

NEGOTIATED AGREEMENT

2023-2027

BETWEEN

BOARD OF EDUCATION

PEOTONE COMMUNITY UNIT SCHOOL DISTRICT 207U

&

PEOTONE COUNCIL

AFT LOCAL 604

Ratified April 24, 2023

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SECTION 1: ARTICLES APPLICABLE TO ALL EMPLOYEES

ARTICLE I

RECOGNITION

A) Recognition

For the purpose of negotiating wages, hours and conditions of employment, the Peotone Community Unit School District No. 207-U, Will and Kankakee Counties, Illinois, and the Board of Education of same (hereinafter referred to as the "District", "Employer", or "Board"), hereby recognizes the Peotone Council, AFT Local 604 (hereinafter referred to as the "-Union") as the exclusive bargaining representative for all licensed teaching employees, licensed aides (including but not limited to: Inclusion, Program, Individual, ELL , Individual Health, etc.) and all Secretaries (including, but not limited to, Registrar and Accounts Payable Coordinator) under the Contract.

The Superintendent, Business Manager, Principals, Assistant Principals, Dean of Students, Curriculum Directors, Athletic Director, the Superintendent's secretary, the Business Manager's secretary (a.k.a. Payroll and Benefits Coordinator), substitutes, any employee regularly scheduled to work less than half time, all supervisors, managerial employees, confidential employees, and craft employees as defined in the Illinois Educational Labor Relations Act, and all short-term employees [employees hired for a continuing period of four and one-half (4 1/2) months or less] are specifically excluded from this Contract.

ARTICLE II

RIGHTS AND RESPONSIBILITIES

A) Board-Employee Rights

It is agreed that the Board, its agents, and the employees have those rights and responsibilities which pertain to their roles in the operation of the schools, if such rights or responsibilities are expressly included in the Constitutions or the Statutes of the United States or of the State of Illinois or in the Peotone Community Unit School District 207-U Policy manual as of the date of execution or extension of this Contract. The Board agrees to implement its rules and policies as they pertain to bargaining unit members in a fair, impartial, and consistent manner. This provision shall not be subject to the grievance procedure.

B) Separability

If any provision of this Contract is subsequently declared by legislative or judicial authority to be unenforceable or contrary to any applicable federal, state or local statutes, ordinances, laws, rules or regulations; all other provisions of this Contract shall remain in full force and effect for the duration of this Contract.

C) No Strike Clause

The Union agrees that it will sanction no strike or "job action" against the Board for the duration of this Contract.

D) Seniority

Length of service in the District (seniority) shall be defined as the length of continuous service within the District. Said service shall be computed from the first day of uninterrupted employment within the District.

ARTICLE III

UNION-BOARD RELATIONS

A) Labor Management Relations

The Superintendent shall meet with the President of the Union relating to the implementation of this Contract as well as matters of mutual concern; the Superintendent shall not be required to meet more than one (1) time per calendar month, and as needed during June, July, and August. Additionally, to advance ongoing communications and relations between the Union, the Administration, and the Board, a joint meeting shall be scheduled every other month beginning in October of each school year, unless the parties agree that a scheduled meeting is not necessary. The meeting will consist of representatives from each of the parties and will be a forum for ongoing communication on topics of concern, whether mutual or otherwise. Anyone participating in the meeting may suggest agenda items up to twenty-four (24) hours prior to the meeting. Topics are not limited except for grievances already filed.

B) Board Information

The Board will furnish the Union President with documents including, but not limited to the following, as they are received, completed or compiled:

- 1) Board agendas;
- 2) Official minutes of the Board;
- 3) Board policy manual;
- 4) Current fiscal year budget;
- 5) Statistical information, not including employees' names, pertaining to salary, extra-curricular pay, present insurance coverage and records of sick bank
- 6) Faculty lists, including home addresses and listed telephone numbers;
- 7) Teacher handbooks and revisions; and
- 8) Notification of special Board meetings

C) Board Minutes/Agendas/Packets

The Superintendent will furnish official Board minutes, meeting agendas, and non-confidential portions of the Board packet to the Union President in the same manner as furnished to the Board members.

D) Use of Buildings

The Union shall have the right to request and, upon approval of the Superintendent and Building Principal, to use school buildings for meetings, provided that such meetings do not interfere with instruction and/or extra-curricular programs.

E) Use of Mail System

The Union may use the inter-building delivery system, teacher school mailboxes, the high school mail room, and teacher lounge bulletin boards for Union communications.

F) Use of Equipment

The Union shall be allowed reasonable use of printers, copying equipment, computers or other school equipment on the school premises upon approval of the school administration to provide information to members of the Union.

G) Union Presentation/ President Released Time

The Union shall be placed on the agenda for New Teacher Orientation (POET) for no less than sixty (60) minutes. The Union shall also be placed on the agenda for the second institute day annually for at least thirty (30) minutes to meet with all new hires within the support staff, and thirty (30) minutes for a Union meeting.

The Union President shall be granted up to four (4) school days to conduct Union business. Use of the days shall require at least three (3) days advance written notification of the Superintendent. Union President release time may be taken in one-half (1/2) day increments.

H) Agreement of Fee Withholding

The District shall honor employees' individually authorized deduction forms and shall make such deductions in the amounts certified by the Union for union dues, assessments, or fees. Authorized deductions shall remain in effect unless revoked. A member of the Union shall be able to revoke their membership at any time by informing district Union leadership. It is the responsibility of the Union to inform the District's payroll office of such changes within ten (10) workdays so payroll deductions can be adjusted to the wishes of the Union member. The District agrees to remit those dues and/or fees to the Union once each month that the dues/fees are deducted. A list of members for whom deductions have been made and the amount of each deduction shall accompany the first remission. Any changes in personnel from the list previously furnished shall be submitted to the Union within ten (10) workdays.

I) Sick Bank

The Board of Education agrees to assist the Union in the establishment and maintenance of a Sick Bank (one combined bank between certified and classified staff). The bylaws and policies of this sick bank will be managed and governed by the Union. The District will not be required to be involved in any decisions allowing access to days in the sick bank nor will it be required to do anything but keep records and perform the sick day transactions requested by the Sick Bank Committee. Each year, the union will provide a document instructing what sick days should be taken from which employees. When sick days are awarded to an employee, proper documentation will be provided to the District authorizing use of banked sick days.

ARTICLE IV

CONDITIONS OF EMPLOYMENT

A) Extra-Curricular Assignments

Extra-curricular assignments shall be annual appointments. All employees are encouraged to apply for extra-curricular assignments which shall be assigned annually on a fair and equitable basis. Every reasonable attempt will be made to notify employees of their extra-curricular assignments by no later than May 1st. Late notice may occur in the case of resignation, retirement, dismissal, leave of absence, realignment of a program or program additions/subtractions. If there are insufficient qualified bargaining unit members for extra-curricular assignments, the Board may make such unfilled positions available to non-bargaining unit members.

B) Vacancies

The Superintendent shall post all bargaining unit vacancies within ten (10) working days, after the vacancy is identified and/or determined, except in cases where the job description and/or restructuring of such vacancy is being considered, whether new positions or in-house transfer positions, in regular classroom and extracurricular assignments in all schools. Open positions will be emailed to employees during summer months and such openings will be placed on the district web site. If decision is made to modify the job description and/or restructure the position, the Superintendent will notify the union President or his/her designee, within ten (10) working days. No vacancy shall be filled, except in case of emergency or except on a temporary basis, until such vacancy shall have

been posted for at least five (5) working days. Employees interested in such positions should apply in writing to the building's principal and superintendent. Vacancies shall not be filled before ten (10) days from the date of e-mailing to the Union President or his/her designee.

C) Personnel Files

In the presence of the Superintendent or his/her designee, employees shall have access during regular hours of the central office to their personnel files, as may be provided by law. Only one (1) official Board file shall be kept for each professional employee. When dealing with a disciplinary or potentially disciplinary issue, and if a disciplinary document is created, it must be given to an employee, then the employer must place that document in the personnel file within three days.

D) Computer and Internet Access

Employees will have authorization of utilizing computers and Internet access within the district and agree to comply with the most current computer/Internet access use agreement as adopted by the Board.

E) School Calendar

The Union shall appoint one (1) representative from each school building to serve on a calendar committee with the Superintendent to generate recommendations and options for the school calendar. The Board of Education retains the right to review and revise the calendar prior to Board approval.

F) Bus Transportation

Bus transportation from one school within the Peotone School District to another shall be provided to an employee's child before or after school in accordance with the following:

- 1) It shall be at no additional cost to the District.
- 2) It does not require a bus to make additional stops when in route between schools.
- 3) Provided there is room available on the bus.

G) Direct Deposit

All employees shall be paid via direct deposit to a financial account designated by the employee.

ARTICLE V

GRIEVANCE AND ARBITRATION

A) Definition, Grievance

A grievance is defined as and is limited to a complaint by an employee that there has been a violation, misinterpretation or misapplication of a specific provision of this Contract.

A grievant is defined as: a) the person or persons making the allegations; b) the Union acting through its designated representative(s) as the collective (bargaining) agent of the employees as a group.

B) Informal Conference

Before a grievance is filed, a sincere attempt should be made to resolve any differences informally between the aggrieved and whomever the grievance is against.

C) Representation, Grievance

A grievant may request the presence of a Union representative at any stage in the grievance procedure.

D) Notification, Grievance

The Union President will be notified when a grievance is filed.

E) No Reprisals, Grievance

The grievant who participates in the grievance process shall not be subject to disciplinary action or reprisal because of such participation.

F) Conferences, Grievance

Conferences held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons entitled to attend.

G) Time Limits, Grievance

If a grievance is not presented within the time limits set forth, it shall be considered "waived." If a grievance is not appealed to the next step or referred to arbitration within the specified time limit, it shall be considered settled on the basis of the last answer. If the District does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and appeal the grievance to the next step.

H) Days Definition, Grievance

A business day is defined as a day on which the District Administrative Office is open for business (except on Christmas or Easter vacations).

I) Step One, Grievance

Grievances shall be handled in accordance with the following: The grievant shall attempt to resolve any grievance in informal, oral discussions with his/her supervisor within ten (10) business days after the occurrence of the alleged violation, misinterpretation or misapplication.

J) Step Two, Grievance

If the grievance cannot be resolved informally, the grievant shall present the grievance in writing to the administrator involved no later than five (5) business days after the informal conference. This administrator shall respond in writing to the grievant within five (5) business days after the receipt of the grievance.

