

CONTRACT BETWEEN
ILLINI WEST HIGH SCHOOL
DISTRICT #307

AND

ILLINI WEST HIGH SCHOOL
EDUCATION ASSOCIATION

2010 - 2013

TABLE OF CONTENTS

ARTICLE I	
RECOGNITION	5
ARTICLE II	
NEGOTIATION PROCEDURES	
2.1 Good Faith Bargaining	6
2.2 Mediation	6
2.3 Commencement of Negotiations and Ratification of Agreement.....	6
ARTICLE III	
GRIEVANCE PROCEDURE	
3.1 Scope.....	7
3.2 Procedures.....	7
3.2.1 Stage One	7
3.2.2 Stage Two	7
3.2.3 Stage Three	7
3.2.4 Stage Four	8
3.3 Grievance Withdrawal	8
3.4 Work Days	8
3.5 Class Grievance.....	8
ARTICLE IV	
EMPLOYEE AND ASSOCIATION RIGHTS	
4.1 Copies of the Agreement	9
4.2 Right to Organize	9
4.3 Rights of Representation.....	9
4.4 Notice of Assignments	9
4.5 Board Agenda	9
4.6 Board Minutes.....	9
4.7 Dues Deduction	10
4.8 Facilities Usage.....	10
4.9 Association of Rights	10
4.10 Personnel File	10
4.11 Payday	10
4.12 Vacancies	10
4.13 Evaluations	11
ARTICLE V	
JOB SECURITY	
5.1 Maintaining and Posting of Seniority Lists	12
5.2 Seniority Tie Breakers.....	12

**ARTICLE VI
LEAVE**

6.1 Full-Time Teacher Sick Leave 13
6.2 Part-Time Teacher Sick Leave..... 13
 6.2.1 Teacher Working Full School Year/Less Than a Full School Day . 13
 6.2.2 Tenured Teacher Working Part-Time For a Full School Year 13
6.3 Personal Leave 13
 6.3.1 Full-Time Certified Teacher Personal Leave 13
 6.3.2 Unused Personal Days..... 14
6.4 Professional Development Leave/Tuition Reimbursement 14
 6.4.1 Leave for Professional Training or Education Conferences 14
 6.4.2 Funds Available For Reimbursement 14
 6.4.3 Available Funds Per Teacher 14
 6.4.4 Pre-Payment of Approved Professional Training
 or Education Conferences..... 14
6.5 Jury Duty..... 15
6.6 Bereavement..... 15
6.7 Association Leave..... 15
6.8 Unpaid Leave of Absence 15
6.9 Sick Leave Bank 16

**ARTICLE VII
WORKING CONDITIONS**

7.1 Calendar 17
7.2 Transfer..... 17
7.3 Duty-Free Lunch Period 17
7.4 Substitute Pay..... 17
7.5 Overload Pay 17
7.6 Work Day 17
7.7 Retirement Enhancement Plan 18
 7.7.1 Qualifications..... 18
 7.7.2 Salary Enhancements 19
7.8 Extension of Contract..... 19

**ARTICLE VIII
COMPENSATION**

8.1 Insurance 20
 8.1.1 Payment Toward Health and Accident Insurance 20
 8.1.2 Insurance Committee 20
8.2 Part-Time Teacher Salary Credit 20
8.3 Mileage – Out of District..... 20
8.4 Salary Schedule – Appendix A..... 20
 8.4.1 TRS..... 21
8.5 Extra-Curricular Stipends – Appendix B..... 21
 8.5.1 TRS for Extra-Curricular Stipend..... 21
 8.5.2 Extra-Curricular Salary 21

8.5.3 Payment Options..... 21

ARTICLE IX
EFFECT OF AGREEMENT

9.1 No Strike 22
9.2 Complete Understanding 22
9.3 Waiver of Additional Bargaining 22
9.4 Validity 22
9.5 Individual Contracts 22
9.6 Duration 23
9.7 Signatures..... 23

Salary Schedule – 2010-2011 & 2011-2012 – Appendix A 24
Salary Schedule – 2012-2013 – Appendix A..... 25
Extra-Duty Stipends – Appendix B..... 26-27
Addendum..... 28
Memorandum of Understanding..... 29

ARTICLE I

RECOGNITION

The Board of Education of Illini West High School #307 of Hancock, Henderson and McDonough Counties, hereby recognizes the Illini West Education Association IEA/NEA, affiliated with the Illinois Education Association and the National Education Association, as the sole and exclusive agent for collective bargaining for all regularly scheduled full-time and part-time certified personnel except: superintendent, principals, substitute teachers, and any person who may authoritatively recommend the hiring, firing, promotion, transfer, evaluation or discipline of any certified personnel.

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ARTICLE II

NEGOTIATION PROCEDURES

2.1 **Good Faith Bargaining**

The parties shall negotiate for any successor Agreement in good faith. Good faith shall be defined as meeting at reasonable times and at reasonable places for the purpose of exchanging proposals and counter proposals to reach a collectively bargained agreement.

