

COLLECTIVE BARGAINING AGREEMENT

By and Between

**WALTHAM COMMUNITY CONSOLIDATED
ELEMENTARY SCHOOL DISTRICT #185**

And

**WALTHAM FEDERATION OF TEACHERS, Local 604
IFT/AFT, AFL-CIO**

**EFFECTIVE AUGUST 15, 2024
THROUGH AUGUST 14, 2029**

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PREAMBLE

This Agreement is made and entered into this 15th day of August, 2024, by and between the BOARD OF EDUCATION OF WALTHAM ELEMENTARY SCHOOL DISTRICT NO 185, LaSalle County, Illinois, hereinafter referred to as the “Board” and the ILLINOIS FEDERATION OF TEACHERS, AMERICAN FEDERATION OF TEACHERS, AFL-CIO, hereinafter referred to as the “Union”.

ARTICLE I - RECOGNITION AND COVERAGE

Section 1.1 - Recognition

In compliance with the Certification of Representative issued by the Illinois Education Labor Relations Board in Case No. 94-RC-0021-C, the Board recognizes the Union as the sole and exclusive representative of the Board's employees in the bargaining unit described in Section 1.2 of this Agreement for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment.

Section 1.2 - Definition of Bargaining Unit

In accordance with the aforesaid Certification of Representative, the provisions of this Agreement shall cover and be applicable to only those employees in the bargaining unit described and limited as follows:

All full-time and regular part-time certificated employees who work fifty percent (50%) time or more each year excluding Superintendent, Principal, supervisors, confidential employees, craft employees, classified employees, short-term employees, student employees, and managers as defined in the IELRA.

Section 1.3 - Negotiation Procedures

The Board and Union have the authority and duty to meet at reasonable times and confer in good faith in order to execute a written contract incorporating any agreement reached by the parties.

All requests for communication with the Board shall be channeled through the Superintendent or designated representative, and requests to the Union shall be made to the President of the Union or designated representative.

Negotiations are not to begin before the February prior to the expiration date of the contract. Facts, options, and proposals may be exchanged freely during the meeting or meetings in an effort to reach mutual understanding and agreement on items. All tentatively agreed upon materials shall be prepared by the Board and the Union and initialed at the meeting following agreement.

When the Board and the Union reach tentative agreement on all matters, the items will be reduced to writing and shall be submitted to the members of the Union for ratification and then to the Board for approval.

ARTICLE II - BOARD'S RIGHTS

Section 2.1 - Management Rights

Except as specifically limited by the express provisions of this Agreement, the Board retains all traditional rights to manage and direct the affairs of Waltham Elementary School in all respects and to manage and direct its employees and to make and implement decisions with respect to the operation and management of Waltham Elementary School. The authority and powers of the Board as prescribed by the Statutes and Constitution of the State of Illinois and the United States shall continue unaffected by this Agreement except as limited by the provisions of this Agreement, and then only to the extent that such authority and powers are delegable. These Board rights include the following:

To plan, direct, control and determine all the operations and services of Waltham Elementary School; to determine Waltham Elementary School's mission, objectives, policies and budget and to determine and set all standards of service offered to the public; to supervise and direct employees and their activities as related to the conduct of Waltham Elementary School's affairs; to schedule and assign work; establish work and productivity standards and, from time to time, to change those standards; to lay off or relieve employees due to lack of work or funds or for other legitimate reasons; to determine the methods, means organization and number of personnel by which such operations and services shall be made or purchased; to make and enforce reasonable rules and regulations; to discipline and suspend employees; to discharge non-probationary employees for just cause (probationary employees consistent with statutory guidelines) to change, relocate, modify or eliminate existing programs, services, methods, equipment or facilities; to establish or modify curriculum and/or courses of instruction, including special programs, and athletic, recreational and social events for students; to hire all employees and, subject to provisions of law, to determine their qualifications, and the conditions for their continued employment, or their dismissal or demotion, and to evaluate and transfer all such employees; to determine assignments, academic calendar, class schedules, class size, non-classroom assignments, the hours and places of instruction, policies on student examinations, and the duties, responsibilities, and assignment of those in the bargaining unit.

Section 2.2

The exercise of the foregoing powers, rights, authorities, duties and responsibilities by the Board, and the adoption of policies, rules, and regulations in furtherance thereof, shall be limited by the terms of this Agreement and then only to the extent such terms hereof are in conformance with the Constitution and laws of the State of Illinois and the Constitution and laws of the United States.

Section 2.3

No action, statement, agreement, settlement, or representation made by any member of the bargaining unit shall impose any obligation or duty or be considered to be authorized by or binding upon the Board unless and until the Board has agreed thereto in writing.

Section 2.4

The Union or the IFT Union Representative, regardless if such person is an employee, shall not conduct Union business or other non-school related business during work hours that would interfere with an employee's duties and obligations to the district.

ARTICLE III - UNION RIGHTS AND RESPONSIBILITIES

Section 3.1 - Payroll Deduction

Upon written request of a certified staff member who has chosen to join the Union, the Board shall deduct Union membership dues in an amount certified annually to the Board by the Union. Once made, the certified staff member's request shall continue until revoked, in writing, to the Union and the Employer. The board shall remit the deducted dues to the Union within ten (10) days following the payroll deduction.

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 be irrevocable except in accordance with terms under which an employee voluntarily authorized said deduction, or as allowed by law. Dues revocations are processed by the Union. In the event that an employee revokes his or her dues in accordance with their terms in which he or she authorized the dues deductions, or as allowed by law, the Union will notify the employer. The District agrees to remit these dues and/or fees to the Union once each month that dues/fees are deducted. A list of teachers 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 five (5) workdays.

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

Section 3.2 - Union Leave

The Union shall be granted two (2) days of Union leave to attend state conventions and/or workshops sponsored by the Union or attend to Union business. The Union shall reimburse the Board for the amount of substitute wages for that school day. Certified staff members must use this leave in a full-day increment. The Union shall submit a written request to the Superintendent for such purposes three (3) days prior to the involved school day.

Section 3.3 - Use of Board Facilities/Equipment/Supplies

The Union may, by pre-arrangement with the Superintendent, use District buildings for meetings provided that such meetings shall be held when school is not in session and provided such meetings do not interfere with the instructional and/or extracurricular programs of the District. No employee shall attend a Union meeting that will conflict with his/her individual job responsibilities with the District. The Union's use of District facilities shall be governed by established Board policy. Furthermore, the Union may, upon request, be allowed use of Board equipment not located in the administrative offices after regularly scheduled work hours. The Union shall reimburse the Board for the incurred expenses (i.e., paper, expendable supplies and phone calls). The District's facilities, equipment, and supplies shall not be used for political purposes, to produce materials reflecting upon the Board or any of its employees or during a strike by the employees.

Section 3.4 - Use of Mailboxes

An authorized representative of the Union shall have the right to place announcements and other materials in the faculty mailboxes. Notices and announcements shall not contain anything reflecting upon the Board or any of its employees. Copies of such materials and notices shall be given to the Superintendent.

Section 3.5 - Access to Building

Sufficient keys, Key Fob and building security codes for teachers assigned at that building shall be available so that certified staff members shall not be denied access for school business.

Section 3.6 - Certification of Officers

The Union shall certify in writing to the Board the names of the Union officers.

Section 3.7 - Copies of Agreement

Within thirty (30) days of ratification of the Agreement, the Board shall prepare and make available to each bargaining unit member an electronic copy of the Agreement. The Board and the Union shall share the cost of copying additional contracts equally.

Section 3.8 - Newly Created Extracurricular Positions

If a newly created position is added to Appendix B during the term of the Agreement, the stipend amount and creation of that position shall be instituted by the Board of Education immediately, but the stipend will be negotiated at the time of the next Agreement. Newly created positions shall be posted in accordance with Section 7.11.

Section 3.9 – Union/Management Meetings

The Superintendent or his/her designee, upon request of either party, shall meet once a month during the months of September through May with representatives of the Union at mutually agreed upon times to discuss matters relating to the implementation of this Agreement. Proposed changes in existing policies and procedures and new policies and procedures may be subjects for discussion at such meetings. Either party initiating a Union-Management meeting shall submit a request in writing along with an agenda five days prior. Pending grievances shall not be discussed at such meetings, and discussions at the meetings shall not constitute negotiations.

Section 3.10 – FOIA Requests

The Union shall be notified within three (3) workdays of the District's receipt of a FOIA request that asks for information about any bargaining unit member, including, but not limited to, names, email addresses, any part of a home address, or list of members of the union, dues payers, or non-members.