K) Step Three, Grievance

If the grievant is not satisfied with the disposition at Step Two, the grievant may appeal the grievance in writing to the Superintendent within five (5) business days after the receipt of the response. The Superintendent or his/her designee shall, within five (5) business days after receipt of the appeal, conduct a meeting with the grievant to discuss the grievance. The Superintendent shall respond in writing within five (5) business days after concluding the meeting. Should the grievance involved in Step One be with the Superintendent, the grievant may appeal the Superintendents decision to the Board. The grievant who has completed Steps One, Two, and Three may also appeal in writing to the Board. Such written appeals shall be made within five (5) business days of receipt of the

Superintendent's decision.

L) Step Four, Grievance

On receipt of this written appeal, the Board shall hold a hearing within ten (10) business days on the grievance. The Board will issue a written decision to the grievant and the Union within ten (10) business days.

M) Arbitration, Grievance

If the grievance is not resolved at the Board hearing in Step Four, the Union may request arbitration by so notifying the Superintendent and Board in writing within five (5) business days after receipt of the response at Step Four. If the parties are unable to agree upon an arbitrator, the arbitrator shall be selected from the American Arbitration Association in accordance with its voluntary labor rules.

N) Evidence, Grievance

The Union will not be permitted to assert grounds not previously asserted before the Superintendent at Step Three.

O) Arbitrator Limitations

The arbitrator shall act in a judicial, not legislative, capacity and shall have no right to recommend to, amend, modify, nullify, ignore, add to or subtract from the provisions of this Contract. He/she shall only consider and make a decision with respect to the specific issue submitted, and shall have no authority to make a decision on any other issue not so submitted to him/her. The arbitrator shall be without power to make a decision contrary to or inconsistent with or modifying or varying in any way the application of statutory or decisional law or any rules and regulations having the force and effect of law.

A decision by the arbitrator rendered consistent with the terms of this Contract shall be final and binding.

P) Arbitration Expenses

Expenses for the arbitrator's services shall be borne equally by the Board and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. The cost of a record of the proceedings shall be borne by the party requesting same. Any additional charges made by the arbitrator as a result of a continuance or cancellation of the proceeding shall be borne by the party seeking the continuance or cancellation.

Q) Arbitration Meetings and Hearings

All meetings and hearings shall occur, if possible, at times outside of the teacher's normal working hours and shall be scheduled at times that are mutually agreeable to the grievant, the Board and the arbitrator.

R) Release Time, Arbitration Hearings

Grievant shall be granted release time to attend arbitration hearings, if held during school hours.

ARTICLE VI

EVALUATIONS

A) Evaluation Instrument

Teachers will be evaluated pursuant to the terms of the Peotone School District 207-U Certified Staff Evaluation Document. Educational support professionals will be evaluated annually pursuant to a plan developed by the Administration. A copy of each evaluation plan will be made available to employees through the District's website.

B) Objections

If the employee feels the formal written evaluation is incomplete, inaccurate, or unjust, the employee may put his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file, provided such objections shall be filed within ten (10) school days of the acknowledgment of receipt of the evaluation.

C) Consulting Teacher

If an evaluation rating results in the need for a Professional Development Plan or a Remediation Plan, such Professional Development Plan or Remediation plan will be created and administered in accordance with Article 24A of the Illinois School Code. A District teacher who agrees to serve as the Consulting Teacher under a Remediation Plan will receive a stipend of \$500 at the conclusion of such service.

ARTICLE VII

DURATION

A) Duration

This contract shall take effect on the date of its signing and shall remain in full force and effect until June 30, 2027.

Neither party shall be required to commence bargaining over the terms of a successor agreement prior to February 1, 2027. This Contract shall remain in effect and shall be automatically extended beyond the above expiration dates until such time as a new Contract is executed or this Contract is terminated as provided herein.

B) Termination

Following the expiration date of June 30, 2027, either party may terminate this Contract by providing the other with written notice ten (10) days in advance of the date of termination. Said notice by certified mail, return receipt requested, to the other party. The date of mailing by certified mail shall be considered to be the date the notice is given.

SECTION 2: ARTICLES APPLICABLE TO TEACHERS

ARTICLE IA

CONDITIONS OF EMPLOYMENT

A) Work Day/Work Year

The teacher work day will be 7 hours and 40 minutes. Each teacher's work day shall generally begin thirty (30) minutes before the pupil attendance day begins at the teacher's attendance center, and shall generally end thirty (30) minutes after the pupil attendance day ends at the teacher's attendance center, except that the parties recognize the irregularities inherent in school schedules, and the parties intend that allowances in the general work day will be made to accommodate these irregularities (e.g., faculty meetings, conference days, institutes, orientation, or supervision duties). Any teacher may make a request to his or her Building Principal for a change in the thirty (30) minute before and thirty (30) minute after-school work day. Each Building Principal shall be empowered to approve or deny such flex time requests. Teachers who have approved flex time, shall not follow a

flex schedule on days where they are required to attend planned meetings such as; IEP, Leadership, PLC, Staff, or other meetings they have been assigned or which they have volunteered.

Staff members required to attend District meetings outside of their contractual work year will be paid the curriculum rate for the time of attendance at the meeting as shown on a timesheet submitted by the employee.

B) Planning and Preparation

Each elementary teacher shall be scheduled for a thirty (30) minute preparation period daily during the student attendance day, except on exam days, early dismissal days and other days which in some manner differ in length or structure from the regular school day. Each junior and senior high school teacher shall be scheduled for a forty-five to forty-seven (45-47) minute preparation period daily during the student attendance day. In the event a teacher is not so scheduled and agrees to teach a class on a regular basis during his/her preparation period (as opposed to internal substitution which is assigned on an irregular basis) said teacher shall be compensated at the rate listed on the supplemental pay chart (page 28), for each such preparation period during which the teacher is required to teach.

C) Parent Conference Days

If parent conference days are scheduled outside the regular school day, release time shall be provided.

D) Release Time

Provisions for release time and substitutes shall be provided for teachers required to complete duties in addition to regular classroom and extracurricular assignments such as curriculum reviews, studies of District procedures, development of District objectives, assessments, policy guides, etc. Should substitutes or release time not be provided, the teacher shall be compensated at the hourly rate stated on the Extra-Curricular Pay Schedule.

E) Grades

The responsibility and prerogative for assigning grades to students rests with the classroom teacher. The administration shall not change the grade without consultation with the teacher. All teachers in grades 3-12 will be required to use the District-endorsed student information system to electronically record grades. Teachers must enter completed grades reflecting the academic progress for each student. As a general rule, students and parents can expect to see online grade updates at least once a week, with a minimum of one (1) assignment collected and scored during this same time frame.

F) Other Duties

As part of the regular teaching assignment, teachers shall attend scheduled parent orientations/open houses.

G) Curriculum Related Organizations

Teachers are encouraged to join, and to actively participate in, the activities of curriculum-related organizations. By such participation, the Board seeks to improve instructional competency and seeks to support teachers in their efforts to remain current in their instructional fields. A teacher may make a request that the Board pay, on the teacher's behalf, the actual cost of dues or the amount listed on the supplemental pay chart (page 28), whichever is the lesser, to a curriculum related organization by delivering such request in -writing to the Superintendent. The Superintendent, in his/her sole and exclusive discretion, shall grant or deny each such request on the basis of his determination as to the likelihood that the teacher's participation in the organization will be beneficial to the School District's instructional program. The Superintendent may consider and approve or deny, in his/her sole and exclusive discretion, requests by teachers to pool monies available under this clause.

H) Workshops/Seminars/Training

A teacher/coach/sponsor may submit an advance, written request for reimbursement of registration fees and costs associated with attendance at professional workshops, seminars and training programs. Each such request shall state how such workshop, seminar or training program shall benefit the District. To receive reimbursement, the teacher/coach/sponsor must receive advance, written approval of the Superintendent. If the teacher/coach/sponsor so chooses, the teacher/coach/sponsor may waive reimbursement and instead elect to use each twelve (12) hours of time approved pursuant to the above for one (1) credit hour of salary schedule advancement. If a teacher/coach/sponsor receives advance approval, reimbursement shall thereafter be made upon demonstration of successful completion and presentation of vouchers and/or receipts.

I) Notification of Assignment

All tenured teachers shall be notified in writing of their current assignment or change of their assignment for the following school term in grade level, school and/or subject area placement no later than forty-five (45) calendar days before the last student attendance day. If a change of assignment is necessitated after such notification has been provided, a conference will be held with the teacher regarding the change of assignment. After the conference, if the teacher does not want the assignment, the teacher may resign without penalty.

J) Changes in Teaching Assignments

The Board reserves the right to make changes in teaching assignments provided the teaching employee is licensed.

K) Involuntary Teaching Assignments

In the event of an involuntary transfer, upon the request of the teacher, the Superintendent, the building administrator, union representative, and/or immediate supervisor, and the teacher, shall meet to discuss the reasons for the transfer. If an involuntary transfer occurs due to elimination of a position, the transferred teacher will have a 'right to return' if the position is reinstated before the end of the next school year.

L) Reduction in Staff

Reduction in force (layoffs) will be carried out in accordance with Section 24-12 of the Illinois School Code (105 ILCS 5/24-12). If length of service between employees subject to layoff is equal, the tie will be broken by actual experience in the areas of specialization. If a tie still remains, lot shall determine seniority. All teachers who will be laid off at the end of the current school year will be provided notification from the Administration on the same day. Nothing herein shall affect the Board's ability or discretion with respect to the dismissal of probationary teachers pursuant to Section 24-11 of the Illinois School Code.

ARTICLE IIA

SALARY AND BENEFITS

A) Salary Increases and Notice

For the 2023-2024 school year, employees will receive either a 1% increase over the previous year's base salary and a \$3,000.00 increase or a 6% increase over the previous fiscal year, whichever is higher.

For the 2024-2025 school year, employees will receive a 3.75% increase over the previous year's base salary and a \$1,250.00 increase. Salary amounts for the remaining 2 years of this agreement will be 5% increases on the previous year's base salary amount.

Notwithstanding the negotiated raises set forth above, if the District should experience: an increase or reduction in the District's required contribution to the Illinois Teachers' Retirement System; a freeze on the District's ability to levy increased property taxes that can be used to fund salaries, or removal of the levy cap; or a reduction/increase in State Aid of 10% or more, then this Bargaining Agreement shall be re-opened for negotiation within 30 days of a demand from either party.

