employee:
1. Any violating employee shall be subject to discipline or discharge as determined appropriate in the sole unilateral discretion of the Board.
 2. The Union shall, upon notice from the Board, immediately direct such employees both orally and in writing to resume normal operations immediately and make every other reasonable effort to end any violation(s).

VIII – CO-CURRICULAR ASSIGNMENTS

Co-curricular positions shall be compensated in accordance with the co-curricular salary schedule. A copy of this schedule will be found under Appendix A of this agreement. Teachers will be encouraged to participate as sponsors of these programs.

IX – EXPENSES OF PRINTING AGREEMENT

The cost incurred for printing this agreement for teacher distributions shall be borne equally by the Union and the Board.

X – USE OF SCHOOL FACILITIES

The Union and its representative may use school facilities after school hours for their Union meetings if approved by the building administrator at least two (2) days prior to meeting and provided this does not conflict with regularly or previously scheduled building or district activities. Committee meetings of five or fewer members may be held after school hours prior to 4:45 p.m. without special permission. When special custodial

services are required, the Union will pay for said services at the usual and customary rates.

XI – TEACHERS EVALUATION

The parties agree that the primary objective of the program to evaluate classroom teaching performance is to improve the quality of instruction. Accordingly, the following procedure is established.

1. The building principal or the superintendent shall conduct formal evaluations of classroom teaching performance according to the criteria created herein.
2. All formal observations of classroom teaching performance shall be conducted openly and with full knowledge of the teacher.
3. No formal observation shall take place until the building principal or evaluator acquaints each teacher under his/her supervision with the evaluating procedures and instruments. Formal observations shall not take place during the following times: the week before winter break, and two days before and after Thanksgiving and spring vacation, Halloween, and the first and last week of school unless under remediation.
4. Formal teacher observations shall be preceded by a pre-evaluation conference between the evaluator and the teacher to review all relevant factors involved in the evaluation process.
5. A copy of each formal written observation of classroom teaching performance shall be given to the teacher, who shall acknowledge in writing the receipt thereof, and one copy shall be placed in the teacher's personnel file. A conference shall be held between the teacher and the evaluator within fifteen (15) school days after the classroom observation. The parties shall analyze the observation that shall be as to the teacher's strengths and weaknesses with the supporting reasons for comments made. The teacher evaluated and the evaluator shall acknowledge in writing that said conference was held. The teacher shall have the right to attach any explanation to the observation notes as part of that observation.
6. A formal classroom observation shall be defined as one involving a classroom visitation of not less than thirty (30) minutes, but not to exceed forty-five (45) minutes.
7. The classroom performance of non-tenured teachers shall be evaluated at least twice each year. At least one classroom observation shall be conducted before December 15th of each year, and at least one observation shall be conducted between January 1st and March 15th of said year.

8. Each tenured teacher will be evaluated at least once every two (2) years, and special consideration will be given to teachers upon reasonable request, if mutually convenient.
9. In the event that the teacher contends his/her formal written evaluation of the classroom teaching performance was incomplete and inaccurate, he/she shall, within twenty (20) school days after the classroom observation conference with evaluator, put his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file.

XII – REMEDIATION PLAN

1. A tenured teacher shall have a remediation plan and procedure developed and implemented in accordance with Chapter 122, 24A-5 of the School Code.
2. The Union shall supply a roster of qualified teachers from whom the consulting teacher is to be selected.
3. The consulting teacher shall not be required by either party to participate in any dismissal hearing. The consulting teacher shall provide advice to the teacher rated “unsatisfactory” on how to improve teaching skills and to successfully complete the remediation plan. The consulting teacher shall participate in developing the remediation plan.
4. Consulting teachers will receive a stipend of \$25.00 for every verified clock hour beyond the regular teacher work hours that will include any loss of planning time.
5. The Board will hold consulting teachers harmless from any legal liability arising from the performance of their responsibilities as consulting teachers.
6. The remediation guidelines shall be submitted to the evaluation plan committee for final approval or revisions.