ARTICLE IV - CONTRACT GRIEVANCE PROCEDURE

Section 4.1 - Definition of Grievance

A grievance is defined as a complaint that there has been a violation or misinterpretation, or a dispute concerning the application of any of the provisions of this Agreement.

Section 4.2 - Grievance Procedure

All grievances as defined above, shall be presented and processed at the various steps and within the time limits hereinafter set forth in an earnest effort to settle such grievance at the earliest possible step.

- Step 1: All parties are encouraged to discuss any dispute arising between them under this Agreement prior to the filing of a formal grievance in an effort to resolve this issue. A grievance shall be presented in

writing to the Superintendent by the aggrieved employee and/or the Union within ten (10) days of the date of the event first giving rise to the claim of the grievance or within ten (10) days of the date one could have reasonably become aware of the event. The written grievance shall identify the facts giving rise to the grievance, identify all contract provisions which it is claimed were violated and identify the relief requested. The Superintendent shall give his response along with his/her reasons to the grievant within ten (10) days after the date on which the grievance was first presented to him. The solution offered by the Superintendent, if accepted, shall settle the grievance.

Step 2: If the Superintendent's answer at Step 1 is considered unsatisfactory, the grievance shall, within ten (10) days after the day on which the Superintendent gave his response, at the grievant's and/or the Union's written request, be submitted to the Board of Education for its review at the next regularly scheduled Board meeting. The Board of Education shall return its written response along with its reasons to the grievant, and copy to the Union's representative within ten (10) days after the meeting.

Section 4.3 - Arbitration Procedures

In the event a grievance is not resolved at Step 2 of Section 4.2 of this Agreement, the Union may, within fifteen (15) days of the Board's Step 2, appeal the grievance to arbitration and the following shall apply:

- A. Selection of Arbitrators: Within five (5) days after the Union's request to submit the matter to arbitration, the Union and the Board shall attempt to select, by mutual agreement, an impartial arbitrator. If the parties cannot agree upon an impartial arbitrator within said five (5) days, the Union shall request the Federal Mediation and Conciliation Service (FMCS) to furnish the parties with a panel of seven (7) arbitrators. These arbitrators shall belong to the National Academy of Arbitrators. The Union shall strike out the first of the submitted names; then the Board and the Union shall alternate thereafter until the person whose name remains shall be the impartial arbitrator.
- B. Expenses: The expense of the arbitrator shall be borne equally by the Board and the Union. If a transcript is ordered by one party, that party shall pay the cost of the transcript and the court reporter. If the arbitrator requests a transcript, the cost of the transcript and court reporter fees shall be divided equally.
- C. Award: The arbitrator's award shall be consistent with this Agreement, cover the issues in dispute, shall be in writing, shall state the arbitrator's

reasons for his award, and shall be served upon all parties to the proceeding or their counsel by registered or certified mail. Arbitration is limited solely and simply to interpretation and implementation of the terms of the Agreement. The arbitrator shall not have the power to add to, subtract from, alter, or modify in any way, any of the terms or conditions of the Agreement.

The decision of the arbitrator shall be final and binding upon the Board, the Union and the certified staff unless appealed.

Section 4.4 - Lapse of Time Limits

If a grievance is not appealed to the next step within the specified time limit or any mutually agreed upon extension, in writing, it shall be considered settled on the basis of the Board's last answer. If the Board does not answer a grievance or an appeal within the specified time limit, it shall automatically proceed to the next step.

Section 4.5 - Definition of Days

Days, for the purpose of this Article, shall be construed to mean days when school is in session.

Section 4.6 - Witness Compensation

The Board shall excuse certified staff members without loss of pay for the time spent as witnesses at the request of claimant, employees or the Union; however, the Union shall reimburse the District the cost of the substitute. Union business and preparation of grievances shall not be conducted during working hours, (i.e., preparation periods or student contact time).

Section 4.7 - Representation

Nothing in the grievance procedure shall limit the rights or representation of the grievant in the proceedings.

Section 4.8 - Disclosure

Neither the Board nor the Union shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.

ARTICLE V - NO STRIKE

Section 5.1 - No Strike

Neither the Union nor any officers, agents or employees will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, slow down, sit down, residential picketing concerted stoppage of work or any other intentional interruption or disruption of the operations of Waltham Elementary School District No. 185. The failure to confer a penalty in any instance where there is a violation of this provision is not a waiver of such right to any other instance nor is it a precedent. The Union and its officers and representatives will cooperate with the Board in taking whatever affirmative action is necessary to direct and urge any employee who violates this Article to return to work.

Section 5.2 - Revocation of No Strike Clause

Failure of the parties to reach an agreement after the expiration of this Agreement or during a reopener shall revoke Section 5.1 until such agreement is reached.

ARTICLE VI - SENIORITY

Section 6.1 - Definition of Seniority

Seniority shall be defined as the length of continuous service in the School District. Upon employment, each certified staff member shall receive a seniority date which shall be the date of the first day of actual work for the District. If two (2) or more certified staff members have the same seniority date, the first seniority tie-breaker shall be the date on which the Board adopts a motion to hire the individual and if still tied, seniority shall be determined by lot and shall be witnessed by a Union representative. Part-time teachers shall accrue seniority on a pro rata basis in accordance with their percentage of full-time employment.

Section 6.2 - Accumulation of Seniority on Leave

Seniority shall not accrue during a leave of absence in excess of ninety (90) school days.

Section 6.3 - Termination of Seniority

A certified staff member's continuous service shall be broken, and his seniority shall cease, and his employment shall be terminated upon:

- a. voluntary quitting;
- b. discharge for cause;
- c. failure to return from an approved leave of absence on the scheduled date unless an extension of such leave has been approved by the Board or

- unless extenuating circumstances prohibited the certified staff from returning;
- d. being laid off for a period in excess of one (1) calendar year as defined in the Illinois School Code;
 - e. acceptance of full-time employment by another School District/Employer.

Section 6.4 - Seniority List

A copy of the seniority list shall be provided to the Union President at least 75 days prior to the end of the school term of each school year. The names shall be listed in order of district and departmental seniority, if applicable, along with the date of the employee's first day of work, the date the Board took action on his/her employment and the total number of years of service.

Section 6.5 – Layoff and Recall

District 185 shall conduct layoff and recall in accordance with the Illinois School Code. (105 ILCS 5/24-12).

ARTICLE VII - WORKING CONDITIONS AND EMPLOYEE RIGHTS

Section 7.1 - School Year/Assignments

The work year shall be no longer than one hundred seventy-six (176) days of student attendance plus four (4) institute days totaling one hundred eighty (180) school days. The school calendar shall total one hundred eighty-five (185) days. All tentative teaching assignments shall be made by June 30 for the following school year. No later than August 1, each certified staff member shall receive written confirmation of their final teaching and room assignment, barring extenuating circumstances such as, late resignation.

Prior to the adoption of the following year's calendar by the Board, the Superintendent will make available to the teachers a copy of the proposed calendar at least two (2) weeks prior to the adoption of a calendar by the Board for the teachers' review and suggestions concerning same.

Note: No contract language change – but parties agree to combine parent-teacher and calendar committees.

Section 7.2 - Regular School and Work Day Schedule

The teacher workday will be seven (7) hours and thirty (30) minutes. The teacher workday shall be twenty-five (25) minutes longer than the student school day, unless an emergency arises which requires the staff to supervise students beyond that time. The Administration shall establish teacher arrival and departure times within the parameters set forth above. With the approval of the Superintendent, staff members may be granted permission to leave prior to the end of the school day. The workday shall also include duty free lunch and planning periods.

Section 7.3 - Teacher Duties

In addition to teaching responsibilities, certified staff may be required to perform playground and recess duties, and bus duty on field trips. Teachers shall also perform such other activities associated with their customary professional duties including consultations, individual parent conferences, and staff meetings (other than on an early dismissal day) which shall not exceed four (4) hours a month. Certified staff shall not be required to perform bus or lunch duties other than on field trips.

Section 7.4 - Lunch Period

Each certified staff member shall be given a duty-free lunch period consistent with the Illinois School Code.

Section 7.5 - Preparation Periods

Each full-time certified staff member shall be guaranteed at least two hundred twenty (220) minutes of preparation time during student attendance time each regularly scheduled school week while students are in attendance. This amount shall be prorated for weeks in which there are less than five (5) days of student attendance (e.g., if there are four student attendance days, preparation time for the week shall be one hundred seventy six (176)).