At the start of each school year, each teacher shall receive a notice verifying his/her salary & education level for the coming school year. This notice shall reflect the District's payment of the teacher's required contribution to the Illinois Teachers' Retirement System.

The Board of Education will pay, on the certified staff member's behalf, the entire portion of the staff member's contribution to the Illinois Downstate Teachers' Retirement System ("TRS") pursuant to the Illinois Pension Code. Since this additional benefit is considered to be credible earnings, this payment will be equal to 9.8901% of the staff member's creditable earnings. No member contribution above this percentage will be paid by the Board of Education.

B) Starting Pay Rates (Beginning effective 2023-2024 school year)

Starting salaries will be:

2023-2024: BA (\$40,000); MA (\$43,956); MA+15 (\$45,116); MA+30 (\$46,280)

2024-2025: BA (\$41,800); MA (\$45,934); MA+15 (\$47,146); MA+30 (\$48,363)

2025-2026: BA (\$43,681); MA (\$48,001); MA+15 (\$49,268); MA+30 (\$50,539)

2026-2027: BA (\$45,428); MA (\$49,921); MA+15 (\$51,239); MA+30 (\$52,560)

New hires shall receive salaries based upon relevant education and experience. Except as provided below, no person newly hired to the District shall receive a higher starting salary than a current employee with the same education and years of experience. For teachers with master's degrees, the term "same education" includes having the same number of years with the master's degree as the applicant. If a directly comparable employee cannot be identified, the District will look to the nearest employee with more experience and/or education and will not exceed that person's salary. For hard-to-fill positions that require a higher starting salary to fill the position, the District will discuss the situation with the Union President prior to hiring the applicant, including identifying efforts that were made to fill the position within the parameters described above.

C) Salary Increases for Additional Education Attainment

Teachers who achieve the following continuing education benchmarks while employed in the District shall receive: a salary increase of \$3,000 for attaining a Master's Degree; a salary increase of \$1,000 for attaining 15 hours beyond a Master's Degree (MA+15); and a salary increase of \$1,000 for attaining a total of 30 hours beyond a Master's Degree (MA+30), subject to the following:

- 1) In order to qualify for educational attainment salary increases, the degree and/or coursework being sought by the staff member should be applicable to his or her teaching assignment. This degree program and subsequent coursework must be approved by the teacher's Building Principal and the Superintendent prior to enrolling;
- 2) Each teacher must file with his/her Principal a statement stating the course(s) to be taken, the college or university, semester hours of credit to be gained, and the relevancy of the course(s) concerning his/her teaching position;

D) Transcript Posting

For additional, approved academic training to be reflected in the teacher's salary, an official college or university transcript must be filed in the office of the Superintendent on or before October 1 for pay effective at the beginning of the school year or February 1 for pay effective as of January 1st of the current school year. Failure to provide official transcripts by October 1 or February 1 will require waiting until the next filing date.

E) Tuition Reimbursement

The Board of Education shall reimburse teachers for tuition at the rate listed on the supplemental pay chart (page 28) for the 2023-2027 school years per semester hour for a maximum of twelve (12) semester hours per year, for each school year September 1 through August 31. Such payment shall be made for District approved graduate courses. Reimbursement will be made when the teacher shows evidence of satisfactory completion as long as the teacher remains in the District the following year.

If the staff member who received a tuition reimbursement voluntarily leaves the District during the following time periods, the applicable repayment of said tuition is required:

- 0-1 Years: 100% Repayment to District
- 1-2 Years: 50% Repayment to District
- 2+ Years: 0% Repayment to District

F) Professional Growth, Remediation

A review of each teacher's professional growth and performance will be made at least every other year by the Board. The Board reserves the right, within the legal limits of the law, to freeze any teacher at his/her present salary level, if the teacher is rated unsatisfactory on his/her evaluation. Upon completion of the ninety (90) school day remediation plan with a satisfactory or better rating, the Board will pay the teacher the annual raise that would have been paid but for the salary freeze.

G) Extended Contracts

Teachers who are employed on an extended contract will be paid 1/180 of the annual salary for each extra day worked.

Extended Contract Positions:

- 1) Speech Pathologists: Work 5 days before the start of the teacher work year and 5 after.
- 2) Social Workers: Work 5 days before the start of the teacher work year and 5 after.
- 3) Psychologists: Work 5 days before the start of the teacher work year and 5 after.
- 4) Guidance Counselors: Work 15 days before the start of the teacher work year and 10 after.
- 5) Agricultural Sciences Teacher(s): 10-month contract, which consists of 20 additional work days during the summer months.
- 6) Special Education Team Leader: 1 Position at the High School that works 5 days before the start of the teacher work year and 5 after.
- 7) Media Center Specialist: Work 5 days before the start of the teacher work year and 5 after.
- 8) Special Education Teachers: Work 3 days before the start of the teacher work year. Up to six hours across these three days can be used for purposes determined by the Administration, including but not limited to requiring the teacher to attend meetings. When possible, teachers shall be notified of scheduling of these meetings within the six hours no later than forty-eight hours prior to the meeting.
- 9) English Learner Interventionist: Work 5 days before the start of the teacher work year and 5 after.

H) Employment Incentives

The Board will have the prerogative to grant incentive pay to attract teachers to the District; a one (1) time only bonus can be granted at the time of employment.

I) Paid Sick & Personal Leave

The Board will allow each certified employee thirteen (13) sick days and two (2) personal days per school year, being accumulative to 340 days in the 2023-2027 school years. The Board may require a physician's certificate as a basis for pay during leave after an absence of three (3) days for personal illness. Said leave may not be used to begin or extend any vacation period except for a court appearance. Personal days may be limited to two (2) persons per building on the same day. The Superintendent may have the discretion for granting any and all personal days (five (5) working days notification is requested). Unused personal days shall convert to sick days at the end of each school year. Three (3) bereavement days will be allowed per year. These days may be used for the following family members: spouse, children, parents, siblings, grandparents, grandchildren, legal guardians, or in-laws. These three (3) bereavement days will not be deducted from a teacher's accumulated sick days, nor will these three (3) bereavement days roll over to the following year. Additional bereavement days not covered above may come from sick leave subject to administrative approval. The minimum increment for any forms of paid leave shall be one-half (1/2) day.

Sick and personal leave shall be prorated if a staff member does not serve all days required by the position. This proration will be calculated by determining how many days the staff member will work out of the total number of days expected. Leave will be reduced proportional to this and rounded up to the nearest one-half (1/2) day. This reduction can occur from starting the position after the start of the contract year or leaving the position prior to the completion of the contract year.

Sick Leave Incentive Program

The incentive is only with respect to Sick Days, and not Personal, Bereavement, etc.

0-1 Absence Bonus - \$500 at end of year

2-3 Absence Bonus - \$300 at end of year

4-5 Absence Bonus - \$200 at end of year

Employees will be paid this amount as a stipend in the second pay period in June.

J) Reimbursement for Unused Accumulated Sick Leave

The Board shall, if requested, reimburse any teacher who retires under the provisions of the Teachers' Retirement System (TRS) or resigns from the District after having spent a minimum of fifteen (15) consecutive years in the District for unused accumulated sick leave pursuant to the following

Reimbursement shall be at the rate listed on the supplemental pay chart (page 28) per day for 2023-2027.

Reimbursement pursuant to this clause shall prevent such unused accumulated sick leave days from being credited to early retirement to the extent the Teachers' Retirement System allows.

K) Unpaid Leave

At the discretion of the Superintendent, teachers may be granted unpaid leave days. No grant or denial shall constitute precedent. In the event a teacher is granted unpaid leave days, for each day the teacher is absent, he/she shall be docked 1/180 of annual salary and shall either make up any extra-curricular activity missed, or the Board shall dock prorated salary for any extra-curricular assignment missed.

L) Leave of Absence

A leave of absence without pay may be granted to a tenured teacher by the Board of Education for a period of one full school year or less in accordance with the following:

A tenured teacher seeking a leave of absence must submit a written request to the Superintendent requesting such leave at least sixty (60) calendar days prior to the date on which the leave is requested to begin. The Board may waive the sixty days' notice in cases of emergency.

The Superintendent and teacher shall mutually agree, if possible, upon the date on which the teacher is to return to work. If the parties are unable to agree as to the termination date of the leave, then the leave shall end on the first anniversary of its commencement.

An employee who is on leave shall notify the Superintendent of his/her intent to return or not return at the start of the following year by March 1st of the current contract year.

An employee on leave of absence retains any unused accumulated sick leave, usable upon returning to regular employment, but does not accrue additional sick days during said leave.

An employee on leave shall have the right to continue his/her health insurance coverage at the employee's expense provided the employee complies with all applicable COBRA regulations and procedures of the insurance carrier.

Seniority for a full year of service shall be granted if the teacher has been employed at least 170 days over a 2 year period.

M) Sabbatical Leave

The Board may grant a sabbatical to teachers performing contractual service for a period of at least four (4) school months, but not in excess of one (1) school term, for resident study, research and other purposes designed to improve the school system. The grant of a sabbatical leave by the Board shall constitute a finding that the leave is deemed to benefit the school system by improving the quality and level of experience of the teaching force.

The leave may be granted after completion of at least six (6) years of satisfactory service as a full-time teacher and may again be granted after completion of a subsequent period of six (6) years of such service. A leave granted for a period of one (1) school year or less shall bar a further sabbatical leave until completion of six (6) years' additional satisfactory service. The leave shall be conditional upon a plan for resident study, research or other activities proposed by the applicant and deemed by the Board to benefit the school system, which plan shall be approved by the Board and not thereafter modified without the approval of the Board.

Before a leave is granted, the applicant shall agree in writing that if at the expiration of such leave he/she does not return to perform contractual continued service in the District for a least one (1) school year after his/her return, all sums of money received from the Board during his/her sabbatical leave will be returned to the Board, unless such return and performance is prevented by illness or incapacity.

During absence pursuant to such leave, such teacher shall receive the same basic salary as if in actual service, except that there may be deducted there from an amount equivalent to the amount payable for substitute service. However, such salary, after deduction for substitute service, shall in no case be less than the minimum provided by Section 24-8 of the School Code or one-half (1/2) of the basic salary, whichever is greater.