XIII – EARLY RETIREMENT

The Early Retirement Plan of Taft District 90 has been established to recognize the contributions made by the long-term full time employees. The Early Retirement Plan is designed to complement and supplement the provisions of the TRS. This Early Retirement Plan will expire at the end of the 2018-2019 school year; however, District 90 will honor this plan for anyone entering the Early Retirement Plan during the life of the Agreement.

The conditions of the District 90 Early Retirement Plan are as follows:

1. To be eligible to participate in the Early Retirement Plan the person must have completed fifteen (15) years of full time employment within the district, immediately

preceding retirement, must become fifty-five (55) years of age within six (6) months of the end of the last year teaching, and must be eligible to retire without a penalty to TRS.

2. A teacher who elects to retire within a four year period must notify the Superintendent in writing by February 28th of the school year preceding commencement of the agreement for year four.
3. In the retirement year, the teacher will be able to apply up to 340 days of unused sick leave toward retirement credit with TRS.
4. After a teacher uses the maximum allowable sick days towards service credit, the teacher will receive a post-retirement payment from District 90 at a rate of \$25.00 per day for any unused sick leave days.
5. Any teacher who retires under the Early Retirement Plan shall receive a post-retirement payment in the amount of \$60,000, paid in two (2) installments of \$30,000 in the first and second year after retirement. These monies shall be paid into a 403b account in compliance with IRS statute 409a.
6. Employees may select a Retirement Plan in length between four (4) years and one (1) year. If the employee selects a four year plan, his/her total creditable earnings during the fourth year before retirement shall be increased by 6% over what they were the previous year. During the remaining three years of employment, the employee's total creditable earnings shall be 6% more than they were the previous year. For employees selecting a plan less than four years, their total creditable earnings in each of the years remaining until retirement shall be 6% greater than the previous year.

It is the intent of the parties that the Board of Education not be assessed any actuarial costs or other penalties by TRS as a result of employee compensation increases in any of the last four years of employment exceeding 6%. Therefore, the pay increase shall be limited to the amount that is TRS creditable without additional payment by the Board.

XIV – ZIPPER CLAUSE

WAIVER OF MID-TERM BARGAINING

- A. The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties. Therefore, the Board and Union for the life of this Agreement each voluntarily and unqualifiedly waive any right which may otherwise exist to negotiate over any matter which either is referred to in this Agreement or which included the exchange of proposals and substantive counterproposals made by either party during the course of negotiating this or prior agreements.

B. The Union and the Board agree that there may be instances where strict adherence to contract language may impede implementation of educational alternatives which are designed to meet student needs. In those instances, the Union and the Administration may discuss possible alternatives to provide relief from specific contract provision in order to meet student needs. Mutual agreements reached in this process shall be considered non-precedential. Any letters of understanding reached under this provision shall terminate upon the expiration of this contract or as specified in the letter.