2.2 **Mediation**

In the event either party determines the need for the assistance of a mediator, the parties shall jointly request a mediator be provided by the Federal Mediation and Conciliation Service.

2.3 **Commencement of Negotiations and Ratification of Agreement**

Negotiations of a successor Agreement shall begin not later than April 15 of the final year of the Agreement. The tentatively agreed contract reached by the representatives of the Association and the representatives of the District shall be presented to the membership of the bargaining unit and the Board of Education for acceptance or rejection.

ARTICLE III

GRIEVANCE PROCEDURE

3.1 Scope

A grievance shall be defined as a claim by the Association, or a member of members association of the bargaining unit in violation, misinterpretation or misapplication of any provision of this Agreement.

3.2 Procedures

3.2.1 Stage One

The grievant shall attempt to resolve any potential grievance by stating his or her intention to initiate a grievance in informal discussion with his or her principal within ten (10) work days from the time the grievant became aware of the occurrence of the first event giving rise to the alleged violation of this Agreement. The principal shall respond orally within ten (10) days of the informal discussion.

3.2.2 Stage Two

If the grievance cannot be resolved at Stage One, the grievant shall file a written statement of the grievance with his or her principal. Such written statement of grievance shall be filed within ten (10) work days from the receipt of the oral response of the principal and shall contain a statement of the factual basis of the grievance and the section or sections of the Agreement which are alleged to have been violated. The principal shall respond in writing within ten (10) work days of receipt of the written grievance which response shall include reasons. No such response shall preclude the District from amending its reason at a later stage of this procedure.

3.2.3 Stage Three

If the grievance is not resolved at Stage Two, the grievant may appeal the decision of the principal in writing to the superintendent within ten (10) work days of receipt of the written decision of the principal. The superintendent shall schedule a conference with the grievant and the Association representative within ten (10) work days of the request and shall respond in writing within ten (10) work days of such meeting, which response shall include reasons. No such response shall preclude the District from amending its reasons at a later stage of this procedure.

3.2.4 Stage Four

If the grievance is not satisfactorily resolved at Stage Three, the Association may submit to the superintendent within twenty (20) work days of the receipt of the answer in Step Three a written request on behalf of the grievant to enter into binding arbitration.

Arbitration proceedings shall be conducted by an arbitrator to be selected from a roster of arbitrators provided by the *Federal Mediation and Conciliation Service (FMCS)*. Expenses for the arbitrator's services will be borne equally by the Association and the District. The arbitrator's decision shall be binding on all parties. The arbitrator shall not amend or modify any of the provisions of this Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the District and the Association and shall be based solely on the wording of this Agreement. The arbitrator shall be limited to directing the parties to comply with the terms of this Agreement.

The District acknowledges the right of the teacher to request the Association's grievance representative to be present at any level of the grievance, as the Association acknowledges the right of the District to have multiple representatives of its own.

By mutual agreement of the District and the Association, any step of this procedure may be bypassed.

3.3 Grievance Withdrawal

A grievance may be withdrawn at any level before Stage Four without setting a precedent.

3.4 Work Days

Work days shall be defined as Mondays through Fridays, except holidays.

3.5 Class Grievance

A grievance involving more than one teacher, more than one supervisor, or any administrator's decision above the building level may be initially filed by the Association at Stage Three of the grievance procedure.

ARTICLE IV

EMPLOYEE AND ASSOCIATION RIGHTS

4.1 Copies of the Agreement

Upon acceptance of this Agreement by the Association and the District, the District shall cause sufficient copies to be made for distribution to persons who are members of the unit during the terms of this Agreement.

4.2 Right to Organize

Teachers are acknowledged to have the right to join the Association and the Association is acknowledged to have the right to participate in collective negotiations.

4.3 Rights of Representation

When any teacher is required to appear before the District Board concerning any matter which could adversely affect his or her employment, the teacher shall be entitled to have a representative of the Association present.

4.4 Notice of Assignments

Teachers shall be given notice of tentative assignments *prior* to thirty (30) days of the beginning of each school year if such assignment constitutes a change in assignment from the preceding year. Such notice does not constitute a guarantee of such position and does not restrict the authority of the District to make assignments consistent with its determination of the needs of the District. A teacher subject to such assignment change shall be permitted a conference with the superintendent to discuss the change. If the teacher remains dissatisfied after the conference, the teacher shall be permitted to resign without penalty.

4.5 Board Agenda

One copy of the intended agenda for each regular or special school board meeting shall be placed in the mailbox of and e-mailed to the president of the Association one calendar day prior to such meeting. Giving notice of the intended board agenda shall not restrict the right of the Board to consider any matter lawfully before it nor shall it affect emergency meetings of the Board. Delivery of an intended agenda as provided in this section shall be deemed notice of the actions set forth therein.

4.6 Board Minutes

A copy of all approved open session minutes shall be placed in the mailbox of the President of the Association not less than seven (7) days after the approval of such minutes by the Board. The Board shall provide the Association with a copy of the annual audit after it has been accepted by the Board and a copy of the approved Budget. Costs of such copies shall be borne by the Board.