The person on leave shall not engage in any activity for which salary or compensation is paid unless the activity is directly related to the purpose for which the leave is granted and is approved by the Board. A sabbatical leave may be granted to enable the applicant, if otherwise eligible, to accept scholarships for study or research. Unless

justified by illness or incapacity, failure of any person granted a leave under this section to devote the entire period to the purposes for which the leave was granted shall constitute a cause for removal from teaching service.

Upon expiration of a leave granted pursuant to this section and upon presentation of evidence satisfactory to the Board showing compliance with the conditions of the leave, the teacher shall be returned to a position equivalent to that formerly occupied. The contractual continued service status of the person on sabbatical leave shall not be affected.

Absence during a leave granted pursuant to this section shall not be construed as a discontinuance of service for any purpose, including progression on the salary schedule, if one is in effect in the District. The Board shall pay the contribution to the Teachers' Retirement System required of the person on leave, computed on the annual full-time salary rate under which the member last received earnings immediately prior to the leave, or proportionate part of such rate for a partial year of sabbatical leave credit.

The Board shall impose the limitation of not more than one (1) member of the faculty, being granted sabbatical leave at any given time.

Any teacher desiring to make application for a sabbatical leave must notify the Board in writing of his/her intent to apply for a sabbatical leave no later than February 1 of the preceding school year in which the sabbatical leave is requested. The application must state how long the applicant will be on leave and how this leave will improve the applicant's quality and level of teaching.

N) Internal Substitution

Any Certified Staff assigned internal substitution or in the event that a teacher misses his/her preparation period due to an administratively scheduled meeting, shall be paid at the following rates listed on the supplemental pay chart (page 28).

The Special Education, Gifted, Title I, and Reading Improvement Teacher shall not be assigned internal substitution on more than seven (7) instances per school year.

O) Pay Periods

- 1) The total annual salary of each teacher shall be paid in equal installments every other Friday. Teachers shall be paid for twenty-six (26) pay periods. If a payday falls during a holiday or vacation break, teachers will be provided a direct deposit voucher prior to the beginning of the school break, and the voucher will be dated to reflect the actual pay date.
- 2) Stipends shall be paid out as a single lump-sum payment at the conclusion of the activity, or paid out equally as part of salary throughout the school year. Employees with stipend positions must make an irrevocable decision regarding the method of payment prior to the first payroll of the contract year. Employees with multiple stipends shall receive all stipends pursuant to the same payment method (i.e. lump-sum or equal payments.)

At the conclusion of an extracurricular stipend position, the coach/sponsor will inform the building administrator or athletic director through writing in order to be compensated for the next pay cycle. Once written communication is received, the building administrator or athletic director will submit the required paperwork to the Business Office.

P) Health and Life Insurance

The Board shall pay the single coverage health insurance premium for each full-time licensed employee during the 2023-2027 school years. The Board shall have authority to rebid insurance during the life of the Contract so long as coverage does not change and at the end of the Contract, the Board's status quo obligation as to health insurance shall be to provide full single coverage, for each licensed full-time employee.

The Board will continue to pay the single coverage health insurance premium for a full-time licensed employee while on unpaid leave for the first twelve (12) weeks of said leave. After twelve (12) weeks of unpaid leave, health insurance coverage can be continued at the sole expense of the employee on leave.

The deductible for the health insurance Plan Year shall be Five Hundred Dollars (\$500.00). At the request of the teacher, out of pocket expenses greater than Two Hundred Fifty Dollars (\$250.00) and up to Five Hundred Dollars (\$500.00) be reimbursed. The maximum reimbursement per Plan Year will be no greater than Two Hundred Fifty Dollars (\$250.00). Any teacher may, if he/she so desires, add his/her dependents to his/her policy at his/her expense. The maximum dollar amount shall be negotiated at the time of policy renewal.

The Board shall provide a fifty thousand dollar (\$50,000.00) group term-life insurance policy for each full-time licensed employee.

Q) Flexible Benefit Plan

The Board shall maintain a salary reduction plan which meets the requirements of Section 125 of the Internal Revenue Code and Treasury Regulations promulgated there under. If, at any time, Section 125 or related Regulations are amended, the parties shall promptly revise the plan to comply with amendment. Participation shall be limited to those teachers eligible to participate in the District's group health insurance plan, regardless of whether the teacher actually participates in the plan.

A Certified staff member must annually elect to participate in the salary reduction plan by choosing to receive benefits. The amount elected shall be deducted from the certified staff member's compensation. Prior to the beginning day of the plan year, each certified staff member shall, in writing, designate the dollar amount(s) elected for that year. Pursuant to Section 125 of the internal Revenue Code, a Certified staff member's participation in the flexible benefit plan is irrevocable during any plan year and any excess funds in an employee's account at the close of any plan year is retained by the plan and not refundable to the employee.

R) Joint Insurance Committee

The Board and Union shall establish a joint Insurance Committee to monitor costs, investigate trends/options, and if necessary make recommendations for changes. The committee shall be comprised of two (2) persons appointed by the Union and two (2) persons appointed by the Board. The Board of Education retains the right to review and revise insurance committee recommendations prior to Board approval.

S) Family And Medical Leave Act

Nothing in this Contract shall be construed to diminish the rights or benefits available to employees under the Family and Medical Leave Act. Any employee making a leave election pursuant to the Family and Medical Leave Act or pursuant to this Contract shall provide the School District with notice of the election and the expected duration of the employee's absence from work as soon as possible after such information can be reasonably estimated by the employee, and shall thereafter provide the employer with regular reports and updates regarding the expected duration of the employee's absence from work. If the employee fails to keep the School District so informed, the School District may take such reasonable steps as may be permitted by the Contract or the Act to acquire such information from the employee, the employee's physicians or other relevant parties. The employee shall execute all relevant releases to permit full disclosure to the employer

T) Mileage

The Board shall reimburse approved mileage at the current IRS rate. Mileage reimbursement should be calculated from the staff member's primary place of assignment to the location requiring travel and back (if applicable).

U) Retirement Incentive

An employee tendering an irrevocable letter of resignation who will retire on the date of resignation from the school district to a Teacher Retirement System (TRS) Retirement program on a date certain in the future in conformance with the following conditions shall be eligible for a retirement incentive in up to each of his or her final three or four years of teaching service subject to the following conditions:

The teacher shall have a minimum of fifteen (15) years of continuous full-time service in the Peotone #207-U for three (3) years of retirement incentive or a minimum of twenty (20) years of continuous full-time service in the Peotone C.U.S.D.#207-U for four (4) years of retirement incentive on the intended date of retirement.

“Continuous” means the teacher completes one school year and begins the next school year following summer break. Provided, however, a teacher who is RIF’d at the end of one school year may be on recall for the next school year and if the teacher returns to during the recall year or returns to start the school year following the recall year that teacher shall be deemed to have continuous service despite the time spent on recall status. “Service” means present or past employment in a bargaining unit position.

The teacher shall be at least fifty-five (55) years of age at the time of retirement and will not cause the District to pay a penalty or contribution to TRS due to the teacher’s retirement.

The teacher shall have tendered to the Board a binding, irrevocable resignation for a date certain in the future. The teacher’s notice may be given up to three (3) years or four (4) years prior to retirement or by March 1st during the school year up to and including the school year (July 1 to June 30) in which the retirement will occur. The pre-retirement period may be from one (1) to four (4) years in length depending upon the date the letter of resignation is received by the Board, the specified date of retirement, and the number of continuous years of full-time service to the District.

"TRS creditable earnings," wherever that phrase is used in the entirety of this provision (Retirement Incentive Award Payment), shall mean total TRS creditable earnings including pension payment

This agreement presumes the teacher will fully perform all his or her duties during the term of this agreement. Any reduction in teaching performance (dock days or leave of absence without pay, for example) during the term of this agreement shall result in a corresponding reduction in salary and benefit amount.

In exchange for the teacher's binding, irrevocable resignation on a date certain, the District agrees that the teacher's TRS creditable earnings will be increased by six percent (6%) over the teacher's TRS creditable earnings for the prior year of employment except as otherwise provided herein. (See Appendix for Example A)

If a teacher has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the teacher's six percent (6%) increase shall be reduced by the amount of the extra duty compensation. (See Appendix for Example B)

Once an irrevocable letter of retirement is submitted, the employee will not be assigned, nor may an employee apply for or assume any additional duty (extra duty or additional work hours, days, weeks or months) that would increase the employee's TRS gross income above the six percent (6%) provided for herein.

If a teacher fails to complete the pre-retirement period, leaves the District prior to the designated retirement date or otherwise causes the District to have to pay a penalty or other monies not contemplated herein to TRS, the District shall be entitled to damages for breach of contract against the teacher in an amount equal to the retirement award payment received by the teacher, including tax and retirement withholdings. Upon complete reimbursement of such amount to the District, the teacher shall be entitled to any general wage increase that would have been applicable during the pre-retirement period.

In order to avail himself/herself of the benefits contained herein, the teacher must be eligible for retirement under the provisions of the Illinois Teachers' Retirement System, and file an irrevocable letter of resignation to retire on the date above specified. Any teacher who qualifies for the benefits herein, who is approved for, and who is to

receive such benefits, and who wishes to cancel participation in the retirement program prior to retirement, may do so only for such reasons as set forth in the United States Department of Treasury regulations defining "Immediate and Heavy Financial Need." 1401(k)-1(d), and upon such qualifications for cancellation shall be required to repay to the District any sums of money paid hereunder and to join with the District in notifying the Teacher's Retirement System of such cancellation and repayment.

In no event will a teacher subject to this provision receive an increase in any year covered by this provision of TRS creditable earnings in excess of six percent (6%) of the prior year's TRS creditable earnings.

Status quo in the event of a change in the law or a rules change or interpretation by TRS subsequent to the incorporation of this provision into any contract shall be compliance with this provision (to the extent possible without penalty or additional cost to the District) but under no circumstances shall status quo be interpreted to require the District to incur any assessment or penalty not contemplated by the parties at the time this provision was bargained. No penalty of any kind except as expressly and explicitly provided for herein was contemplated by the parties at the time this provision was bargained. If and when bargaining begins pursuant to a demand to bargain (resulting from a change in the law, rules change or interpretation by TRS) and if and when no agreement can be reached on the issue, the employer shall not be required to distribute any monies in a fashion that would result in any increased cost to the District due to a TRS assessment or penalty resulting from the change in the law or a rules change or interpretation by TRS or legislative change beyond the negotiated contribution amount paid on behalf of the employee (9.8901% of creditable earnings up to 106% of the previous year's TRS gross; all as permitted without penalty) including any incentive amount that would not result in additional assessment or penalty.