Part-time certified staff shall have preparation time as determined by the administration and prorated proportionately to the time spent in the District. Example: A teacher hired at fifty percent (50%) time shall receive a minimum of one hundred ten (110) minutes of preparation time each regularly scheduled school week while students are in attendance.

Section 7.6 - After-School Events

All full-time certified staff shall attend the three (3) following events per school year which are scheduled outside the regularly scheduled school day.

- 1) Meet the Teacher

- 2) Winter Program
- 3) Graduation

Certified staff will be excused from one of the three (3) mandatory events in the event that it conflicts with a family event of the certified staff member's family and the Superintendent consents to such absence (which shall not be unreasonably withheld). The certified staff member shall give notification of that conflict at least three (3) working days in advance of the event.

Full-time certified staff are encouraged to attend two (2) of the following events per school year excluding those activities for which the staff member is a sponsor.

- Family Reading Night
- Scholastic Bowl
- Community-related social/recreational activities
- PTCC functions

- School Musicals/Concerts
- School Sporting Events
- School-related social/recreational activities
- School/community-related committee meetings

- Art Show

Section 7.7 - Teaching/Military Credit

At the time of initial employment in the District, each teacher shall be placed on the salary schedule at the appropriate step representing teaching experience subject to the following:

- A. Said teacher may receive credit for all prior years of full-time teaching experience not to exceed a total of six (6) years; and,
- B. Where such teacher has more than six (6) years of prior, full-time teaching experience, the Board may place said teacher at such experience step on the schedule as it deems necessary and appropriate (not to exceed actual total of full-time teaching years of experience).

Each teacher shall be placed on the salary schedule at the appropriate lane representing their educational attainment consistent with the language set forth in this Section.

In addition, a maximum of two (2) years shall be allowed each new teacher for active military service as determined appropriate by the Board.

Section 7.8 - Staff Discipline

Should the employee be required to meet with the Superintendent, Principal or the Board regarding a matter which may result in disciplinary action, he/she shall be notified, in writing, of the reasons for the meeting. The employee may request a union representative to be present; however, no such meeting shall be postponed for more than forty-eight (48) hours due to the inability of the union representative to be present. Discipline shall include but not be limited to oral or written warning, suspension or discharge. This shall not apply to regular evaluation conferences unless the conference leads to discipline. Non-probationary employees shall only be discharged for just cause.

Section 7.9 - Additional Responsibilities

Extra-curricular positions shall be offered to certified staff members, but the District reserves the right to select non-bargaining unit members for positions if, as determined by the District, the non-bargaining unit candidate is more qualified for the position or the certified staff member's classroom performance has been rated less than proficient. The District shall first seek volunteers to fill extra-curricular supervisor positions (i.e., ticket taking, chaperons, basketball supervision). If no one volunteers, then any staff member required to perform these positions shall be compensated at the rate of ten dollars (\$10.00) per hour.

Compensation of seventy-five dollars (\$75.00) per subject per grade level shall be paid to those certified staff members responsible for reporting annual ISAT and/or achievement tests results. As a result of doing an item analysis of ISAT and/or achievement tests, teachers will submit to the administration a written school improvement plan, and analysis of test results.

Job descriptions shall be developed for all extra-curricular positions and the salaries shall be reflected on Appendix B.

Section 7.10 - Personnel File

The certified staff member shall have the right, upon request and at reasonable times, to review the contents of his/her personnel file except for documents not subject to inspection under the Illinois Personnel Records Review Act and other applicable laws. Only one (1) official file shall be kept for each certified staff member unless required by law. A copy of formal written evaluations shall be placed in the certified staff member's official personnel file. Upon request, a single copy of this file shall be provided within a reasonable time to the certified staff member once a year at no cost.

Section 7.11 - Bargaining Unit and Extra-Curricular Vacancies/Postings

All vacancies during the school year in bargaining unit and extra-curricular positions shall be emailed to all certified staff five (5) days prior to posting the vacancy externally.

If a vacancy occurs during the summer, notice of the vacancy shall be dated and sent to all current certified staff by email or other means of electronic communication. The Board shall not fill the vacancy until five calendar days after the notice is electronically sent. If a resignation occurs less than five days prior to the first day of school, the board is not required to post this opening.

Section 7.12 - Parent-Teacher Conferences

A parent-teacher conference committee shall be created to develop the formal structure of the annual conference. The Committee shall be comprised of five (5) persons: the District Superintendent; Principal; and three (3) Teachers appointed by the Union, one (1) from the Junior High, one (1) from primary (K-2); and one (1) from intermediate grades. The Committee shall convene annually within thirty (30) days following the parent teacher conference and meet regularly until an agreement is reached. For the 2014-2015 school year, the Committee shall initially meet no later than September 30, 2014. Committee agreements shall be by unanimous consent. The agreement reached by the Committee is final.

Parent-teacher conferences shall not exceed nine (9) total hours to be scheduled by the parent-teacher conference committee subject to applicable state law.

The District shall make every effort not to schedule meetings during the weeks of parent-teacher conferences.

Section 7.13 - Early Dismissal Days

There shall be an early dismissal day at 11:45 a.m. one time per month. This time shall be used for staff professional development to be determined by the Administration.

There shall be a one-hour early dismissal during the weeks of Thanksgiving, Christmas and Spring Break each year. On inclement weather days, teachers will be dismissed based on the severity of the weather as determined by the Administration.

It is the intent of the parties to avoid meetings before and after school where possible.

Section 7.14 - Outside Employment

Full-time employees shall treat their work at Waltham Elementary School District No. 185 as their primary employment.

Section 7.15 - Certification

If a teacher fails to remain certified under Illinois law, then the teacher's employment with the District shall automatically terminate and all benefits shall cease.

Section 7.16 - Additional Services

Due to Illinois and/or federal law the District may be required to provide educational services to students outside the regular school year and school day. Any teacher volunteering to perform these additional duties will be compensated on a per diem basis, or an hourly basis, whichever is applicable. The per diem or per hour amount shall be based on the employee's base salary in effect for the school year in which the duties are performed.

Section 7.17- School's Risk Management Committee

All members of the school staff are members of the school's Risk Management Committee and have a responsibility to help prevent accidents and damage to school property. Injuries to people and damage to property can be minimized if all members of the school would take time, while here at school to report any of the following:

- 1) Any defects or deficiencies in machines, i.e., computers, typewriters, copiers, telephone, etc.;
- 2) The existence of any potholes in the parking lots or in the asphalt walkways;
- 3) Any problems with stairs, carpeting, and tiles;
- 4) Any ice or debris on walk area;
- 5) Any unsafe or broken chairs or furniture;
- 6) Any damage to safety signs or devices; and
- 7) Any activities by students, staff, or faculty, which might cause damage.
- 8) Take necessary and reasonable life safety precautions to protect self, students, fellow employees, and visitors.
- 9) Take necessary and reasonable physical property safety precautions to protect equipment, materials, and facilities.
- 10) Observe and report hazardous physical conditions endangering persons and property.

- 11) Observe and report unauthorized persons or suspicious property on school property.

Please report any problems to the Superintendent.

- The Board to provide a form for the employees to use in this regard.
- Employees to submit form, as appropriate.
- Employees shall be available for clarification.
- Board to hold employees harmless for actions or omissions, in this regard, so long as the employee is acting within the scope of his/her employment.

Section 7.18 – Verbal Threats

Any verbal threats from parents or students toward teachers or school personnel may result in a call to the proper authorities as determined by the Administration as soon as practicable.

Section 7.19 – Evaluation

The District shall conduct Teacher evaluations in accordance with the Illinois School Code (105 ILCS 5/24A) and Title 23 of the Illinois Administrative Code Part 50 – Evaluation of Certified Employees.

Section 7.20 – Committee Work

Newly created committees and vacancies on committees shall be posted in accordance with Section 7.11. Interested teachers shall apply in writing (email is acceptable). The Administration shall have final approval over who is selected for a committee, taking into consideration the applicant's skills, and background, the number of committees on which the applicant already participates, and the time commitment associated with those committees. Recognizing that classroom instruction and curriculum development are the teachers' primary focus, and that new teachers undergo an acclimation period, it is recommended that committee work for first and second year teachers shall be limited during their first two years at the District.