APPENDIX A: TEACHER SALARY SCHEDULES

2014-15

	BA	BA+12	BA+24	MA	MA+15	MA+30	MA+45	EdD	1-Time Longevity Bonus
1	34,500	35,535	36,601	38,065	39,207	40,383	41,595	43,259	
2	35,190	36,246	37,333	38,826	39,991	41,191	42,427	44,124	
3	35,894	36,971	38,080	39,603	40,791	42,015	43,275	45,006	
4	36,612	37,710	38,841	40,395	41,607	42,855	44,141	45,906	
5	37,344	38,464	39,618	41,203	42,439	43,712	45,023	46,824	
6	38,091	39,234	40,411	42,027	43,288	44,586	45,924	47,761	
7	38,853	40,018	41,219	42,867	44,154	45,478	46,842	48,716	
8	39,241	40,819	42,043	43,725	45,037	46,388	47,779	49,690	
9	39,634	41,635	42,884	44,599	45,937	47,315	48,735	50,684	
10	40,030	42,051	43,742	45,491	46,856	48,262	49,710	51,698	500
11	40,430	42,472	44,616	46,401	47,793	49,227	50,704	52,732	
12	40,834	42,896	45,063	47,329	48,749	50,212	51,718	53,787	
13	41,243	43,325	45,513	48,276	49,724	51,216	52,752	54,862	
14	41,655	43,759	45,968	48,758	50,718	52,240	53,807	55,960	
15	42,072	44,196	46,428	49,246	51,733	53,285	54,883	57,079	1,000
16	42,493	44,638	46,892	49,739	52,768	54,351	55,981	58,220	
17	42,917	45,085	47,361	50,236	53,823	55,438	57,101	59,385	
18	43,347	45,535	47,835	50,738	54,899	56,546	58,243	60,572	
19	43,780	45,991	48,313	51,246	55,997	57,677	59,408	61,784	
20	44,218	46,451	48,796	51,758	57,117	58,831	60,596	63,020	1,250
21	44,660	46,915	49,284	52,276	58,260	60,007	61,808	64,280	
22	45,107	47,384	49,777	52,798	58,842	61,208	63,044	65,566	
23	45,558	47,858	50,275	53,326	59,431	62,432	64,305	66,877	
24	46,013	48,337	50,778	53,860	60,025	63,680	65,591	68,214	
25	46,473	48,820	51,285	54,398	60,625	64,954	66,903	69,579	1,500
26	46,938	49,308	51,798	54,942	61,231	65,603	68,241	70,970	
27	47,408	49,801	52,316	55,492	61,844	66,260	69,605	72,390	
28	47,882	50,300	52,839	56,047	62,462	66,922	70,998	73,837	
29	48,360	50,803	53,368	56,607	63,087	67,591	72,417	75,314	
30	48,844	51,311	53,902	57,173	63,718	68,267	73,142	76,820	1,750
31	49,332	51,824	54,441	57,745	64,355	68,950	73,873	78,357	
32	49,826	52,342	54,985	58,322	64,998	69,639	74,612	79,924	
33	50,324	52,865	55,535	58,906	65,648	70,336	75,358	81,522	
34	50,827	53,394	56,090	59,495	66,305	71,039	76,111	83,153	
35	51,336	53,928	56,651	60,090	66,968	71,750	76,873	84,816	

Off-schedule teachers receive a 3% salary increase.

Off-schedule teachers' lane advancement is based on the schedule.

2015-17

	BA	BA+12	BA+24	MA	MA+15	MA+30	MA+45	EdD	1-Time Longevity Bonus
1	34,670	35,710	36,781	38,253	39,400	40,582	41,800	43,472	
2	35,363	36,424	37,517	39,018	40,188	41,394	42,636	44,341	
3	36,071	37,153	38,267	39,798	40,992	42,222	43,488	45,228	
4	36,792	37,896	39,033	40,594	41,812	43,066	44,358	46,133	
5	37,528	38,654	39,813	41,406	42,648	43,928	45,245	47,055	
6	38,278	39,427	40,610	42,234	43,501	44,806	46,150	47,996	
7	39,044	40,215	41,422	43,079	44,371	45,702	47,073	48,956	
8	39,434	41,020	42,250	43,940	45,258	46,616	48,015	49,935	
9	39,829	41,840	43,095	44,819	46,164	47,549	48,975	50,934	
10	40,227	42,258	43,957	45,715	47,087	48,500	49,955	51,953	500
11	40,629	42,681	44,836	46,630	48,029	49,470	50,954	52,992	
12	41,036	43,108	45,285	47,562	48,989	50,459	51,973	54,052	
13	41,446	43,539	45,738	48,514	49,969	51,468	53,012	55,133	
14	41,861	43,974	46,195	48,999	50,968	52,497	54,072	56,235	
15	42,279	44,414	46,657	49,489	51,988	53,547	55,154	57,360	1,000
16	42,702	44,858	47,123	49,984	53,028	54,618	56,257	58,507	
17	43,129	45,307	47,595	50,483	54,088	55,711	57,382	59,677	
18	43,560	45,760	48,071	50,988	55,170	56,825	58,530	60,871	
19	43,996	46,217	48,551	51,498	56,273	57,961	59,700	62,088	
20	44,436	46,680	49,037	52,013	57,399	59,121	60,894	63,330	1,250
21	44,880	47,146	49,527	52,533	58,547	60,303	62,112	64,597	
22	45,329	47,618	50,022	53,059	59,132	61,509	63,354	65,889	
23	45,782	48,094	50,523	53,589	59,723	62,739	64,622	67,206	
24	46,240	48,575	51,028	54,125	60,321	63,994	65,914	68,550	
25	46,702	49,061	51,538	54,666	60,924	65,274	67,232	69,922	1,500
26	47,169	49,551	52,054	55,213	61,533	65,927	68,577	71,320	
27	47,641	50,047	52,574	55,765	62,148	66,586	69,948	72,746	
28	48,118	50,547	53,100	56,323	62,770	67,252	71,347	74,201	
29	48,599	51,053	53,631	56,886	63,398	67,924	72,774	75,685	
30	49,085	51,563	54,167	57,455	64,032	68,604	73,502	77,199	1,750
31	49,576	52,079	54,709	58,029	64,672	69,290	74,237	78,743	
32	50,071	52,600	55,256	58,610	65,319	69,983	74,979	80,318	
33	50,572	53,126	55,808	59,196	65,972	70,682	75,729	81,924	
34	51,078	53,657	56,367	59,788	66,632	71,389	76,487	83,563	
35	51,589	54,194	56,930	60,386	67,298	72,103	77,251	85,234	