4.7 Dues Deduction

Any teacher may, by written request, cause dues to a professional organization to be deducted from his or her salary. (This shall be limited to two organizations.) The Board shall remit to the Illini West Education Association treasurer dues withheld within ten (10) working days of withholding.

4.8 Facilities Usage

The Association shall be granted, from time to time, reasonable use of a room in the school building for the purpose of conducting meetings of members of the bargaining unit when such use does not, in the judgment of the District, conflict with the use of the building by other groups or with the needs of the District. Such use shall be granted after school hours on school days.

The Association shall be granted reasonable use of a District photocopy machine for the purpose of making copies of proposals and counter proposals in connection with collective negotiations. After consultation the Association may be charged a fee of 10 cents per page for such copies or such other cost as established by the District. Teachers may request use of a classroom computer or other classroom or office equipment, which may be granted at the discretion of the principal.

4.9 Association Rights

The Association may post notices on one bulletin board as designated by the principal.

The Association may use employee mailboxes for the purpose of communication with Association members.

4.10 Personnel File

Each certified employee shall have the right, upon having first given two (2) work days notice, to review his or her personnel file. Each certified employee shall have the right to include a written comment with regard to any item contained in said file.

4.11 Payday

Payday shall be the 15th and 30th of each month. When these dates fall on a weekend or a holiday, the payday will be the last working day for the District business office prior to the weekend or holiday.

4.12 Vacancies

The Board shall post notice of vacancies and provide a copy of the notice to the Association President.

4.13 Evaluations

Evaluations will be prepared in accordance with Illinois School Code, court decisions, and Illinois Board of Education Rules and Regulations.

(The School District will develop a teacher evaluation plan in cooperation with the teacher's union)

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ARTICLE V

JOB SECURITY

5.1 Maintaining and Posting of Seniority Lists

The District shall prepare, maintain and post the seniority list as per School Code 105, ILCS 5/24-12.

5.2 Seniority Tie Breakers

In the event District seniority is equal between employees, the following procedures are to be utilized in the order as presented as a tie breaker:

- A. Previous public school teaching experience credit inside and outside the District which is allowed for credit on the salary schedule.
- B. Education beyond the Bachelor's degree which is allowed as credit on the salary schedule.
- C. Any further ties shall be determined by drawing lots.

ARTICLE VI

LEAVE

6.1 Full-Time Teacher Sick Leave

Each full-time teacher covered by this Agreement shall be granted twelve (12) sick days per year which may accumulate to three-hundred and fifty (350) days. Sick leave shall be used for personal illness or illness in the teacher's immediate family or household, birth of a child, adoption, or placement of a child for adoption. For the purpose of this section, immediate family shall be defined as the spouse, parents, children, legal guardians, grandparents, brothers, sisters or grandchildren of the teacher or the teacher's spouse.

6.2 Part-Time Teacher Sick Leave

6.2.1 Teacher Working Full School Year/Less Than a Full School Day

Each teacher contracted to work for a full school year but less than a full school day shall receive twelve (12) sick days per year equivalent to the teacher's assigned work day. Such days shall accumulate from year-to-year up to the three-hundred and fifty (350) days based on the teacher's equivalent assignment. For example, a teacher who is employed 50 percent of the regular work day could accumulate three-hundred and fifty (350) one half days of sick leave. Sick leave days granted to part-time teachers shall be used for personal illness in the same manner as sick leave for full-time teachers.

6.2.2 Tenured Teacher Working Part Time For a Full School Year

In the event a tenured teacher works as a part-time teacher for a full school year, such teacher may add sick days earned under this section to the teacher's accumulation of sick days at the prorated level.

6.3 Personal Leave

6.3.1 Full-Time Certified Teacher Personal Leave

Each full-time certified teacher shall be granted two (2) days of personal leave each year for the transaction of any personal business of the teacher which cannot be transacted on a non-school day. No such day shall be granted on an institute day, parent-conference day, all-school test day, in-service day or other such non-attendance days. No more than three teachers may be absent from the school due to personal day use on any one day. Personal days will be granted on a first come/first serve basis. Administrative discretion may be applied to exceed the limit of three per day and/or use of one of the named restrictive days. Such administrative decisions are not grievable, and are not deemed to establish precedent.

6.3.2 Unused Personal Days

Unused personal days may be transferred into each teacher's sick leave day accumulation at the maximum of three (3) days per year (example: 2009-2010 you used one personal day with one remain, 2010-2011 you would have 3 personal days available), or the teacher may choose to have the remaining unused personal days purchased by the District for \$75 per unused day. This choice must be made by June 1st of each school term, otherwise the personal leave days will automatically be classified as sick leave days.