ARTICLE VIII - LEAVES OF ABSENCE

Section 8.1 - Sick Leave/Personal Leave

All certified staff subject to this Agreement shall receive sick leave days each school year as follows:

Thirteen (13) days from years 1-10
Sixteen (16) days from years 11-20
Eighteen (18) days from years 21+

Sick leave days shall accumulate to three hundred forty (340) days. This cap (340 days) is a “soft cap,” meaning a teacher with 340 days banked may still have access to and utilize his/her annual allotment of days in a given year, but may not carry over any unused days over and above 340.

At the certified staff member’s option, unused personal leave days may accumulate as unused sick leave days or personal days, to a total of four, or may be compensated at the current substitute pay.

All certified staff shall receive notification during the month of September of the number of accumulated sick leave days. Certified staff on sick leave shall not be responsible for securing substitute teachers in their absence.

- A. Sick Leave: Sick leave is defined as leave of absence from work due to personal illness of the certified staff, doctor’s appointments, mental or behavioral health complications, quarantine at home, or serious illness or death in the immediate family or household, and birth, adoption or placement for adoption. For purposes of this definition, immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, corresponding in-laws, step children, step parents and legal guardians. Certified staff may use these days without loss of pay.

- B. Personal Leave: Certified staff members shall receive three (3) personal days each school year. Certified staff members may use their personal leave days for personal business. The use of personal days is subject to the following conditions:
 - 1. Written notice shall be given to the Superintendent three (3) calendar days prior to leave being taken, except in cases of emergency when notice shall be given as soon as possible before the leave.
 - 2. Personal leave shall not be used in increments of less than one (1) day at a time unless a substitute can be found for a half (1/2) day request.
 - 3. Personal leave shall not be allowed the day immediately before or after a holiday or scheduled vacation. In a case of emergency, personal leave may be granted on these days upon approval of the Superintendent. In a case involving

special circumstances, the employee shall provide two weeks advance notice to the Superintendent who shall then respond to the employee within three (3) days as to whether the personal leave is approved for these days.

4. No more than two (2) employees may use personal leave on a given day.

Consistent with Illinois School Code, the Board reserves the right to request that a physician certify the employee as incapacitated and, therefore, unable to perform his or her usual or ordinary duties. Receipt of such a certificate is a pre-condition to further use of accumulated sick days by the employee, if so requested. Furthermore, if the employee who has been ill is unable to perform the usual or ordinary work duties, the employer may request that the employee obtain a doctor's statement stating that the employee is able to return to work and perform his or her usual and customary duties before the employee is allowed to return to work. In either instance and if so requested, the employer must pay for this exam. This section does not absolve the Board of its responsibility to provide a reasonable accommodation to an employee if required by law. Notwithstanding the above, certified staff members may use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Paid sick leave because of the birth of a child may be used absent medical certification for up to 30 working school days, which days may be used at any time within the 12-month period following the birth of the child.

Section 8.2 - Failure to Return From Leave

Failure to return from a leave of absence within two (2) working days after the expiration date therefrom shall be cause for immediate discharge with loss of all benefits and rights accrued pursuant to the terms of this Agreement provided that the Superintendent notifies the certified staff member, in writing, by certified mail two (2) weeks prior to the expiration of the leave of the date that he/she is scheduled to return from his/her leave of absence. The provisions contained herein shall not apply in cases where it was impossible for the employee to return and evidence of such is provided employer within two (2) working days after the expiration of such leave of absence or as soon as practical.

Section 8.3 - General Leave of Absence Procedures

Leaves of absence for purposes other than those otherwise provided in this Agreement may be obtained by application to the Board. The certified staff member requesting the leave of absence shall submit an application to the Superintendent stating his intent, the reasons for the request, and the anticipated dates for the commencement and duration of the leave.

Upon receipt of the written application for leave, the Superintendent shall submit the application to the Board for its review. Thereafter, the Board may schedule a hearing, at its discretion, on the certified staff member's request for leave. The Board, in its discretion shall determine whether the requested leave shall be granted; furthermore, should such leave be granted, the Superintendent and Teacher shall determine the terms and conditions governing the certified staff member's return from such leave within the scope of what the Board has authorized.

All applications for leaves of absence shall be submitted where possible at least ninety (90) calendar days before the desired commencement date of the leave. Likewise, applications for return from leave of absence shall be submitted to the Superintendent at least ninety (90) calendar days prior to the end of the school year preceding the expected return.

Certified staff returning from approved leave of absence shall be placed on the salary schedule at their prior position unless the certified staff member worked more than ninety (90) school days in the school year in which the leave began, in which event the certified staff member shall be credited with an additional year's experience.

Child Care Leave

Child care leave shall be defined as a leave granted for maternity, paternity, foster, or adoptive parenthood. It is understood that foster parenthood will apply to cases involving children under the age of ten (10) years.

A teacher covered by this Agreement shall be permitted a leave of absence without compensation (except as stated in subparagraph 5 below), without loss of tenure, or position on the salary schedule under the following conditions:

1. If a child care leave is desired, the teacher shall arrange for a meeting with the building principal at least 120 calendar days prior to the anticipated leave. The purpose of this meeting shall be to work out the period of such leave subject to the provisions of this section. In the case of foster or adoptive parenthood, notification of anticipation of a leave shall be given to the building principal at the time the teacher has been notified of eligibility. Such notification of anticipated leave shall be placed on file with the Human Resources Office for a period of one year and renewable each succeeding year.
2. In order to preserve continuity of instruction, it is agreed that a child care leave shall, if at all possible, begin and/or end at a natural break in the quarter or semester. Notification of a teacher's intent to return shall be given to the Superintendent of Schools, or his/her designee, at least sixty (60) calendar days prior to the date his/her leave expires.
3. A child care leave shall not exceed one year, unless mutually extended. A request for extension of a child care leave shall be submitted to the Superintendent of

Schools, or his/her designee, at least sixty (60) calendar days prior to the expiration date of the leave.

4. Upon returning from child care leave, a teacher shall be placed in the position he/she held at the time the leave commenced, if such position still exists, or a position for which he/she is qualified.

5. Certified staff members may use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Paid sick leave because of the birth of a child may be used absent medical certification for up to 30 working school days, which days may be used at any time within the 12-month period following the birth of the child.

FMLA Leave (Family and Medical Leave Act):

Certified staff may at the discretion of the Board be granted consecutive or intermittent unpaid family or medical leave for birth of a child, adoption of a child, serious personal illness or to care for a son, daughter, step child, spouse, or parents of the certified staff who has a serious health condition. Certified staff members may use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Paid sick leave because of the birth of a child may be used absent medical certification for up to 30 working school days, which days may be used at any time within the 12-month period following the birth of the child.

Section 8.4 - Insurance on Leave

If a certified staff member:

- 1) is granted medical leave of absence by the Board,
- 2) the staff member continues as a member of the District's group medical insurance plan, and
- 3) the leave of absence is for less than four (4) months,

then the Board will continue the same payment arrangement regarding the medical insurance premium of that employee during that leave of absence that other employees receive.

If the District had not been paying for that employee's insurance, or if the leave of absence is for four (4) months or more, and all contractual accumulated paid leave (sick or personal) has been exhausted, the certified staff member shall pay the full cost of the insurance premium.

Section 8.5 - Jury Duty Leave

No certified staff member shall suffer loss of pay or benefits due to the loss of time at work caused by serving on jury duty; such staff member refunds to the Board the amount received as payment for such service.

Section 8.6 - Education/Conference Leave

Certified staff may be released, without loss of pay, to attend education meetings or conferences related to improvement of the education program upon approval by the Superintendent. The Board shall pay all necessary fees, including mileage from the school to/and from the conference location, at the current IRS rate, arising from staff attendance of approved education meetings or conferences.

Section 8.7 - Funeral/Bereavement Leave

Each certified staff member shall be granted funeral/bereavement leave of up to three (3) days per year in the immediate family. This does not preclude a staff member from using additional days under the sick leave provision. This leave shall be paid leave. For purposes of this Section, immediate family shall be defined as: parents, spouse, brothers, sisters, children, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, step children, step parents, great grandparents, children-in-law, and legal guardians. These bereavement leave provisions shall be administered in coordination and compliance with the Family Bereavement Leave Act, which may provide additional rights.