Off-schedule teachers receive a 2.5% salary increase in 2015-16 and a 2% salary increase in 2016-17.

Off-schedule teachers' lane advancement is based on the schedule.

APPENDIX B: SPEECH PATHOLOGIST SALARY SCHEDULES

2014-15

	MA	MA+15	MA+30	MA+45	EdD
1	54,500	56,135	57,819	59,554	61,936
2	55,590	57,258	58,975	60,745	63,174
3	56,702	58,403	60,155	61,960	64,438
4	57,836	59,571	61,358	63,199	65,727
5	58,993	60,762	62,585	64,463	67,041
6	60,172	61,978	63,837	65,752	68,382
7	61,376	63,217	65,114	67,067	69,750
8	62,603	64,481	66,416	68,408	71,145
9	63,855	65,771	67,744	69,777	72,568
10	65,133	67,087	69,099	71,172	74,019
11	66,435	68,428	70,481	72,596	75,499
12	67,100	69,797	71,891	74,047	77,009
13	67,771	71,193	73,329	75,528	78,550
14	68,448	71,905	74,795	77,039	80,121
15	69,133	72,624	76,291	78,580	81,723
16	69,824	73,350	77,054	80,151	83,357
17	70,522	74,083	77,824	81,754	85,025
18	71,228	74,824	78,603	82,572	86,725
19	71,940	75,573	79,389	83,398	88,460
20	72,659	76,328	80,183	84,232	90,229
21	73,386	77,092	80,984	85,074	92,033
22	74,120	77,862	81,794	85,925	92,954
23	74,861	78,641	82,612	86,784	93,883
24	75,609	79,428	83,438	87,652	94,822
25	76,366	80,222	84,273	88,528	95,770
26	77,129	81,024	85,115	89,414	96,728
27	77,900	81,834	85,967	90,308	97,695
28	78,679	82,653	86,826	91,211	98,672
29	79,466	83,479	87,695	92,123	99,659
30	80,261	84,314	88,571	93,044	100,655
31	81,064	85,157	89,457	93,975	101,662
32	81,874	86,009	90,352	94,914	102,679
33	82,693	86,869	91,255	95,863	103,705
34	83,520	87,737	92,168	96,822	104,742
35	84,355	88,615	93,090	97,790	105,790