6.4 Professional Development Leave/Tuition Reimbursement

6.4.1 Leave for Professional Training Or Educational Conferences

Certified teachers may be granted two (2) paid days per school year for the purpose of attending professional training or educational conferences. Additional days may be granted with superintendent approval. Each request shall be considered on a case-by-case basis and granted or denied at the discretion of the superintendent based on the best interests of the program. Eligible expenditures include room, meals, travel, fees and costs of any materials required for such approved training or conferences. No more than one professional leave day may be used for leave related to an extra duty assignment. Such administrative decisions are not grievable, and are not deemed to establish precedent.

6.4.2 Funds Available For Reimbursement

Amounts available will be determined by the Board of Education on a year to year basis based on funds available. Such administrative decisions are not grievable, and are not deemed to establish precedent.

6.4.3 Available Funds Per Teacher

Each teacher may use up to \$700 per year from the total amount available for that year on a first come, first serve basis based on the date of the approved request. There will be no carryover of these funds. Tuition reimbursement shall have prior written approval of the superintendent. Such administrative decisions are not grievable, and are not deemed to establish precedent.

6.4.4 Pre-payment of Approved Professional Training or Education Conferences

Registration fees will be pre-paid by the District for approved professional training or educational conferences. Teachers will provide evidence of attendance at the pre-paid conference. If the teacher does not attend, that teacher must reimburse the District unless lack of attendance is excused by Superintendent due to emergency or illness. Such administrative decisions are not grievable, and are not deemed to establish precedent.

6.5 Jury Duty

The District shall not reduce the salary of a certified employee for any time of service on a jury on a day of teacher attendance except that the District shall make a deduction from a teacher's salary for any amount received for such service excepting reimbursement for the teacher's expenses made by the court.

6.6 Bereavement

In case of the death of an employee's immediate family member, a teacher will be permitted to take up to three (3) bereavement days, per incident, without loss of pay. Immediate family shall be defined as the spouse, parents, children, legal guardians, grandparents, brothers, sisters, aunts, uncles, cousins or grandchildren of the teacher or the teacher's spouse. Additional days may be granted with the approval of the superintendent.

6.7 Association Leave

The president of the Association or his or her designee shall be granted three (3) days per year for the purpose of conducting Association business or attending Association meetings outside the District. The Association shall pay the District for the cost of any substitute hired to replace the teacher for the day.

6.8 Unpaid Leave of Absence

Leave of absence may be granted without pay to teachers within the District who desire to return to employment in a similar capacity upon termination of said leave. Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave. In no case shall the leave of absence without pay exceed the remainder of that school year. Dates of departure and expected return must be mutually acceptable between the teacher and the Superintendent/Board of Education and determined prior to initiating the request. Leaves of absence without pay may be granted according to the following conditions:

- A. Leaves of absence shall require Board approval.
- B. Leaves may be granted for (1) advanced study leading to a degree at an approved university; (2) extended child care; (3) military; and (4) other reasons acceptable to the Board.
- C. Teachers on such leave may continue insurance benefits if they reimburse the District for any pro-rata costs of premiums for which they apply.
- D. Such leave shall not be credited towards advancement on the salary schedule unless the employee works more than ninety (90) days in the school year.
- E. The grant or denial of such leave shall not constitute a precedent for future leave requests and the decision is not grievable.

6.9 Sick Leave Bank

- A. Purpose of the Bank
The intent of this Voluntary Sick Leave Bank is to provide extended sick leave benefits to those staff members who personally incur a period of extended illness, injury, or hospitalization. Short term illnesses are not subject to the use of the following Voluntary Sick Leave Bank provisions.
- B. Eligibility and Membership
All full-time employees and administrators of District #307 are eligible for the Voluntary Sick Leave Bank.
- C. Operation of the Bank
Each eligible employee may donate sick days to another approved employee a maximum of 12 sick days or the number of remaining sick days in a school year. *Sick Leave Bank days can not be used for Service Credit and are forfeited at Retirement.*
- D. Governing Committee
Two teachers, selected by the Association on staggering terms not to exceed two years; a non certified employee chosen by the non certified employees; and two administrators, appointed by the Board, shall act as the governing Committee in all matters that concern policies of use of the Volunteer Sick Leave Bank.
- E. How to Use the Bank
A full time employee will be eligible for Volunteer Sick Leave benefits after using up all personally accumulated sick leave, and making written application to the committee. An employee or designated representative of the employee shall contact the governing committee, in writing, five (5) days prior to the need. If the committee approves the request district employees will be notified of a need and asked if they wish to donate sick leave days. The donation of sick days is completely voluntary and confidential. At no time will any employee be pressured into donating sick days. The decision of the committee is final, and as this is employee conducted, is not grievable.

ARTICLE VII

WORKING CONDITIONS

7.1 Calendar

After consultation with the Association, the calendar will be prepared and presented to the Board of Education by the Superintendent each February and will become a part of the contract only after the Board of Education approves it. The School Code will determine the length of the calendar.