ARTICLE IX - WAGES AND BENEFITS

Section 9.1 - Appendices A/Salary Schedule(s)

All full-time certified staff members shall be paid salaries in accordance with the appropriate Appendix attached for that year. Part-time certified staff members shall be paid pursuant to these Appendices on a prorated basis commensurate with the percentage of time for which they are under contract as compared to full-time certified staff. All salaries reflected on the Salary Schedules do not reflect the percentage paid Teachers Retirement contributions paid by the Board on behalf of each certified staff member (see Board-paid percentages on schedules). No compensation shall be paid under this contract which results in the Board being liable to TRS for a penalty under the terms of Public Act 94-004 (relating to increases in creditable earnings greater than 6%).

Section 9.2 - Appendix B/Extra-Curricular Compensation Schedule(s)

Certified staff retained by the Board for assignment to extra-curricular activities shall be compensated pursuant to the provisions of Appendix B attached. This compensation

shall be paid in two (2) equal payments. The first shall be distributed at the mid-point of the activity and second payment at the conclusion of the activity.

Section 9.3 - Mileage Reimbursement

Certified staff who are required to use their personal automobiles for school business when authorized by the Superintendent shall be reimbursed at the current IRS rate for all mileage incurred. All mileage shall be paid from the shortest distance between school or home and to/and from the location.

Section 9.4 - End of Service

Any balance in an employee's contractual salary due to an employee not returning to the District by reason of retirement or whose employment is terminated shall be paid on the next pay period following last regular duty day.

Section 9.5 - Pay Periods and Pay Day

All certified staff shall have the option to receive their salary in eighteen (18) or twenty-four (24) pay periods. Payroll checks shall be regularly issued on the fifth (5th) and the twentieth (20th) of each month. In the event that a scheduled payday falls on the weekend or a holiday, the payday shall be the preceding business day.

Section 9.6 - Reimbursements, Requirements and Longevity

With approval as required in Section 9.11, teachers shall be reimbursed by the Board one hundred twenty dollars (\$120) for each undergraduate credit hour for college courses which have been completed with a grade of B or better. With approval as required in Section 9.11, teachers shall be reimbursed by the Board one hundred eighty dollars (\$180.00) for each graduate credit hour for college courses which have been completed with a grade of B or better. The total number of credit hours that a teacher may receive reimbursement for shall not exceed a total of fifteen (15) credits for each school year (September 1 through August 31).

Reimbursement shall be paid within sixty (60) days following written notification from the appropriate educational institution or an official grade report provided to the Superintendent of the successful completion of the courses. As to courses completed with a grade of B or better during the months of June, July or August, reimbursement will be paid only to those teachers returning to the employment of the District for the immediately following school year. Reimbursement for such summer courses shall be made by the District within sixty (60) days following notification.

Teachers hired by the District for the first time in the 1995-96 school year and thereafter, shall be required to take three (3) hours of coursework or 45 CPDU's for which graduate credit could have been obtained during a three (3) year period in order to continue vertical (experience) advancement down the salary schedule. These

required hours/CPDU's for continued vertical (experience) advancement shall be automatically approved (provided the CPDU's could have received graduate credit) and the Board shall pay the actual cost of these three (3) hours/45 CPDU's or Illinois State University's current tuition rate, whichever is less.

Notwithstanding anything to the contrary contained herein, a teacher shall, at minimum, comply with any requirements of continuing education imposed by the State of Illinois or any regulatory agency thereof, in order to maintain teacher certification.

Further, the District agrees to make a payment on behalf of the teacher, to TRS, which is consistent with the percentage of payment which the Board is making on behalf of the employee for other forms of compensation under this Agreement.

Section 9.7 - Hospitalization/Medical Insurance

All certified staff shall receive group hospitalization and major medical insurance benefits which are no less than those provided the previous year (as set forth in the plan description document). During the term of this Agreement, the Board agrees to maintain Blue Cross/Blue Shield as the District's health insurance provider unless a change in carrier is recommended by the Insurance Committee and approved by the Board as set forth in Section 9.7.2 below. Certified staff shall have, in keeping with past practice, the option to purchase such dependent coverage through payroll deduction for family members provided such option exists under the group policy. If during the term of this collective bargaining agreement, the insurance company initiates action which cancels or substantially changes the policy, the parties agree to renegotiate the terms of the insurance coverage and the Board premium contribution.

During the term of this Agreement, the following shall apply:

Deductible - Minimum amount required by law for HSA plans (for
2024, \$3,200; for 2025 \$3,300)

Unless the insurance company initiates such action described above, the rates for this plan shall be set by September and shall not increase during that school year.

Commencing during the 2009-2010 school year, the parties agree to the establishment of a Health Savings Account (HSA) type of insurance plan.

For the term of this Agreement, the Board shall pay up to the following: per month of the individual's health insurance premium:

2024-2025: \$570/month
2025-2026: \$590/month or 93%, whichever is less
2026-2027: \$610/month or 93%, whichever is less
2027-2028: \$630/month or 93%, whichever is less
2028-2029: \$650/month or 93%, whichever is less

*93% refers to 93% of the average individual coverage premium cost of the plans offered at the District.

The employee shall pay the remainder of the premium cost per month toward the cost of the insurance. The employee's payments toward the health insurance premium shall be allowed on a pre-tax basis as allowed by law. In addition, the Board shall contribute the maximum allowed by the IRS for single coverage (not to exceed \$4,900) into the Health Savings Account of each employee participating in the insurance plan during the term of this Agreement:

New hires shall have their initial Board-paid HSA contribution(s) pro-rated based on when they start working at the District.

The District shall enter into a contract with a group hospitalization and major medical insurance contractor. The District shall make this benefit available to employees and their families that meet the eligibility requirements of the insurance carrier. The insurance carrier shall provide the option to purchase dependent coverage for family members.

Each individual teacher would be responsible for payment of the premium in excess of that amount.

Section 9.7.1 - Cost Containment

The Board reserves the right to institute cost containment measures relative to insurance coverage so long as the basic level of insurance benefits remains substantially similar to the traditional insurance coverage in effect prior to this Agreement. Such changes may include, but are not limited to, mandatory second opinions for elective surgery, pre-admission and continuing admission review, prohibition on weekend admissions except in emergency situations, and mandatory out-patient elective surgery for certain designated surgical procedures.

Section 9.7.2 – Insurance Committee

The parties shall establish an Insurance Committee to include an equal number of representatives of the Union and Administration/Board. The committee shall have at least two but no more than three representatives from each side. For example, if there are three union representatives, there shall be three total Administration/Board representatives consisting of some combination of administrators and board members. The committee may consider items such as insurance carriers, plan design, deductibles and co-pays. Decisions of the committee, including but not limited to whether to change insurance carriers, shall be by majority vote of the full committee. The committee's decisions shall be presented as recommendations to the Board. The Board shall have the discretion to approve or act on the committee's recommendations.

Section 9.8 - Life Insurance

The Board shall provide, at no cost, to each certified staff member a group life insurance policy in the amount of twenty thousand dollars (\$20,000). The certified staff shall also have the option to purchase life insurance coverage for a spouse and/or dependent children or additional life insurance for himself/herself at the group rate provided such benefit is available under the group life insurance policy.

Section 9.9 - Internal Substitution Pay

If a certified staff member is requested to give up his/her preparation period by the Administration to substitute for another certified staff member and the certified staff member agrees, this certified staff member shall be reimbursed twenty-five dollars (\$25.00) for the loss of his/her preparation period.

Section 9.10 - Movement on Salary Schedule

A. Education Movement:

College credit obtained by a teacher from an accredited institution shall apply towards horizontal advancement on the salary schedule provided the teacher has received prior approval in writing from the Superintendent that said course/courses are related to the field of education and are of value to the teacher and/or to the District. However, all coursework in an advanced degree program (Masters or above) related to the field of education shall be automatically approved. The Superintendent's written approval shall be received by the teacher within five (5) working days and shall not be precedential. Horizontal advancement on the salary schedule shall only take place at the beginning of the school year. Said teacher shall be responsible for providing the Superintendent with written proof satisfactory to the Superintendent evidencing that such coursework has been completed with a grade of B or better.

B. Experience Movement:

Employment in the District which begins prior to November 1 and which continues for the duration of the school year shall entitle the teacher to move down vertically one (1) step on the salary schedule. No teacher affected by the continuing education requirement in Section 9.6 - Reimbursements, Requirements and Longevity for Continuing Education, shall be allowed vertical movement for his/her year of experience unless he/she has obtained credit consistent with the requirements set forth in the Section entitled Pay/Reimbursement for Continuing Education. Part-time teachers hired after July 1, 1995 may move down one (1) step only after having sufficient additional experience to equal at least one (1) full step.