This provision is tentatively agreed to and ratified with the understanding that it will be submitted to TRS for review to obtain reasonable assurance from TRS that the District will incur no penalties or additional assessments resulting from it, and that it is not otherwise problematic to TRS. If TRS should have objections or advises that the District will incur penalties by reason of this paragraph, then before this provision becomes effective it shall be revised through the negotiation process as necessary based upon findings from TRS and resubmitted and revised until reasonable assurance from TRS is obtained.

The Board shall be obligated to pay the foregoing bonus to: the first four (4) bargaining unit members who qualify for a payment under the foregoing during each of the 2023-2027 school years. The Board shall not be obligated to make a payment to any other bargaining unit member who may qualify or apply under the foregoing once the yearly limits have been reached, except that if the yearly limit for any given year is not reached, the bonuses available for that year, as well as for those yearly limits in the prior contract (2019-2023) not used for those years, shall be carried over to the next year and made available to employees desiring to retire in the next year so that not more than four (4) employees receive such bonuses each year during the period 2023-2027 school years.

All teachers who have given written notification of retirement according to the prior contract agreement shall be honored according to the terms laid out upon notification.

SECTION 3: ARTICLES APPLICABLE TO EDUCATION SUPPORT PROFESSIONALS

ARTICLE 1B

CONDITIONS OF EMPLOYMENT

A) Meal and Break Periods

Employees who work at least 7 continuous hours shall receive a 30-minute duty-free meal break with pay, which begins within the first 5 hours of the employee's workday.

B) Overtime

A classified employee works overtime whenever the employee is physically present and performing their duties for more than 40 hours in a single work week. If the extra time is performed during a week where less than 40 hours of work is required of the employee (i.e. holiday, school closing, sick day, personal day, vacation day, etc.), this time will be paid at the employee's standard hourly rate. Employees may be given 1 ½ hours of approved compensatory time off in lieu of payment for each hour of overtime worked. Overtime or compensatory time will not be allowed without prior written authorization from the employee's immediate supervisor. Supervisors will consider whether the request will be detrimental to the operation of the organization. Compensatory time must be used within 12 months or it will be paid out at the employee's hourly rate.

C) Reduction in Force

A reduction in force occurs whenever the Board decides to decrease the number of educational support personnel or to discontinue some particular type of educational support service and, as a result of that action, an educational support employee is removed, dismissed, or his or her hours are reduced. The Board of Education shall use a seniority list to determine the order of dismissal if it reduces educational support personnel or discontinues some type of educational support service. The seniority list, categorized by the two positions of Aides and Secretaries, shall show the length of continuing service in the District of each full-time educational support employee. The employee with shorter length of continuing service in the District within the respective category of position shall be dismissed first. Provided, however, cross-categorical bumping shall not be allowed. A 1:1 aide who is laid off during the school year may not bump another 1:1 aide. If the layoff is effective after the student year ends, and before the next school year begins, a 1:1 aide may be bumped by any qualified aide with more seniority.

Written notice will be given to 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. The written notice will be extended to at least 90 days if the lay-off is due to the District entering into a contract with a third party for non-instructional services. The written notice will be shortened to at least 10 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 employment provided they are qualified to hold such positions.

D) Notification of Assignment

All ESPs shall be notified in writing of their current assignment or change of their assignment for the following school term in grade level, school, and/or type of ESP role no later than the last student attendance day. If a change of assignment is necessitated after such notification has been provided, a conference will be held with the ESP regarding the change of assignment. After the conference, if the ESP does not want the assignment, the ESP may resign without penalty.

E) Before and After School Supervision Duties

Classified staff members will be given first consideration for before and after-school supervision assignments, subject to each building's operational needs.

ARTICLE IIB SALARY AND BENEFITS

A) Pay Periods

1. Payroll shall be issued bi-weekly, twenty-six (26) times per year every other Friday. If banks are closed on the pay date, Direct Deposit will be issued one day prior to the regular pay date.
2. Stipends shall be paid out as a single lump-sum payment at the conclusion of the activity, or paid out equally as part of salary throughout the school year. Employees with stipend positions must make an

irrevocable decision regarding the method of payment prior to the first payroll of the contract year. Employees with multiple stipends shall receive all stipends pursuant to the same payment method (i.e. lump-sum or equal payments.)

At the conclusion of an extracurricular stipend position, the coach/sponsor will inform the building administrator or athletic director through writing in order to be compensated for the next pay cycle. Once written communication is received, the building administrator or athletic director will submit the required paperwork to the Business Office.

B) Salary

Salary increases will be based on the previous fiscal year's hourly rate as follows:

2023-2024 = 4.5%

2024-2025 = 4.5%

2025-2026 = 4.0%

2026-2027 = 4.0%

New hires shall receive a wage based upon relevant education and experience. Except as provided below, no person newly hired to the District shall receive a higher starting wage than a current employee with the same education and years of experience. If a directly comparable employee cannot be identified, the District will look to the nearest employee with more experience and/or education and will not exceed that person's wage. For hard-to-fill positions that require a higher starting wage to fill the position, the District will discuss the situation with the Union President prior to hiring the applicant, including identifying efforts that were made to fill the position within the parameters described above.

Notwithstanding the negotiated raises set forth above, if the District should experience: an increase or reduction in the District's required contribution to the Illinois Teachers' Retirement System; a freeze on the District's ability to levy increased property taxes that can be used to fund salaries, or removal of the levy cap; or a reduction/ increase in State Aid of 10% or more, then this Bargaining Agreement shall be re-opened for negotiation within 30 days of a demand from either party.

At the start of each school year, each employee shall receive a notice verifying his/her salary for the coming school year.

At the start of each contract year (August), the hourly pay of all ESP staff covered by this agreement will be evaluated to ensure compliance with minimum wage laws. The District will increase the hourly rate of any employee who would not be in compliance with Illinois minimum wage laws during the contract year. This increase will go into effect at the start of the contract year.

C) Holidays

All classified full-time 12-month employees are eligible for the twelve paid holidays that are listed below:

Independence Day	New Year's Day
Labor Day	Martin Luther King Day
Columbus Day	Presidents Day
Thanksgiving	Good Friday
Christmas Eve	Memorial Day
Christmas Day	Juneteenth Day

All classified full-time 9-month employees are eligible for the six paid holidays that are listed below:

Labor Day	Presidents Day
Columbus Day	Good Friday
Martin Luther King Day	Memorial Day

When holidays fall on a weekend and are not taken on the school calendar, or the holiday is waived by the District (including if used to make up a snow day), another day will be substituted by the District. All classified full-time school year employees and all classified part-time employees are eligible for the following paid holidays: Labor Day, Columbus Day, , Martin Luther King Day, Presidents Day, Good Friday and Memorial Day.

D) Sick/Personal/Condolence Days

All sick, personal and condolence days are accrued on a fiscal year basis. The fiscal year begins on July 1 and extends to June 30. Employees must work at least one day of the new fiscal year to be eligible for that year's sick, personal, and condolence days. The number of days listed on each employee's payroll stub assumes that the employee will remain in the employ of Peotone School District 207-U for the remainder of the current fiscal year. Leave days will be prorated for employees who do not remain employed for the remainder of the fiscal year. An employee's pay will be docked for absence after accumulated sick leave has been exhausted. Abusing sick leave, including absences without available sick leave, could result in discipline including termination of employment.

An employee's immediate supervisor should be notified directly as soon as it is determined that the employee will not be at work for whatever reason. Employees must use AESOP to notify their immediate supervisor regarding any absences such as personal, vacation, professional or jury duty leave days, except when leave for illness is applicable.

1) Sick Days

All classified employees who work at least 600 hours per year receive 13 paid sick days per year. Part-time employees will receive sick leave pay equivalent to their regular workday. Unused sick leave shall accumulate to a maximum of 240 days, including the leave of the current year. For all new hires, first year sick days are prorated on a fiscal year basis. Sick days may be taken for personal illness quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption in accordance with the School Code. Sick days not taken during the fiscal year are carried over to the following year. The District requires a doctor's diagnosis and prognosis when an employee is off or anticipates being off for more than (3) consecutive days, or in other cases when the administration determines certification of the need for sick leave is required. A supervisor may request that an employee provide a doctor's diagnosis and prognosis at any time. A classified employee may use up to 45 accumulated sick days for the birth or adoption of a child at the time of the event. The minimum increment for any forms of paid leave shall be one-half (1/2) day.

Sick Leave Incentive Program

The incentive is only with respect to Sick Days, and not Personal, Bereavement, etc.

0-1 Absence Bonus - \$500 at end of year

2-3 Absence Bonus - \$300 at end of year

4-5 Absence Bonus - \$200 at end of year

9 month employees will be paid this amount as a stipend in the second pay period in June.

11/12 month employees will be paid this amount as a stipend in the second pay period in July.

2) Personal Days

Personal days are provided to employees for the purpose of attending to matters of a pressing nature that cannot be attended to other than during normal work hours. Examples of reasons for such leaves are as follows: court appearance, personal emergencies which arise in an employee's family and such other commitments, which cannot be met before or after work hours. All full-time and part-time classified employees are eligible for two (2) personal days per year. For all new hires, personal days are prorated on a fiscal year basis. Unused personal days are converted to sick days for the following fiscal year. Employees needing to use personal leave shall give his/her immediate supervisor at least three days' notice or as much notice as possible by submitting the request through AESOP. Personal leave may be taken in one-quarter day increments. A personal leave day cannot be used immediately preceding or following a scheduled school holiday, during the first five student attendance days, or during the last five student attendance days, except in cases of extreme emergency. Personal leave days may not be taken in conjunction with vacation days. The minimum increment for any forms of paid leave shall be one-half (1/2) day.

3) Condolence Days

All classified full-time 12 month and classified school year employees are eligible for three (3) condolence days per year. These days do not carry over from year to year. These days may be used for the following family members: spouse, children, parents, siblings, grandparents, grandchildren, legal guardians, or in-laws. Additional bereavement days not covered above may come from sick leave subject to administrative approval.

4) Jury Duty

The District will pay full salary during the time an employee is on jury duty. An employee shall notify his/her supervisor at least five days prior to pending and/or possible jury duty.