7.2 Transfer

In the event a teacher desires to transfer to another teaching position, such teacher may present written notice of such request to the Superintendent. The Superintendent shall consider such requests in making staffing recommendations. However, such staffing decisions shall be the sole discretion of the District. In the event the teacher requests reason or reasons for the grant or denial of such request, the teacher shall be given reason for such denial, This decision shall be final and not subject to the grievance procedure of this Agreement. When requested, the superintendent's response shall be in writing.

7.3 Duty-Free Lunch Period

Each full-time teacher shall be entitled to a duty free lunch period of not less than 30 minutes.

7.4 Substitute Pay

Teachers required to substitute for another teacher during his or her planning period shall be paid \$20.00 per class period. Teachers shall receive payment for all substitutions during the last pay period of each quarter. Teachers will not be allowed to cover for one another without compensation. Teachers missing 0-150 minutes of instructional time will be charged ½ day absence, and 150-300 minutes will be charged a full day of absence.

7.5 Overload

Teachers, who have Board approval to teach beyond their normal work load of seven (7) periods, will be compensated at 1/8 of their teaching salary.

7.6 Work Day

Teachers will be expected to report to work no later than 20 minutes prior to preparation/instructional time established by the administration and will leave no sooner than 20 minutes after preparation/instructional time established by the administration.

7.7 Retirement Enhancement Plan

The Retiring Teacher Salary Enhancement Program is for the purpose of recognizing the service of those teachers who have been employed by the School District for fifteen (15) or more years and is made available in exchange for an irrevocable notice of resignation and retirement. The terms of the Retiring Teacher Salary Enhancement Program are as follows:

7.7.1 Qualifications

In order to be eligible for the District's Retiring Teacher Salary Enhancement Program a teacher must meet the following qualifications:

- .1 As of the date of retirement the teacher must have been employed by the Illini West High School District for 15 years. For all teachers employed by the District prior to September 1, 2007, this shall include their years of service from Carthage CUSD #338, Dallas City CUSD #336 and/or LaHarpe CUSD #335.
- .2 As of the date of retirement the retiring teacher must not be participating in any retirement program which requires a payment or contribution by the District *or that would otherwise give rise to any penalty payment by the District, such as the Early Retirement Option (ERO) provided under section 16-133.2 of TRS or any similar TRS provisions or programs.*
- .3 Teachers electing to participate in the one year program shall, by no later than the first day of January of the year prior to retirement, submit to the Board of Education an irrevocable written letter of resignation and retirement advising the Board of the teacher's retirement at the end of the next school term.

Teachers electing to participate in the two year program shall, by no later than the first day of January two years preceding the year of retirement, submit to the Board of Education an irrevocable written letter of resignation and retirement advising the Board of the teacher's retirement at the end of the school term two years out.

Teachers electing to participate in the three year program shall, by no later than the first day of January three years preceding the year of retirement, submit to the Board of Education an irrevocable written letter of resignation and retirement advising the Board of the teacher's retirement at the end of the school term three years out.

7.7.2 Salary Enhancements

The salary enhancement provided under the terms of this program shall be as follows:

- .1 Teachers qualifying and applying for this salary enhancement program shall have their prior year instructional TRS creditable earnings increased in their final year(s) of employment by six percent (6%). Where applicable to multiple years, the 6% increase shall be compounded to result in 106% of the previous year's 106%.
- .2 For each applicable year, the Board shall make the salary enhancement will be paid equally in each of the retiring teacher's regular paychecks.
- .3 This retirement incentive can only be used during the length of the contract, and cannot obligate school district funds beyond this contract termination date.

If a teacher submits an irrevocable notice of retirement under this Section 7.7, the teacher shall be removed from the Salary Schedules in Appendix A. The Salary Enhancement shall be paid as a salary increase during the school year(s) when the salary enhancement is received. The calculations of the salary increase pursuant to the salary enhancement shall be based upon the TRS creditable earnings for the school year immediately preceding the school year when the teacher will first receive this salary enhancement. In no case shall an increase in a teacher's TRS creditable earnings during a school year when the teacher receives this salary enhancement exceed six percent (6%) of the creditable earnings for the previous school year or otherwise involve a penalty to the school district.

If after submitting the irrevocable notice of retirement, a teacher resigns from, or is dismissed from, any extra-duty activities; the salary enhancement amount provided under this Section 7.7 will be re-calculated and adjusted accordingly.

7.8 Extension of Contract

Teachers required by the Board to work beyond the regular school year (see school calendar) will have their salary increased by five percent (5%) for every ten (10) days worked.

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ARTICLE VIII

COMPENSATION

8.1 Insurance

8.1.1 Payment Toward Health and Accident Insurance

The District shall pay per month against the cost of health and accident insurance for each full-time teacher up to the amount shown on the following schedule:

2010-11 \$544

There will be a five (5%) percent increase in the amount to be paid by the District each additional year of this contract.

8.1.2 Insurance Committee

The District and the Association agree to establish an Insurance Committee upon ratification of this Agreement for the purpose of reviewing the District's current insurance company, policy, and benefits. The Board of Education (with the committee's input) shall be solely responsible for the exploration of alternative companies and benefits for its employees.