Section 9.11 - Voluntary Retirement Incentive

A bargaining unit member may elect to participate in the retirement incentive program provided they must:

- a. Be at least fifty-five (55) years of age by June 30 of the retirement year and have at least twenty (20) years of teaching service at Waltham School District.
- b. Notify the Superintendent in writing of their intention to participate by May 1 up to a maximum of three years prior to the intended year of retirement or no later than May 1 of the year before their last full year of employment. Such notice must be in the form of an irrevocable letter of retirement.
- c. The teacher must be eligible to retire under the Illinois Teacher's Retirement System (TRS) and receive an immediate retirement benefit.
- d. Have sufficient service credit and/or age credit with TRS to exempt the District from the payment of any "employer" penalty or other additional amount to TRS.

Three-year notice:

For teachers who qualify under this provision, and who give a three-year advance notice of retirement, the Board shall increase the teacher's total creditable earnings by six percent (6%) in each of the teacher's last three years of employment in accordance with the following example:

2024-25 total creditable earnings = \$50,000 and teacher gives three-year notice of retirement by May 1, 2025:

2025-26 total creditable earnings = \$53,000.00
2026-27 total creditable earnings = \$56,180.00
2027-28 total creditable earnings = \$59,550.80
Teacher retires at end of 2027-28

Two-year notice:

For teachers who qualify under this provision, and who give a two-year advance notice of retirement, the Board shall increase the teacher's total creditable earnings by six percent (6%) in each of the teacher's last two years of employment in accordance with the following example:

2024-25 total creditable earnings = \$50,000 and teacher gives two-year notice of retirement by May 1, 2025:

2025-26 total creditable earnings = \$53,000.00
2026-27 total creditable earnings = \$56,180.00
26

Teacher retires at end of 2026-27

One-Year notice:

For teachers who qualify under this provision, and who give a one-year advance notice of retirement, the Board shall increase the teacher's total creditable earnings by six percent (6%) in the final year of the teacher's employment in accordance with the following example:

2024-25 total creditable earnings = \$50,000 and teacher gives one-year notice of retirement by May 1, 2025:

2024-25 total creditable earnings = \$53,000.00
Teacher retires at end of 2024-25

In addition, for only those teachers who give a one-year advance notice of retirement, the Board shall pay an end-of-career, non-creditable severance payment equal to fourteen percent (14%) of the teacher's salary in the year before their retirement. This severance payment shall be made after the teacher's last day of work in the District and after the teacher's receipt of his/her final regular paycheck.

The teacher shall continue to perform all duties performed in the year prior to the first year the incentive is paid for the duration of the retirement notice period. If a teacher voluntarily resigns or is removed by the Board from any extra duty assignment following notice of retirement, the calculation of the teacher's six percent (6%) increase shall be reduced by the amount of the extra duty compensation that was being paid to the teacher. An employee shall not be removed from his/her extra duty position by the Board solely to reduce his/her creditable earnings. However, in the event the Board eliminates an extra duty position, the parties will agree on a mutually acceptable substitute assignment.

Notwithstanding any other provision of this agreement or otherwise, a teacher approved for the retirement incentive shall not receive more than a six percent (6%) total increase in his/her total creditable earnings in any year during his/her participation in the retirement incentive.

If approved, a teacher will not be assigned any additional extra duties or TRS reportable duties without the consent of the teacher.

A teacher who commences participation in this incentive, and fails to comply with the provisions herein, including but not limited to completion of his/her remaining years of service following notice of retirement, shall reimburse the District for any increased salary benefit granted under this provision, including tax and pension withholdings. Upon complete reimbursement, the teacher shall be entitled to any general wage increase, which would have been applicable during this period. If an event occurs beyond an employee's control causing said employee to be unable to fulfill the

contractual agreement, but without causing the District a penalty by including the previous years now applicable toward retirement, then the employee will not be held responsible for reimbursement to the District.

This provision is subject to TRS rules and regulations.

Section 9.12 – Bonus Pay

First time Employees to this District, who are hired on or after January 1, 2002 and who have less than five (5) years of public school teaching experience in Illinois, may receive a one (1) time bonus from the District. Under no circumstance shall the amount of that bonus exceed \$2,000.00. The actual amount of the bonus, however, shall be determined at the sole discretion of the Board. The bonus shall be paid to the Employee within thirty (30) days of commencing employment with the District. Further, the District agrees to make a payment on behalf of the teacher, to the TRS, which is consistent with the percentage of payment that the Board is making on behalf of the employee for other forms of compensation under this Agreement. The District agrees any Employee who receives such a bonus, but resigns from employment with the District before working two (2) complete school years for the District, shall repay the bonus. That repayment shall be made within thirty (30) days after the last day on which the Employee worked for the District.

Section 9.13 – National Board Certificate Bonus

In the event an employee earns their National Board Certificate, they will receive a one time bonus of six hundred dollars (\$600.00) paid to the employee after the District receives receipt of the employee's certificate.

Section 9.14 – Classroom Preparation/Breakdown Stipend

In addition to regular access to their classrooms, teachers may elect to access their classrooms for a minimum of three (3) hours prior to the beginning and after the end of the school year to prepare and breakdown their classrooms. This shall occur within approximately one week of the beginning and end of the school year, and the teacher shall notify the Principal or Superintendent of when they access their classroom for this purpose. Teachers who elect to access their classrooms for this specific purpose and for a minimum of three (3) hours shall be compensated \$250 annually for this purpose in light of the changes made to the early dismissal days. Payment shall be made in two equal installments, each being paid on the first regular payroll following confirmation of the teacher's use of this time.

ARTICLE X - TECHNICAL CLAUSES

Section 10.1 - Savings Clause

If any term or provision of this Agreement is, at any time during the life of this Agreement, in conflict with any applicable valid federal or state law, such term or provision shall continue in effect only to the extent permitted by such law. If any term or provision of this Agreement is or becomes invalid or unenforceable, such invalidity or unenforceability shall not effect or impair any other term or provision of this Agreement.

Section 10.2 - Effective Date

This Agreement shall be effective as of August 15, 2024 and shall continue in force and effect until midnight of August 14, 2029. Either party may request commencement for a successor agreement after February 1 of the final year of this Agreement.

Section 10.3 - Duration

This Agreement will not be considered binding until the Union has formally notified the Board, in writing, of official acceptance of this document by the membership and subsequent approval by formal Board of Education action at a public meeting.

Section 10.4 - Complete Understanding

This Agreement, upon ratification, supersedes all prior practices and agreements, whether written or oral, unless expressly stated to the contrary herein, and constitutes the complete and entire agreement between the parties, and concludes collective bargaining for its terms.

ARTICLE XI - DURATION

Section 11.1 - Termination Effect

This Agreement shall be effective as of August 15, 2024 and shall continue in force and effect until Midnight of August 14, 2029. Either party may request commencement for a successor agreement after February 1 of the final year of this Agreement. Thereafter, the parties shall be bound by the terms of the Illinois Education Labor Relations Act should they be unable to reach an Agreement within the time period specified therein. In witness whereof, the parties have executed this Agreement by their duly authorized representatives.

Executed this _____ day of _____, 2024.