5) Vacation

Classified full-time 12-month employees are eligible for vacation.

1-5 years of service	eligible for 10 days of vacation per year
6-15 years of service	eligible for 15 days of vacation per year
16+ years of service	eligible for 20 days of vacation per year

If necessary to maintain needed personnel during extended school breaks, selection of vacation days will be

determined by seniority within the department. The sign up may be done on an annual or twice a year basis. Based on seniority, the most senior member of a department will be allowed to request vacation time in one week increments and then the next senior person will be allowed to sign up for a week increment and so on. Seniority is based on the day the employee was hired by the Board. Employees must use AESOP to submit vacation requests. An employee's immediate supervisor and the Superintendent must approve the vacation request before the vacation is taken. Employees are expected to take their vacation days during the fiscal year in which they are earned. Carryover of vacation days may be allowed with the written approval of the employee's direct supervisor and Business Manager, or Superintendent. The minimum increment for any forms of paid leave shall be one-half (1/2) day.

If needed, administrators/directors will manage vacation selection, scheduling and coordinating for their individual departments. Consideration of the efficient and smooth operation of the department will be factors in determining if the specific request will be granted. Other factors that will determine vacation approval are the workload of the department during the time of the request and the number of other vacation requests for the same time period.

Employees are earning their vacation as they work and must be actively working for vacation to accrue. The number of days listed on each employee's payroll stub assumes that the employee will remain in the employ of the School District for the remainder of the current fiscal year. For this reason, when employment ends, the District will calculate and prorate any unused vacation days that the employee is entitled to receive. In turn, the employee is expected to reimburse the District for vacation time taken, but not yet earned. Any adjustment for vacation will be made on the employee's final paycheck.

6) Sick/Personal/Vacation Day Policies

Sick, personal, and vacation leave shall be prorated if a staff member does not serve all days required by the position. This proration will be calculated by determining how many days the staff member will work out of the total number of days expected. Leave will be reduced proportional to this and rounded up to the nearest one-half (1/2) day. This reduction can occur from starting the position after the start of the contract year or leaving the position prior to the completion of the contract year.

E) Health and Life Insurance

The Board shall pay the single coverage health insurance premium for each full-time employee during the 2013-2027 school years. The Board shall have authority to rebid insurance during the life of the Contract so long as coverage does not change and at the end of the Contract, the Board's status quo obligation as to health insurance shall be to provide full single coverage, for each full-time employee.

The Board will continue to pay the single coverage health insurance premium for a full-time licensed employee while on unpaid leave for the first twelve (12) weeks of said leave. After twelve (12) weeks of unpaid leave, health insurance coverage can be continued at the sole expense of the employee on leave.

The deductible for the health insurance Plan Year shall be Five Hundred Dollars (\$500.00). At the request of the employee, out of pocket expenses greater than Two Hundred Fifty Dollars (\$250.00) and up to Five Hundred Dollars (\$500.00) will be reimbursed. The maximum reimbursement per Plan Year will be no greater than Two Hundred Fifty Dollars (\$250.00). Any employee may, if he/she so desires, add his/her dependents to his/her policy at his/her expense. The maximum dollar amount shall be negotiated at the time of policy renewal.

The Board shall provide a Fifty Thousand Dollar (\$50,000.00) group term-life insurance policy for each full-time employee.

F) Flexible Benefit Plan

The Board shall maintain a salary reduction plan which meets the requirements of Section 125 of the Internal Revenue Code and Treasury Regulations promulgated there under. If, at any time, Section 125 or related Regulations are amended, the parties shall promptly revise the plan to comply with amendment. Participation shall be limited to those ESPs eligible to participate in the District's group health insurance plan, regardless of whether the ESP actually participates in the plan.

A Certified staff member must annually elect to participate in the salary reduction plan by choosing to receive benefits. The amount elected shall be deducted from the certified staff member's compensation. Prior to the beginning day of the plan year, each certified staff member shall, in writing, designate the dollar amount(s) elected for that year. Pursuant to Section 125 of the internal Revenue Code, a Certified staff member's participation in the flexible benefit plan is irrevocable during any plan year and any excess funds in an employee's account at the close of any plan year is retained by the plan and not refundable to the employee.

G) Family and Medical Leave Act

Nothing in this Contract shall be construed to diminish the rights or benefits available to employees under the Family and Medical Leave Act. Any employee making a leave election pursuant to the Family and Medical Leave Act or pursuant to this Contract shall provide the School District with notice of the election and the expected duration of the employee's absence from work as soon as possible after such information can be reasonably estimated by the employee, and shall thereafter provide the employer with regular reports and updates regarding the expected duration of the employee's absence from work. If the employee fails to keep the School District so informed, the School District may take such reasonable steps as may be permitted by the Contract or the Act to acquire such information from the employee, the employee's physicians or other relevant parties. The employee shall execute all relevant releases to permit full disclosure to the employer.

H) Unpaid Leave

An employee who is requesting a leave without pay (non-FMLA) shall include the reason for leave along with the beginning and ending dates of said leave. An employee returning from an approved leave of absence without pay shall be reinstated to a position he/she is qualified to hold. An employee would maintain but not add to his/her seniority status during the approved leave. An employee returning to employment after an approved leave without pay will be credited with the same sick leave as was accumulated at the commencement of the leave. Vacation, personal, and sick leave time is not credited and does not accrue during non-paid leaves of absence. Approved employees may elect to continue their medical, dental, vision and life benefits at their own expense during the leave of absence. All accumulated benefits and rights of employment previously gained before an approved leave shall be retained upon returning to full employment.

I) Retirement

An employee tendering an irrevocable letter of resignation who will retire on the date of resignation from the school district to a Illinois Municipal Retirement Fund (IMRF) program on a date certain in the future in conformance with the following conditions shall be eligible for a retirement incentive in up to each of his or her final three or four years of teaching service subject to the following conditions:

The employee shall have a minimum of fifteen (15) years of continuous full-time service in the Peotone #207-U for three (3) years of retirement incentive or a minimum of twenty (20) years of continuous full-time service in the Peotone C.U.S.D.#207-U for four (4) years of retirement incentive on the intended date of retirement.

"Continuous" means the employee completes one school year and begins the next school year following summer break. Provided, however, a employee who is RIF'd at the end of one school year may be on recall for the next school year and if the employee returns to during the recall year or returns to start the school year following the recall year that employee shall be deemed to have continuous service despite the time spent on recall status.

"Service" means present or past employment in a bargaining unit position.

The employee shall be at least fifty-five (55) years of age at the time of retirement and will not cause the District to pay a penalty or contribution to IMRF due to retirement.

The employee shall have tendered to the Board a binding, irrevocable resignation for a date certain in the future. The employee's notice may be given up to three (3) years or four (4) years prior to retirement or by March 1st during the school year up to and including the school year (July 1 to June 30) in which the retirement will occur. The pre-retirement period may be from one (1) to four (4) years in length depending upon the date the letter of resignation is received by the Board, the specified date of retirement, and the number of continuous years of full-time service to the District.

This agreement presumes the employee will fully perform all his or her duties during the term of this agreement. Any reduction in performance (dock days or leave of absence without pay, for example) during the term of this agreement shall result in a corresponding reduction in salary and benefit amount.

In exchange for the employee's binding, irrevocable resignation on a date certain, the District agrees that the employee's creditable earnings will be increased by six percent (6%) over the employees's creditable earnings for the prior year of employment except as otherwise provided herein. (See Appendix for Example A)

If an employee has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the employees's six percent (6%) increase shall be reduced by the amount of the extra duty compensation. (See Appendix for Example B)

Once an irrevocable letter of retirement is submitted, the employee will not be assigned, nor may an employee apply for or assume any additional duty (extra duty or additional work hours, days, weeks or months) that would increase the employee's IMRF gross income above the six percent (6%) provided for herein.

If a employee fails to complete the pre-retirement period, leaves the District prior to the designated retirement date or otherwise causes the District to have to pay a penalty or other monies not contemplated herein to IMRF, the District shall be entitled to damages for breach of contract against the employee in an amount equal to the retirement award payment received by the employee, including tax and retirement withholdings. Upon complete reimbursement of such amount to the District, the employee shall be entitled to any general wage increase that would have been applicable during the pre-retirement period.

In order to avail himself/herself of the benefits contained herein, the employee must be eligible for retirement under the provisions of the Illinois Municipal Retirement Fund and file an irrevocable letter of resignation to retire on the date above specified. Any employee who qualifies for the benefits herein, who is approved for, and who is to receive such benefits, and who wishes to cancel participation in the retirement program prior to retirement, may do so only for such reasons as set forth in the United States Department of Treasury regulations defining "Immediate and Heavy Financial Need." 1401(k)-1(d), and upon such qualifications for cancellation shall be required to repay to the District any sums of money paid hereunder and to join with the District in notifying the Illinois Municipal Retirement Fund of such cancellation and repayment.

In no event will an employee subject to this provision receive an increase in any year covered by this provision of IMRF creditable earnings in excess of six percent (6%) of the prior year's IMRF creditable earnings.

Status quo in the event of a change in the law or a rules change or interpretation by IMRF subsequent to the incorporation of this provision into any contract shall be compliance with this provision (to the extent possible without penalty or additional cost to the District) but under no circumstances shall status quo be interpreted to require the District to incur any assessment or penalty not contemplated by the parties at the time this provision was bargained. No penalty of any kind except as expressly and explicitly provided for herein was contemplated by the parties at the time this provision was bargained. If and when bargaining begins pursuant to a demand to bargain (resulting from a change in the law, rules change or interpretation by IMRF) and if and when no agreement

can be reached on the issue, the employer shall not be required to distribute any monies in a fashion that would result in any increased cost to the District due to a IMRF assessment or penalty resulting from the change in the law or a rules change or interpretation by IMRF or legislative change including any incentive amount that would not result in additional assessment or penalty.

This provision is tentatively agreed to and ratified with the understanding that it will be submitted to IMRF for review to obtain reasonable assurance from IMRF that the District will incur no penalties or additional assessments resulting from it, and that it is not otherwise problematic to IMRF. If IMRF should have objections or advises that the District will incur penalties by reason of this paragraph, then before this provision becomes effective it shall be revised through the negotiation process as necessary based upon findings from IMRF and resubmitted and revised until reasonable assurance from IMRF is obtained.