8.2 Part-Time Teacher Salary Credit

Part-time teachers contracted for a full school year who teach less than a full school day shall be granted credit toward salary schedule advancement based upon credit earned through TRS reporting. Nothing in this section shall be deemed to apply to substitute teachers or temporary employees.

*Part-time teachers will be placed on the Salary Schedule, the same as Full-time teachers, at a pro-rated amount based on the number of classes taught.

8.3 Mileage – Out of District

Each teacher required to travel in his or her own vehicle at the direction of the District shall be reimbursed at the IRS allowed rate as established at the beginning of each month. Travel expenses will be reimbursed based on the month the expense was incurred.

8.4 Salary Schedule – Appendix A

Horizontal movement on the salary schedule shall be based upon completion of graduate courses taken as part of a graduate program leading to the next higher degree or completion of graduate courses that pertain to the teacher's area of instruction within the classroom. Such courses shall be in a field of secondary education or secondary administration.

8.4.1 TRS

The Board will pay a maximum of 10.3753% toward TRS Benefits for all covered employees.

8.5 Extra-Curricular Stipends – Appendix B

8.5.1 TRS

Extra-curricular stipends will be considered as TRS salary and will be paid at the 10.3753 % rate.

8.5.2 Extra-Curricular Salary

The Extra-Curricular Salary Scale lists salaries for all authorized extra-curricular positions approved by the Illini West Board of Education. The mere listing of a position does not guarantee that a position will be filled during any given school year. Extra-curricular positions will be based upon the number of participants in each activity or sport. It should be understood that the Board will make a final determination on extra-curricular offerings after receiving all relevant information from the principal and the athletic director

*****Assistant coaches will not be employed until a requisite number of participants have been insured. The Board of Education reserves the right to determine, on an individual basis, whether a sport or activity shall be offered and whether that sport shall require an assistant(s) coach.*

Should a sport or an activity not have enough participants to function as a team or activity, then that sport or activity shall be canceled for the rest of the school year, and the coach or assistant shall receive 25% of his/her contracted stipend. This determination shall be made within 10 days of the start of each season, or for an activity within 10 days of the start of the school year.

8.5.3 Payment Options

Payment for extracurricular assignments will be paid in one (1) of three (3) ways as follows:

- A. Payment spread out over a twelve (12) month period;
- B. Lump sum payment on the next pay period following completion of the season or event; or
- C. Lump sum payment in June

Indication of which method for salary and extracurricular assignments will be made at the beginning of the school year or date of hire on a form supplied by the District office.

ARTICLE IX

EFFECT OF AGREEMENT

9.1 No Strike

During the term of this Agreement and any extension thereof, no employee covered by this Agreement nor the Association nor any person acting on behalf of the Association shall ever or at any time engage in, authorize any recognition of any picket line at the District's premises, any strike, slowdown, or refusal to render full and complete services to the District, or any activity whatsoever which would disrupt in any manner, in whole or in part, the operation of the School District. In the event of any violation or violations of any provision of this Article by the Association, its members or representatives or by any employee, the Association shall upon notice from the District, immediately direct such employee both orally and in writing to resume normal operations immediately.

9.2 Complete Understanding

This Agreement constitutes the full and complete understanding between the parties. All rights, powers and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the District. The District, however, shall take no action which shall violate any of the specific provisions of this Agreement.

9.3 Waiver of Additional Bargaining

The parties acknowledge that during the course of the negotiations which resulted in this Agreement each had the right to make demands, proposals and counter proposals with respect to any matter not specifically excluded by law, and that this Agreement has been arrived at following the full exercise of this right. It is therefore understood that neither party shall be obliged to bargain collectively with respect to any subject or matter referred to or covered by this Agreement or with regard to any subject or matter not referred to or covered by this Agreement.

9.4 Validity

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

9.5 Individual Contracts

The terms and conditions of this Agreement shall be the terms and conditions of individual contracts of members of the bargaining unit.

9.6 Duration

This Agreement shall become effective July 1, 2010 through June 30, 2013.

9.7 Signatures

This Agreement is signed and adopted this _____ day of August, 2010.