Board President

Board Member

Board Secretary

WALTHAM FEDERATION OF TEACHERS, IFT/AFT, AFL-CIO

Union Co-President

Union Co-President

Union Secretary

2024-2025 SALARY SCHEDULE

	Base	48,375										
	Down	750	Across	775								
						BA+40						
	BA+0	BA+8	BA+16	BA+24	BA+32	MA+0	MA+8	MA+16	MA+24	MA+32	MA+40	EDS/PHD
1	48,375	49,150	49,925	50,700	51,475	52,250	53,025	53,800	54,575	55,350	56,125	56,900
2	49,125	49,900	50,675	51,450	52,225	53,000	53,775	54,550	55,325	56,100	56,875	57,650
3	49,875	50,650	51,425	52,200	52,975	53,750	54,525	55,300	56,075	56,850	57,625	58,400
4	50,625	51,400	52,175	52,950	53,725	54,500	55,275	56,050	56,825	57,600	58,375	59,150
5	51,375	52,150	52,925	53,700	54,475	55,250	56,025	56,800	57,575	58,350	59,125	59,900
6	52,125	52,900	53,675	54,450	55,225	56,000	56,775	57,550	58,325	59,100	59,875	60,650
7	52,875	53,650	54,425	55,200	55,975	56,750	57,525	58,300	59,075	59,850	60,625	61,400
8	53,625	54,400	55,175	55,950	56,725	57,500	58,275	59,050	59,825	60,600	61,375	62,150
9	54,375	55,150	55,925	56,700	57,475	58,250	59,025	59,800	60,575	61,350	62,125	62,900
10	55,125	55,900	56,675	57,450	58,225	59,000	59,775	60,550	61,325	62,100	62,875	63,650
11	55,875	56,650	57,425	58,200	58,975	59,750	60,525	61,300	62,075	62,850	63,625	64,400
12	56,625	57,400	58,175	58,950	59,725	60,500	61,275	62,050	62,825	63,600	64,375	65,150
13	57,375	58,150	58,925	59,700	60,475	61,250	62,025	62,800	63,575	64,350	65,125	65,900
14	58,125	58,900	59,675	60,450	61,225	62,000	62,775	63,550	64,325	65,100	65,875	66,650
15	58,875	59,650	60,425	61,200	61,975	62,750	63,525	64,300	65,075	65,850	66,625	67,400
16			61,175	61,950	62,725	63,500	64,275	65,050	65,825	66,600	67,375	68,150
17			61,925	62,700	63,475	64,250	65,025	65,800	66,575	67,350	68,125	68,900
18					64,225	65,000	65,775	66,550	67,325	68,100	68,875	69,650
19					64,975	65,750	66,525	67,300	68,075	68,850	69,625	70,400
20						66,500	67,275	68,050	68,825	69,600	70,375	71,150
21						67,250	68,025	68,800	69,575	70,350	71,125	71,900
22							68,775	69,550	70,325	71,100	71,875	72,650
23							69,525	70,300	71,075	71,850	72,625	73,400
24							70,275	71,050	71,825	72,600	73,375	74,150
25							71,025	71,800	72,575	73,350	74,125	74,900
26									73,325	74,100	74,875	75,650
27									74,075	74,850	75,625	76,400
28											76,375	77,150
29											77,125	77,900

2025-2026 SALARY SCHEDULE

	Base	49,826										
	Down	775	Across	800								
						BA+40						
	BA+0	BA+8	BA+16	BA+24	BA+32	MA+0	MA+8	MA+16	MA+24	MA+32	MA+40	EDS/PHD
1	49,826	50,626	51,426	52,226	53,026	53,826	54,626	55,426	56,226	57,026	57,826	58,626
2	50,601	51,401	52,201	53,001	53,801	54,601	55,401	56,201	57,001	57,801	58,601	59,401
3	51,376	52,176	52,976	53,776	54,576	55,376	56,176	56,976	57,776	58,576	59,376	60,176
4	52,151	52,951	53,751	54,551	55,351	56,151	56,951	57,751	58,551	59,351	60,151	60,951
5	52,926	53,726	54,526	55,326	56,126	56,926	57,726	58,526	59,326	60,126	60,926	61,726
6	53,701	54,501	55,301	56,101	56,901	57,701	58,501	59,301	60,101	60,901	61,701	62,501
7	54,476	55,276	56,076	56,876	57,676	58,476	59,276	60,076	60,876	61,676	62,476	63,276
8	55,251	56,051	56,851	57,651	58,451	59,251	60,051	60,851	61,651	62,451	63,251	64,051
9	56,026	56,826	57,626	58,426	59,226	60,026	60,826	61,626	62,426	63,226	64,026	64,826
10	56,801	57,601	58,401	59,201	60,001	60,801	61,601	62,401	63,201	64,001	64,801	65,601
11	57,576	58,376	59,176	59,976	60,776	61,576	62,376	63,176	63,976	64,776	65,576	66,376
12	58,351	59,151	59,951	60,751	61,551	62,351	63,151	63,951	64,751	65,551	66,351	67,151
13	59,126	59,926	60,726	61,526	62,326	63,126	63,926	64,726	65,526	66,326	67,126	67,926
14	59,901	60,701	61,501	62,301	63,101	63,901	64,701	65,501	66,301	67,101	67,901	68,701
15	60,676	61,476	62,276	63,076	63,876	64,676	65,476	66,276	67,076	67,876	68,676	69,476
16			63,051	63,851	64,651	65,451	66,251	67,051	67,851	68,651	69,451	70,251
17			63,826	64,626	65,426	66,226	67,026	67,826	68,626	69,426	70,226	71,026
18					66,201	67,001	67,801	68,601	69,401	70,201	71,001	71,801
19					66,976	67,776	68,576	69,376	70,176	70,976	71,776	72,576
20						68,551	69,351	70,151	70,951	71,751	72,551	73,351
21						69,326	70,126	70,926	71,726	72,526	73,326	74,126
22							70,901	71,701	72,501	73,301	74,101	74,901
23							71,676	72,476	73,276	74,076	74,876	75,676
24							72,451	73,251	74,051	74,851	75,651	76,451
25							73,226	74,026	74,826	75,626	76,426	77,226
26									75,601	76,401	77,201	78,001
27									76,376	77,176	77,976	78,776
28											78,751	79,551
29											79,526	80,326

2026-2027 SALARY SCHEDULE

	Base	51,321										
	Down	800	Across	825								
						BA+40						
	BA+0	BA+8	BA+16	BA+24	BA+32	MA+0	MA+8	MA+16	MA+24	MA+32	MA+40	EDS/PHD
1	51,321	52,146	52,971	53,796	54,621	55,446	56,271	57,096	57,921	58,746	59,571	60,396
2	52,121	52,946	53,771	54,596	55,421	56,246	57,071	57,896	58,721	59,546	60,371	61,196
3	52,921	53,746	54,571	55,396	56,221	57,046	57,871	58,696	59,521	60,346	61,171	61,996
4	53,721	54,546	55,371	56,196	57,021	57,846	58,671	59,496	60,321	61,146	61,971	62,796
5	54,521	55,346	56,171	56,996	57,821	58,646	59,471	60,296	61,121	61,946	62,771	63,596
6	55,321	56,146	56,971	57,796	58,621	59,446	60,271	61,096	61,921	62,746	63,571	64,396
7	56,121	56,946	57,771	58,596	59,421	60,246	61,071	61,896	62,721	63,546	64,371	65,196
8	56,921	57,746	58,571	59,396	60,221	61,046	61,871	62,696	63,521	64,346	65,171	65,996
9	57,721	58,546	59,371	60,196	61,021	61,846	62,671	63,496	64,321	65,146	65,971	66,796
10	58,521	59,346	60,171	60,996	61,821	62,646	63,471	64,296	65,121	65,946	66,771	67,596
11	59,321	60,146	60,971	61,796	62,621	63,446	64,271	65,096	65,921	66,746	67,571	68,396
12	60,121	60,946	61,771	62,596	63,421	64,246	65,071	65,896	66,721	67,546	68,371	69,196
13	60,921	61,746	62,571	63,396	64,221	65,046	65,871	66,696	67,521	68,346	69,171	69,996
14	61,721	62,546	63,371	64,196	65,021	65,846	66,671	67,496	68,321	69,146	69,971	70,796
15	62,521	63,346	64,171	64,996	65,821	66,646	67,471	68,296	69,121	69,946	70,771	71,596
16			64,971	65,796	66,621	67,446	68,271	69,096	69,921	70,746	71,571	72,396
17			65,771	66,596	67,421	68,246	69,071	69,896	70,721	71,546	72,371	73,196
18					68,221	69,046	69,871	70,696	71,521	72,346	73,171	73,996
19					69,021	69,846	70,671	71,496	72,321	73,146	73,971	74,796
20						70,646	71,471	72,296	73,121	73,946	74,771	75,596
21						71,446	72,271	73,096	73,921	74,746	75,571	76,396
22							73,071	73,896	74,721	75,546	76,371	77,196
23							73,871	74,696	75,521	76,346	77,171	77,996
24							74,671	75,496	76,321	77,146	77,971	78,796
25							75,471	76,296	77,121	77,946	78,771	79,596
26									77,921	78,746	79,571	80,396
27									78,721	79,546	80,371	81,196
28											81,171	81,996
29											81,971	82,796