The Board shall be obligated to pay the foregoing bonus to: the first four (4) bargaining unit members who qualify for a payment under the foregoing during each of the 2023-2027 school years. The Board shall not be obligated to make a payment to any other bargaining unit member who may qualify or apply under the foregoing once the yearly limits have been reached, except that if the yearly limit for any given year is not reached, the bonuses available for that year, as well as for those yearly limits in the prior contract (2019-2023) not used for those years, shall be carried over to the next year and made available to employees desiring to retire in the next year so that not more than four (4) employees receive such bonuses each year during the period 2023-2027 school years.

All employees who have given written notification of retirement according to the prior contract agreement shall be honored according to the terms laid out upon notification.

J) Reduction in Force

No RIFs for classified staff will take place during the school year. If any 1:1 aides are no longer needed in their current position, they will be reassigned to another classified aide position covered by this agreement.

SUPPLEMENTAL PAY CHART:

- 1) Planning and Preparation Pay (Including required attendance at IEP meetings during Planning Period): Thirty-one dollars and Fifty-four cents (\$31.54) per period;
- 2) Curriculum Related Organizations: One Hundred and Fifty dollars (\$150.00);
- 3) Tuition Reimbursement: Three hundred dollars (\$300.00);
- 4) Reimbursement for Unused Accumulated Sick Leave: Twenty-five dollars (\$25.00);
- 5) Internal Substitution: Thirty-one dollars and Fifty-four cents (\$31.54) per period;
- 6) Curricular-Related Assignments: Thirty-one dollars and Fifty-four cents (\$31.54) per period.

APPENDIX:

TEACHER RETIREMENT INCENTIVE

Example A:

A teacher applies for the award one year before retirement. The teacher's TRS creditable earnings for 2023-2024 were \$40,000. The teacher's final year TRS creditable earnings (2024-2025) will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$).

A teacher applies for the award three years before retirement. The teacher's TRS creditable earnings for the 2023-2024 school year were \$40,000. The teacher's first year TRS creditable earnings (2024-2025) will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$).

Example B:

A teacher applies for the award three years before retirement. The teacher's creditable earnings for the 2023-2024 school year were \$40,000. The teacher's first year creditable earnings will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$). The teacher's second year creditable earnings will be \$44,944 ($\$42,400 \times 1.06 = \$44,944$). The teacher ceases to perform an extra duty assignment in his or her final year of employment for which he or she would have been paid \$2,000 (TRS creditable earnings). The teacher's final year creditable earnings will be \$45,640 ($\$44,944 \times 1.06 = \$47,640 - \$2,000 = \$45,640$).

EXTRACURRICULAR ASSIGNMENTS:

- A)** For the 2023-2024 school year, all positions are guaranteed a minimum of a 2% increase over the previous stipend list. Some have been adjusted with a larger increase in the first year of this agreement due to time commitments and/or number of students participating. Subsequent years will have increase as follows:

2024-2025 School Year = 1.75% increase on previous year
2025-2026 School Year = 1.50% increase on previous year
2026-2027 School Year = 1.50% % increase on previous year

- B)** If a stipend is not listed in this contract, no stipend payment will be authorized without official approval from the Board of Education at a public meeting.
- C)** Stipends will be reviewed periodically by the administrative team to ensure there is sufficient participation to warrant a stipend paying coach/sponsor for the activity. If cancellation of the sport or club is recommended, the coach/sponsor will be notified and a meeting will be held to determine the feasibility of the sport/club continuing.
- D)** Any staff member who is currently being paid a stipend and feels that the amount is not sufficient for the work required to meet the needs of the sport/club's participants should fill out a Stipend Reconsideration

Form and submit it to the District Superintendent. The request will be considered at the next Labor Relations Committee Meeting and a recommendation will be made to the board at a subsequent public board meeting. The new, approved stipend will be updated for the next school year. After this agreement is ratified, the Labor Relations Committee will begin a review of job descriptions for stipend paying positions. Prior to the start of all club and sporting activities, a meeting between the sponsor/coach and the principal/athletic director to review the number of students participating and number of events/games that are scheduled. If the principal/athletic director thinks there is not sufficient participation, the club/sport will be cancelled or the stipend will be reduced to match the work required for the season. This adjustment will be made after consultation with the District Superintendent and/or Board.

- E)** The Board of Education will pay a longevity stipend bonus to coaches/sponsors who serve in the same role at the same building level for the following lengths of time (years must be consecutive with no breaks in between years):

Years 1-2 = 0.0% of stipend

Years 3-7 = 5.0% of stipend

Years 8+ = 10.0% of stipend

Examples:

1. The Head Boys Basketball Coach (High School) has agreed to fulfill this role in the 2023-2024 school year in what will be his/her 6th consecutive year. The coach will be paid an additional 5.0% of the listed stipend amount this coming school year.
2. The Assistant Track Coach (High School) has agreed to become Head Track Coach (High School) after serving for 3 years as an assistant. No additional amount will be paid beyond the listed stipend amount because he/she is changing roles.
3. The Assistant Football Coach (High School) has been in this role for 12 years. He/she chooses not to coach in the 2023-2024 but plans to return in the 2024-2025 school year. No longevity bonus will be paid upon his/her return because the service is not consecutive.
4. The Head Girls Basketball Coach (Junior High School) has agreed to become the Head Girls Basketball Coach (High School) after serving at the junior high level for 4 years. No longevity bonus will be paid for this new role because the building level has changed.
5. The Assistant Boys Soccer Coach (High School) has been in this position for 8 years. He/she chooses to leave this position and decides to take on a different role as Head Golf Coach (High School). No longevity bonus will be paid for this new role because the role has changed.

Position	Building/Level	Group Number	2023-2024 Stipend (2.00%)	2024-2025 Stipend (1.75%)	2025-2026 Stipend (1.50%)	2026-2027 Stipend (1.50%)
Art Club	Elementary School	N/A	\$1,162.13	\$1,182.46	\$1,200.20	\$1,218.20
Yearbook	Elementary School	N/A	\$1,201.35	\$1,222.37	\$1,240.70	\$1,259.32
Intramural Floor Hockey	Elementary School	N/A	\$453.84	\$461.78	\$468.71	\$475.74
Intramural Floor Hockey (Session 2)	Elementary School	N/A	\$453.84	\$461.78	\$468.71	\$475.74
STEM Club (2nd Grade)	Elementary School	N/A	\$1,034.73	\$1,052.84	\$1,068.63	\$1,084.66
Bell Choir	Elementary School	N/A	\$1,201.35	\$1,222.37	\$1,240.70	\$1,259.32
Yearbook	Elementary School	N/A	\$1,201.35	\$1,222.37	\$1,240.70	\$1,259.32
STEM Club (1st Grade)	Elementary School	N/A	\$1,034.73	\$1,052.84	\$1,068.63	\$1,084.66
STEM Club (Fall & Winter) Overflow	Elementary School	N/A	\$1,034.73	\$1,052.84	\$1,068.63	\$1,084.66
Athletic Director	High School	0	\$6,881.45	\$7,001.88	\$7,106.90	\$7,213.51
Boys Basketball (Head Coach)	High School	1	\$6,452.79	\$6,565.71	\$6,664.19	\$6,764.16
Girls Basketball (Head Coach)	High School	1	\$6,452.79	\$6,565.71	\$6,664.19	\$6,764.16
Football (Head Coach)	High School	1	\$6,452.79	\$6,565.71	\$6,664.19	\$6,764.16
Girls Volleyball (Head Coach)	High School	2	\$5,795.13	\$5,896.54	\$5,984.99	\$6,074.77
Wrestling (Head Coach)	High School	2	\$5,795.13	\$5,896.54	\$5,984.99	\$6,074.77
Boys Soccer (Head Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Girls Soccer (Head Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Girls Basketball (Assistant Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Boys Basketball (Assistant Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Girls Volleyball (Assistant Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Girls Volleyball (Assistant Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Baseball (Head Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Football (Assistant Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79

Football (Assistant Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Football (Assistant Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Football (Assistant Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Girls Basketball (Assistant Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Boys Basketball (Assistant Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Softball (Head Coach)	High School	3	\$4,730.53	\$4,813.31	\$4,885.51	\$4,958.79
Wrestling (Assistant Coach)	High School	4	\$4,075.04	\$4,146.36	\$4,208.55	\$4,271.68
Student Council	High School	5	\$3,441.27	\$3,501.49	\$3,554.01	\$3,607.32
Golf (Head Coach)	High School	5	\$3,441.27	\$3,501.49	\$3,554.01	\$3,607.32
Competitive Cheer (Head Coach)	High School	5	\$3,441.27	\$3,501.49	\$3,554.01	\$3,607.32
Competitive Dance (Head Coach)	High School	5	\$3,441.27	\$3,501.49	\$3,554.01	\$3,607.32
Bowling (Head Coach)	High School	5	\$3,441.27	\$3,501.49	\$3,554.01	\$3,607.32
Track (Head Coach)	High School	5	\$3,441.27	\$3,501.49	\$3,554.01	\$3,607.32
Choose to Include Program Coordinator	High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Track (Assistant Coach)	High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Baseball (Assistant Coach)	High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Softball (Assistant Coach)	High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Baseball (Assistant Coach)	High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Softball (Assistant Coach)	High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Girls Soccer (Assistant Coach)	High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Unified Basketball Coach/Coordinator	High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Unified Dance Coach/Coordinator	High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Boys Soccer (Assistant Coach)	High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Cross Country (Head Coach)	High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Track (Assistant Coach)	High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
E-Sports/Video Gaming Club	High School	N/A	\$561.06	\$570.88	\$579.44	\$588.13
Best Buddies	High School	N/A	\$1,156.85	\$1,177.10	\$1,194.75	\$1,212.68
FFA	High School	N/A	\$1,719.01	\$1,749.09	\$1,775.32	\$1,801.95