2015-17

	MA	MA+15	MA+30	MA+45	EdD
1	54,768	56,411	58,103	59,846	62,240
2	55,863	57,539	59,265	61,043	63,485
3	56,981	58,690	60,451	62,264	64,755
4	58,120	59,864	61,660	63,510	66,050
5	59,283	61,061	62,893	64,780	67,371
6	60,468	62,282	64,151	66,075	68,718
7	61,678	63,528	65,434	67,397	70,093
8	62,911	64,799	66,743	68,745	71,495
9	64,169	66,095	68,077	70,120	72,924
10	65,453	67,416	69,439	71,522	74,383
11	66,762	68,765	70,828	72,953	75,871
12	67,430	70,140	72,244	74,412	77,388
13	68,104	71,543	73,689	75,900	78,936
14	68,785	72,258	75,163	77,418	80,515
15	69,473	72,981	76,666	78,966	82,125
16	70,167	73,711	77,433	80,545	83,767
17	70,869	74,448	78,207	82,156	85,443
18	71,578	75,192	78,989	82,978	87,151
19	72,294	75,944	79,779	83,808	88,895
20	73,016	76,704	80,577	84,646	90,672
21	73,747	77,471	81,383	85,492	92,486
22	74,484	78,245	82,197	86,347	93,411
23	75,229	79,028	83,018	87,211	94,345
24	75,981	79,818	83,849	88,083	95,288
25	76,741	80,616	84,687	88,964	96,241
26	77,508	81,422	85,534	89,853	97,204
27	78,284	82,237	86,389	90,752	98,176
28	79,066	83,059	87,253	91,659	99,157
29	79,857	83,890	88,126	92,576	100,149
30	80,656	84,729	89,007	93,502	101,150
31	81,462	85,576	89,897	94,437	102,162
32	82,277	86,432	90,796	95,381	103,184
33	83,100	87,296	91,704	96,335	104,215
34	83,931	88,169	92,621	97,298	105,258
35	84,770	89,051	93,547	98,271	106,310

APPENDIX C: EXTRA CURRICULAR SCHEDULE

2014-17

Activity	1-3 Years	4-6 Years	7+ Years
Boys' Baseball	\$1,600.00	\$1,650.00	\$1,700.00
Girls' Softball	\$1,600.00	\$1,650.00	\$1,700.00
7th Grade Boys' Basketball	\$2,100.00	\$2,150.00	\$2,200.00
8th Grade Boys' Basketball	\$2,100.00	\$2,150.00	\$2,200.00
7th Grade Girls' Basketball	\$2,100.00	\$2,150.00	\$2,200.00
8th Grade Girls' Basketball	\$2,100.00	\$2,150.00	\$2,200.00
7th Grade Boys' Volleyball	\$1,600.00	\$1,650.00	\$1,700.00
8th Grade Boys' Volleyball	\$1,600.00	\$1,650.00	\$1,700.00
7th Grade Girls' Volleyball	\$1,600.00	\$1,650.00	\$1,700.00
8th Grade Girls' Volleyball	\$1,600.00	\$1,650.00	\$1,700.00
Boys' Track	\$950.00	\$1,000.00	\$1,050.00
Girls' Track	\$950.00	\$1,000.00	\$1,050.00
Cheerleading	\$2,100.00	\$2,150.00	\$2,200.00
Chorus	\$1,900.00	\$1,950.00	\$2,000.00
Band	\$1,900.00	\$1,950.00	\$2,000.00
Student Council	\$2,000.00	\$2,050.00	\$2,100.00
Honor Society	\$2,000.00	\$2,050.00	\$2,100.00
8th Grade Class Sponsor	\$1,400.00	\$1,450.00	\$1,500.00
Science Fair	\$500.00	\$550.00	\$600.00
Yearbook	\$650.00	\$700.00	\$750.00
Athletic Director	\$2,100.00	\$2,150.00	\$2,200.00

Lunchroom Supervisor (per lunch period)	\$15.75
Detention (per 45 min session)	\$25.00
Saturday School (4 hours)	\$100.00

ACCEPTANCE OF AGREEMENT

Taft Council
AFT Local 604
IFT/AFT/AFL-CIO

Taft School
District No. 90
Lockport, Illinois

Council President

Board President

Date

Date