For the Illini West Education
Association IEA/NEA

For the Board of Education
Illini West High School District #307

President

President

Secretary

Secretary

APPENDIX A
SALARY SCHEDULE
2010 – 2011
2011 – 2012

Step	BA/BS	BS+8	BS+16	BS+24	MA/MS	MS+16
0	\$28,704	\$29,054	\$29,404	\$29,754	\$30,454	\$30,804
1	\$29,404	\$29,754	\$30,104	\$30,454	\$31,154	\$31,504
2	\$30,104	\$30,454	\$30,804	\$31,154	\$31,854	\$32,204
3	\$30,804	\$31,154	\$31,504	\$31,854	\$32,554	\$32,904
4	\$31,504	\$31,854	\$32,204	\$32,554	\$33,254	\$33,604
5	\$32,204	\$32,554	\$32,904	\$33,254	\$33,954	\$34,304
6	\$32,904	\$33,254	\$33,604	\$33,954	\$34,654	\$35,004
7	\$33,604	\$33,954	\$34,304	\$34,654	\$35,354	\$35,704
8	\$34,304	\$34,654	\$35,004	\$35,354	\$36,054	\$36,404
9	\$35,004	\$35,354	\$35,704	\$36,054	\$36,754	\$37,104
10	\$35,704	\$36,054	\$36,404	\$36,754	\$37,454	\$37,804
11	\$36,454	\$36,804	\$37,154	\$37,504	\$38,204	\$38,554
12	\$37,204	\$37,554	\$37,904	\$38,254	\$38,954	\$39,304
13	\$37,954	\$38,304	\$38,654	\$39,004	\$39,704	\$40,054
14	\$38,704	\$39,054	\$39,404	\$39,754	\$40,454	\$40,804
15	\$39,454	\$39,804	\$40,154	\$40,504	\$41,204	\$41,554
16	\$40,204	\$40,554	\$40,904	\$41,254	\$41,954	\$42,304
17	\$40,954	\$41,304	\$41,654	\$42,004	\$42,704	\$43,054
18	\$41,704	\$42,054	\$42,404	\$42,754	\$43,454	\$43,804
19	\$42,454	\$42,804	\$43,154	\$43,504	\$44,204	\$44,554
20	\$43,204	\$43,554	\$43,904	\$44,254	\$44,954	\$45,304
21	\$44,004	\$44,354	\$44,704	\$45,054	\$45,754	\$46,104
22	\$44,804	\$45,154	\$45,504	\$45,854	\$46,554	\$46,904
23	\$45,604	\$45,954	\$46,304	\$46,654	\$47,354	\$47,704
24	\$46,404	\$46,754	\$47,104	\$47,454	\$48,154	\$48,504
25	\$47,204	\$47,554	\$47,904	\$48,254	\$48,954	\$49,304
26	\$48,004	\$48,354	\$48,704	\$49,054	\$49,754	\$50,104
27	\$48,804	\$49,154	\$49,504	\$49,854	\$50,554	\$50,904
28	\$49,604	\$49,954	\$50,304	\$50,654	\$51,354	\$51,704
29	\$50,404	\$50,754	\$51,104	\$51,454	\$52,154	\$52,504
30	\$51,204	\$51,554	\$51,904	\$52,254	\$52,954	\$53,304

**SALARY SCHEDULE
2012 - 2013**

Step	BA/BS	BS+8	BS+16	BS+24	MA/MS	MS+16
0	\$28,991	\$29,341	\$29,691	\$30,041	\$30,741	\$31,091
1	\$29,691	\$30,041	\$30,391	\$30,741	\$31,441	\$31,791
2	\$30,391	\$30,741	\$31,091	\$31,441	\$32,141	\$32,491
3	\$31,091	\$31,441	\$31,791	\$32,141	\$32,841	\$33,191
4	\$31,791	\$32,141	\$32,491	\$32,841	\$33,541	\$33,891
5	\$32,491	\$32,841	\$33,191	\$33,541	\$34,241	\$34,591
6	\$33,191	\$33,541	\$33,891	\$34,241	\$34,941	\$35,291
7	\$33,891	\$34,241	\$34,591	\$34,941	\$35,641	\$35,991
8	\$34,591	\$34,941	\$35,291	\$35,641	\$36,341	\$36,691
9	\$35,291	\$35,641	\$35,991	\$36,341	\$37,041	\$37,391
10	\$35,991	\$36,341	\$36,691	\$37,041	\$37,741	\$38,091
11	\$36,741	\$37,091	\$37,441	\$37,791	\$38,491	\$38,841
12	\$37,491	\$37,841	\$38,191	\$38,541	\$39,241	\$39,591
13	\$38,241	\$38,591	\$38,941	\$39,291	\$39,991	\$40,341
14	\$38,991	\$39,341	\$39,691	\$40,041	\$40,741	\$41,091
15	\$39,741	\$40,091	\$40,441	\$40,791	\$41,491	\$41,841
16	\$40,491	\$40,841	\$41,191	\$41,541	\$42,241	\$42,591
17	\$41,241	\$41,591	\$41,941	\$42,291	\$42,991	\$43,341
18	\$41,991	\$42,341	\$42,691	\$43,041	\$43,741	\$44,091
19	\$42,741	\$43,091	\$43,441	\$43,791	\$44,491	\$44,841
20	\$43,491	\$43,841	\$44,191	\$44,541	\$45,241	\$45,591
21	\$44,291	\$44,641	\$44,991	\$45,341	\$46,041	\$46,391
22	\$45,091	\$45,441	\$45,791	\$46,141	\$46,841	\$47,191
23	\$45,891	\$46,241	\$46,591	\$46,941	\$47,641	\$47,991
24	\$46,691	\$47,041	\$47,391	\$47,741	\$48,441	\$48,791
25	\$47,491	\$47,841	\$48,191	\$48,541	\$49,241	\$49,591
26	\$48,291	\$48,641	\$48,991	\$49,341	\$50,041	\$50,391
27	\$49,091	\$49,441	\$49,791	\$50,141	\$50,841	\$51,191
28	\$49,891	\$50,241	\$50,591	\$50,941	\$51,641	\$51,991
29	\$50,691	\$51,041	\$51,391	\$51,741	\$52,441	\$52,791
30	\$51,491	\$51,841	\$52,191	\$52,541	\$53,241	\$53,591