Math Club	High School	N/A	\$1,151.43	\$1,171.58	\$1,189.15	\$1,206.99
FFA	High School	N/A	\$1,719.01	\$1,749.09	\$1,775.32	\$1,801.95
Freshman Sponsor	High School	N/A	\$817.18	\$831.48	\$843.96	\$856.62
Foreign Languages Club/International Culture Club	High School	N/A	\$561.06	\$570.88	\$579.44	\$588.13
Skills USA	High School	N/A	\$2,174.28	\$2,212.33	\$2,245.52	\$2,279.20
Sideline Cheer (Head Coach)	High School	N/A	\$1,854.66	\$1,887.11	\$1,915.42	\$1,944.15
Scholastic Bowl	High School	N/A	\$1,719.01	\$1,749.09	\$1,775.32	\$1,801.95
Spanish Club	High School	N/A	\$1,035.31	\$1,053.43	\$1,069.23	\$1,085.27
Special Ed Team Leader	High School	N/A	\$4,161.60	\$4,234.43	\$4,297.94	\$4,362.41
PIT Director	High School	N/A	\$1,719.01	\$1,749.09	\$1,775.32	\$1,801.95
Technical Director (Spring)	High School	N/A	\$1,719.01	\$1,749.09	\$1,775.32	\$1,801.95
Yearbook & Newspaper	High School	N/A	\$2,537.27	\$2,581.67	\$2,620.40	\$2,659.70
Jazz Band	High School	N/A	\$681.52	\$693.45	\$703.85	\$714.41
Assistant to the Athletic Director	High School	N/A	\$2,080.80	\$2,117.21	\$2,148.97	\$2,181.21
Scholastic Bowl (Assistant)	High School	N/A	\$1,036.39	\$1,054.53	\$1,070.35	\$1,086.40
Fellowship of Christian Athletes	High School	N/A	\$1,021.15	\$1,039.02	\$1,054.61	\$1,070.43
Teens Against Destructive Decisions	High School	N/A	\$817.18	\$831.48	\$843.96	\$856.62
Junior Sponsor	High School	N/A	\$2,174.28	\$2,212.33	\$2,245.52	\$2,279.20
Renaissance Club	High School	N/A	\$3,441.27	\$3,501.49	\$3,554.01	\$3,607.32
Science Club	High School	N/A	\$1,151.43	\$1,171.58	\$1,189.15	\$1,206.99
Sophomore Sponsor	High School	N/A	\$817.18	\$831.48	\$843.96	\$856.62
Yearbook & Newspaper	High School	N/A	\$2,537.27	\$2,581.67	\$2,620.40	\$2,659.70
Play Director (Fall)	High School	N/A	\$2,174.28	\$2,212.33	\$2,245.52	\$2,279.20
Play Director (Spring)	High School	N/A	\$2,174.28	\$2,212.33	\$2,245.52	\$2,279.20
Show Choir	High School	N/A	\$2,353.86	\$2,395.06	\$2,430.98	\$2,467.45
Technical Director (Fall)	High School	N/A	\$1,719.01	\$1,749.09	\$1,775.32	\$1,801.95
Thespians	High School	N/A	\$1,151.43	\$1,171.58	\$1,189.15	\$1,206.99
PomPon/Dance Performance (Head Coach)	High School	N/A	\$868.18	\$883.38	\$896.63	\$910.08

National Honor Society	High School	N/A	\$2,174.28	\$2,212.33	\$2,245.52	\$2,279.20
Senior Sponsor	High School	N/A	\$1,630.02	\$1,658.55	\$1,683.42	\$1,708.68
Book Club	High School	N/A	\$2,072.79	\$2,109.07	\$2,140.70	\$2,172.81
Speech Club	High School	N/A	\$2,072.79	\$2,109.07	\$2,140.70	\$2,172.81
Chess Club	High School	N/A	\$0.00	\$0.00	\$0.00	\$0.00
Art Club	High School	N/A	\$1,151.43	\$1,171.58	\$1,189.15	\$1,206.99
Activity Room Supervisor	High School	N/A	\$1,168.80	\$1,189.25	\$1,207.09	\$1,225.20
PHS Auditorium Technical Director (Per Performance)	High School	N/A	\$55.00	\$55.96	\$56.80	\$57.65
Yearbook	Intermediate School	N/A	\$1,201.35	\$1,222.37	\$1,240.70	\$1,259.32
Yoga Club	Intermediate School	N/A	\$451.23	\$459.12	\$466.01	\$473.00
Band Club	Intermediate School	N/A	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Drama Club	Intermediate School	N/A	\$1,021.15	\$1,039.02	\$1,054.61	\$1,070.43
Summer Band	Intermediate School	N/A	\$1,290.10	\$1,312.67	\$1,332.36	\$1,352.35
Intramural Floor Hockey	Intermediate School	N/A	\$453.84	\$461.78	\$468.71	\$475.74
Intramural Flag Football	Intermediate School	N/A	\$453.84	\$461.78	\$468.71	\$475.74
Intramural Volleyball	Intermediate School	N/A	\$453.84	\$461.78	\$468.71	\$475.74
Book Club	Intermediate School	N/A	\$1,035.31	\$1,053.43	\$1,069.23	\$1,085.27
Mathletes Club	Intermediate School	N/A	\$1,035.31	\$1,053.43	\$1,069.23	\$1,085.27
Athletic Director	Junior High School	2	\$5,795.13	\$5,896.54	\$5,984.99	\$6,074.77
Wrestling	Junior High School	4	\$4,075.04	\$4,146.36	\$4,208.55	\$4,271.68
Girls Basketball (8th Grade)	Junior High School	4	\$4,075.04	\$4,146.36	\$4,208.55	\$4,271.68
Volleyball (8th Grade)	Junior High School	4	\$4,075.04	\$4,146.36	\$4,208.55	\$4,271.68
Boys Basketball (8th Grade)	Junior High School	4	\$4,075.04	\$4,146.36	\$4,208.55	\$4,271.68
Track (Head Coach)	Junior High School	5	\$3,441.27	\$3,501.49	\$3,554.01	\$3,607.32
Volleyball (7th Grade)	Junior High School	5	\$3,441.27	\$3,501.49	\$3,554.01	\$3,607.32
Boys Basketball (7th Grade)	Junior High School	5	\$3,441.27	\$3,501.49	\$3,554.01	\$3,607.32
Girls Basketball (7th Grade)	Junior High School	5	\$3,441.27	\$3,501.49	\$3,554.01	\$3,607.32
Varsity Softball (Head Coach)	Junior High School	6	\$2,688.12	\$2,735.16	\$2,776.19	\$2,817.83

Varsity Baseball (Head Coach)	Junior High School	6	\$2,688.12	\$2,735.16	\$2,776.19	\$2,817.83
Girls Basketball (6th Grade)	Junior High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Varsity Baseball (Assistant Coach)	Junior High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Volleyball (6th Grade)	Junior High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Unified Bowling Coach/Coordinator	Junior High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Choose to Include Program Coordinator	Junior High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Boys Basketball (6th Grade)	Junior High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Track (Assistant Coach)	Junior High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Soccer (Head Coach)	Junior High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Cross Country	Junior High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Track (Assistant Coach)	Junior High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Varsity Softball (Assistant Coach)	Junior High School	7	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Cheerleading	Junior High School	N/A	\$1,701.65	\$1,731.42	\$1,757.40	\$1,783.76
Skills USA	Junior High School	N/A	\$2,174.28	\$2,212.33	\$2,245.52	\$2,279.20
Summer Band	Junior High School	N/A	\$1,290.10	\$1,312.67	\$1,332.36	\$1,352.35
Junior Varsity Softball (Head Coach)	Junior High School	N/A	\$1,682.11	\$1,711.55	\$1,737.22	\$1,763.28
Student Council	Junior High School	N/A	\$2,502.36	\$2,546.15	\$2,584.34	\$2,623.10
Yearbook	Junior High School	N/A	\$1,201.35	\$1,222.37	\$1,240.70	\$1,259.32
Spelling Club	Junior High School	N/A	\$427.58	\$435.07	\$441.59	\$448.22
Pals	Junior High School	N/A	\$1,151.65	\$1,171.81	\$1,189.38	\$1,207.22
Play Director	Junior High School	N/A	\$2,174.28	\$2,212.33	\$2,245.52	\$2,279.20
Junior Varsity Baseball (Head Coach)	Junior High School	N/A	\$1,682.11	\$1,711.55	\$1,737.22	\$1,763.28
Speech Club	Junior High School	N/A	\$1,035.31	\$1,053.43	\$1,069.23	\$1,085.27
Math Club	Junior High School	N/A	\$1,035.31	\$1,053.43	\$1,069.23	\$1,085.27
Scholastic Bowl	Junior High School	N/A	\$1,035.31	\$1,053.43	\$1,069.23	\$1,085.27
Team Lead(s)	Unit	N/A	\$1,500.00	\$1,526.25	\$1,549.14	\$1,572.38
Special Olympics Track & Field (Head Coach)	Unit	N/A	\$2,573.08	\$2,618.11	\$2,657.38	\$2,697.24
Administrator for Mentor Program	Unit	N/A	\$681.52	\$693.45	\$703.85	\$714.41

Administrator for Mentor Program	Unit	N/A	\$681.52	\$693.45	\$703.85	\$714.41
Special Education Team Leader	Unit	N/A	\$4,161.60	\$4,234.43	\$4,297.94	\$4,362.41
Football Play Clock Operator (Per Game)	Unit	N/A	\$40.94	\$41.65	\$42.28	\$42.91
Mentor Teachers - First Year (Per Mentee)	Unit	N/A	\$629.43	\$640.45	\$650.05	\$659.80
Mentor Teachers - Second Year (Per Mentee)	Unit	N/A	\$315.80	\$321.33	\$326.15	\$331.04
Musical Direction (Per Performance)	Unit	N/A	\$112.86	\$114.84	\$116.56	\$118.31
Parking Attendant (Per Event)	Unit	N/A	\$59.69	\$60.73	\$61.65	\$62.57
Fan Bus Chaperone (Per Event)	Unit	N/A	\$44.49	\$45.27	\$45.95	\$46.64
Scorekeeper/Scoreboard Operator (Per Game)	Unit	N/A	\$40.94	\$41.65	\$42.28	\$42.91
Announcer (Per Game)	Unit	N/A	\$30.94	\$31.48	\$31.95	\$32.43
Scholastic Bowl Moderator (Per Event)	Unit	N/A	\$22.26	\$22.65	\$22.99	\$23.33
Ticket Taker (Per Game)	Unit	N/A	\$22.26	\$22.65	\$22.99	\$23.33
Scholastic Bowl Scorekeeper (Per Event)	Unit	N/A	\$22.26	\$22.65	\$22.99	\$23.33
Scholastic Bowl Timer (Per Event)	Unit	N/A	\$22.26	\$22.65	\$22.99	\$23.33

Board of Education of Peotone C.U.S.D. 207-U

Peotone Council, AFT Local 604

By: _____
President

By: _____
President

Date: _____

Date: _____