2027-2028 SALARY SCHEDULE

	Base	53,373										
	Down	825	Across	850								
						BA+40						
	BA+0	BA+8	BA+16	BA+24	BA+32	MA+0	MA+8	MA+16	MA+24	MA+32	MA+40	EDS/PHD
1	53,373	54,223	55,073	55,923	56,773	57,623	58,473	59,323	60,173	61,023	61,873	62,723
2	54,198	55,048	55,898	56,748	57,598	58,448	59,298	60,148	60,998	61,848	62,698	63,548
3	55,023	55,873	56,723	57,573	58,423	59,273	60,123	60,973	61,823	62,673	63,523	64,373
4	55,848	56,698	57,548	58,398	59,248	60,098	60,948	61,798	62,648	63,498	64,348	65,198
5	56,673	57,523	58,373	59,223	60,073	60,923	61,773	62,623	63,473	64,323	65,173	66,023
6	57,498	58,348	59,198	60,048	60,898	61,748	62,598	63,448	64,298	65,148	65,998	66,848
7	58,323	59,173	60,023	60,873	61,723	62,573	63,423	64,273	65,123	65,973	66,823	67,673
8	59,148	59,998	60,848	61,698	62,548	63,398	64,248	65,098	65,948	66,798	67,648	68,498
9	59,973	60,823	61,673	62,523	63,373	64,223	65,073	65,923	66,773	67,623	68,473	69,323
10	60,798	61,648	62,498	63,348	64,198	65,048	65,898	66,748	67,598	68,448	69,298	70,148
11	61,623	62,473	63,323	64,173	65,023	65,873	66,723	67,573	68,423	69,273	70,123	70,973
12	62,448	63,298	64,148	64,998	65,848	66,698	67,548	68,398	69,248	70,098	70,948	71,798
13	63,273	64,123	64,973	65,823	66,673	67,523	68,373	69,223	70,073	70,923	71,773	72,623
14	64,098	64,948	65,798	66,648	67,498	68,348	69,198	70,048	70,898	71,748	72,598	73,448
15	64,923	65,773	66,623	67,473	68,323	69,173	70,023	70,873	71,723	72,573	73,423	74,273
16			67,448	68,298	69,148	69,998	70,848	71,698	72,548	73,398	74,248	75,098
17			68,273	69,123	69,973	70,823	71,673	72,523	73,373	74,223	75,073	75,923
18					70,798	71,648	72,498	73,348	74,198	75,048	75,898	76,748
19					71,623	72,473	73,323	74,173	75,023	75,873	76,723	77,573
20						73,298	74,148	74,998	75,848	76,698	77,548	78,398
21						74,123	74,973	75,823	76,673	77,523	78,373	79,223
22							75,798	76,648	77,498	78,348	79,198	80,048
23							76,623	77,473	78,323	79,173	80,023	80,873
24							77,448	78,298	79,148	79,998	80,848	81,698
25							78,273	79,123	79,973	80,823	81,673	82,523
26									80,798	81,648	82,498	83,348
27									81,623	82,473	83,323	84,173
28											84,148	84,998
29											84,973	85,823

2028-2029 SALARY SCHEDULE

	Base	55,508										
	Down	850	Across	875								
						BA+40						
	BA+0	BA+8	BA+16	BA+24	BA+32	MA+0	MA+8	MA+16	MA+24	MA+32	MA+40	EDS/PHD
1	55,508	56,383	57,258	58,133	59,008	59,883	60,758	61,633	62,508	63,383	64,258	65,133
2	56,358	57,233	58,108	58,983	59,858	60,733	61,608	62,483	63,358	64,233	65,108	65,983
3	57,208	58,083	58,958	59,833	60,708	61,583	62,458	63,333	64,208	65,083	65,958	66,833
4	58,058	58,933	59,808	60,683	61,558	62,433	63,308	64,183	65,058	65,933	66,808	67,683
5	58,908	59,783	60,658	61,533	62,408	63,283	64,158	65,033	65,908	66,783	67,658	68,533
6	59,758	60,633	61,508	62,383	63,258	64,133	65,008	65,883	66,758	67,633	68,508	69,383
7	60,608	61,483	62,358	63,233	64,108	64,983	65,858	66,733	67,608	68,483	69,358	70,233
8	61,458	62,333	63,208	64,083	64,958	65,833	66,708	67,583	68,458	69,333	70,208	71,083
9	62,308	63,183	64,058	64,933	65,808	66,683	67,558	68,433	69,308	70,183	71,058	71,933
10	63,158	64,033	64,908	65,783	66,658	67,533	68,408	69,283	70,158	71,033	71,908	72,783
11	64,008	64,883	65,758	66,633	67,508	68,383	69,258	70,133	71,008	71,883	72,758	73,633
12	64,858	65,733	66,608	67,483	68,358	69,233	70,108	70,983	71,858	72,733	73,608	74,483
13	65,708	66,583	67,458	68,333	69,208	70,083	70,958	71,833	72,708	73,583	74,458	75,333
14	66,558	67,433	68,308	69,183	70,058	70,933	71,808	72,683	73,558	74,433	75,308	76,183
15	67,408	68,283	69,158	70,033	70,908	71,783	72,658	73,533	74,408	75,283	76,158	77,033
16			70,008	70,883	71,758	72,633	73,508	74,383	75,258	76,133	77,008	77,883
17			70,858	71,733	72,608	73,483	74,358	75,233	76,108	76,983	77,858	78,733
18					73,458	74,333	75,208	76,083	76,958	77,833	78,708	79,583
19					74,308	75,183	76,058	76,933	77,808	78,683	79,558	80,433
20						76,033	76,908	77,783	78,658	79,533	80,408	81,283
21						76,883	77,758	78,633	79,508	80,383	81,258	82,133
22							78,608	79,483	80,358	81,233	82,108	82,983
23							79,458	80,333	81,208	82,083	82,958	83,833
24							80,308	81,183	82,058	82,933	83,808	84,683
25							81,158	82,033	82,908	83,783	84,658	85,533
26									83,758	84,633	85,508	86,383
27									84,608	85,483	86,358	87,233
28											87,208	88,083
29											88,058	88,933

Appendix B

	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
7-8 Basketball, Boys	\$ 4,011	\$ 4,131	\$ 4,255	\$ 4,425	\$ 4,602
5-6 Basketball, Boys	\$ 2,181	\$ 2,246	\$ 2,314	\$ 2,406	\$ 2,502
7-8 Basketball, Girls	\$ 4,011	\$ 4,131	\$ 4,255	\$ 4,425	\$ 4,602
5-6 Basketball, Girls	\$ 2,181	\$ 2,246	\$ 2,314	\$ 2,406	\$ 2,502
Track	\$ 2,181	\$ 2,246	\$ 2,314	\$ 2,406	\$ 2,502
<u>Asst. Track (over 20 Kids)</u>	\$ 1,090	\$ 1,123	\$ 1,157	\$ 1,203	\$ 1,251
7-8Volleyball, Girls	\$ 4,011	\$ 4,131	\$ 4,255	\$ 4,425	\$ 4,602
5-6 Volleyball, Girls	\$ 2,181	\$ 2,246	\$ 2,314	\$ 2,406	\$ 2,502
Cheerleading	\$ 1,090	\$ 1,123	\$ 1,157	\$ 1,203	\$ 1,251
Art Fair Coordinator	\$ 806	\$ 830	\$ 855	\$ 889	\$ 925
Science Fair Coordinator	\$ 870	\$ 896	\$ 923	\$ 960	\$ 998
History Fair Coordinator	\$ 870	\$ 896	\$ 923	\$ 960	\$ 998
Library Coordinator	\$ 1,362	\$ 1,403	\$ 1,445	\$ 1,502	\$ 1,563
<u>Academic Team</u>	\$ 1,090	\$ 1,123	\$ 1,157	\$ 1,203	\$ 1,251
8th Grade Sponsor	\$ 859	\$ 885	\$ 911	\$ 948	\$ 985
<u>Music Stipend</u>	\$ 806	\$ 830	\$ 855	\$ 889	\$ 925
Yearbook Sponsor	\$ 679	\$ 700	\$ 721	\$ 750	\$ 779
Bowling	\$ 1,090	\$ 1,123	\$ 1,157	\$ 1,203	\$ 1,251
Assistant Bowling	\$ 363	\$ 374	\$ 385	\$ 401	\$ 417
Golf	\$ 1,090	\$ 1,123	\$ 1,157	\$ 1,203	\$ 1,251
Assistant Golf	\$ 363	\$ 374	\$ 385	\$ 401	\$ 417
<u>Student Initiative Program 4@150</u>	\$ 1,212	\$ 1,248	\$ 1,286	\$ 1,337	\$ 1,390
Total Cost with out TRS	\$ 34,396	\$ 35,428	\$ 36,491	\$ 37,951	\$ 39,469