APPENDIX B
Illini West High School District #307
Extra-Duty Stipends
2010 - 2013

Athletic Director	\$	4,215.00
Head Football	\$	3,688.00
Assistant Football	\$	2,371.00
Assistant Football	\$	2,371.00
Assistant Football	\$	2,371.00
Assistant Football	\$	2,371.00
Assistant Football	\$	2,371.00
Boys Basketball	\$	3,688.00
Assistant Boys Basketball	\$	2,371.00
Assistant Boys Basketball	\$	2,371.00
Girls Basketball	\$	3,688.00
Assistant Girls Basketball	\$	2,371.00
Assistant Girls Basketball	\$	2,371.00
Girls Volleyball	\$	3,688.00
Assistant Girls Volleyball	\$	2,371.00
Assistant Girls Volleyball	\$	2,371.00
Boys Baseball	\$	3,688.00
Assistant Boys Baseball	\$	2,371.00
Girls Softball	\$	3,688.00
Assistant Girls Softball	\$	2,371.00
Boys Track	\$	3,688.00
Assistant Boys Track	\$	2,371.00
Girls Track	\$	3,688.00
Assistant Girls Track	\$	2,371.00
Cross Country	\$	3,688.00
Golf	\$	3,688.00
Head Wrestling	\$	3,688.00
Assistant Wrestling	\$	2,371.00
Cheerleading	\$	2,371.00
Yearbook	\$	1,844.00
Freshman Sponsor	\$	800.00
Freshman Sponsor	\$	800.00
Sophomore Sponsor	\$	800.00
Sophomore Sponsor	\$	800.00
Junior Class Sponsor	\$	1,100.00
Junior Class Sponsor	\$	1,100.00
Senior Class Sponsor	\$	1,100.00
Senior Class Sponsor	\$	1,100.00
Drama Club	\$	1,100.00
Band	\$	3,162.00
Chorus	\$	1,400.00

Extra-Duty Stipends: 2010 - 2013

Ag Teacher	\$	1,317.00
Ag Teacher	\$	1,317.00
Flag Corps	\$	1,100.00
Student Council	\$	1,100.00
Student Council	\$	1,100.00
Speech	\$	1,100.00
WYSE	\$	600.00
Scholastic Bowl	\$	1,100.00
National Honor Society	\$	600.00
International Club	\$	600.00
FBLA	\$	600.00
FBLA	\$	600.00
Key Club	\$	600.00
Industrial Arts Club	\$	600.00
SADD	\$	600.00
Science Club	\$	600.00
History Club	\$	600.00
Art Club	\$	600.00
LPDC	\$	300.00
LPDC	\$	300.00
Poms/Dance Squad	\$	600.00

Bass Fishing will be paid mileage to tournaments at the IRS allowed rate as established at the beginning of each month. Travel expenses will be reimbursed based on the month the expense was incurred.

**ADDENDUM TO CONTRACT BETWEEN
ILLINI WEST HIGH SCHOOL DISTRICT #307
AND
ILLINI WEST HIGH SCHOOL EDUCATION ASSOCIATION**

As a means to clarify the determination of how a teacher shall be given service year credit on the Salary Schedule in Appendix A of the Contract, the District and the Association has reached this further agreement:

For all teachers employed by the District prior to September 1, 2007, who taught in the LaHarpe, Dallas City and Carthage School Districts who made the initial transition to the district shall be given service credit for teaching at an Illinois community or junior college, at an Illinois university, and an out-of-state public school in addition to the service credit for teaching in Illinois public schools. For all teachers hired after the initial transition and/or after July 1, 2007, teachers shall only receive service credit for teaching in Illinois public schools. Service credit shall not be granted for teaching in a private school.

For the Illini West High School
Education Association IEA/NEA

For the Board Of Education,
Illini West High School District #307

President

President

Secretary

Secretary

MEMORANDUM OF UNDERSTANDING
ILLINI WEST HIGH SCHOOL DISTRICT #307
AND
ILLINI WEST HIGH SCHOOL EDUCATION ASSOCIATION

The Illini West High School Education Association IWA/NEA may request that the Board of Education Illini West High School District #307 reopen the contract negotiations for the third year of the contract to negotiate salary. **The contract salary negotiations will only be open only upon mutual consent.**

For the Illini West High School
Education Association IEA/NEA

For the Board Of Education,
Illini West High School District #307

President

President

Secretary

Secretary