

AGREEMENT BETWEEN

**BOARD OF EDUCATION
RICHMOND-BURTON COMMUNITY HIGH SCHOOL
DISTRICT #157**

AND

**RICHMOND EDUCATION ASSOCIATION
AN AFFILIATE OF
ILLINOIS EDUCATION ASSOCIATION
AND
NATIONAL EDUCATION ASSOCIATION**

August 2019 – July 2024

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ARTICLE I RECOGNITION

- 1.1** The Board of Education of Richmond-Burton Community High School District #157, McHenry County, Illinois, hereinafter referred to as the “Board,” recognizes the Richmond Education Association, affiliated with the IEA-NEA, hereinafter referred to as the “Association,” as the negotiating agent for all full-time and part-time certified teaching personnel. Part-time employees will participate and be entitled to receive fringe benefits on a pro-rata basis or as otherwise outlined in this Agreement. The Dean position shall be excluded from the Association.
- 1.2** The term employee, when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as determined in Section 1.1 above.
- 1.3** The Board agrees not to negotiate with any other employees’ organization or individual with regard to items contained in this Agreement unless otherwise provided for in the Agreement or unless mutually agreed to by the parties during the term of this Agreement. It is understood and agreed, however, that the Board, Administration, individual employees, or group of employees in the District retain their right to discuss problems relating to educational matters, which are beyond the scope of salaries and the terms covered by the Agreement.

ARTICLE II NEGOTIATIONS PROCEDURE

2.1 *SCOPE*

The parties agree that their duly designated representative shall negotiate in good faith. Good faith, for the purpose of this Agreement, is defined as the willingness of both parties to meet, discuss the issues, and make proposals and counterproposals in an effort to reach an agreement. It does not imply acquiescence or concession to either party’s demands either in whole or in part. Each party shall select its own representatives. Each negotiation team shall consist of no fewer than three (3) and no more than six (6) members. The Association and Board agree to negotiate with respect to salaries, fringe benefits, negotiation and grievance procedures, and other conditions of employment as contained in the Agreement.

2.2 *AUTHORITY TO NEGOTIATE*

Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counterproposals, and to seek tentative agreements. Tentative agreements shall be reduced to writing and initialed, and upon final agreement the entire contract shall be submitted to the Association for ratification and subsequently to the Board for adoption.

2.3 *NEGOTIATION PROCEDURE*

Negotiations shall begin no later than April 15. The Association and Board committees shall mutually exchange all contract items at the first meeting. Subsequent meetings shall be scheduled at dates and times mutually agreed upon.

2.4 *IMPASSE PROCEDURE*

Impasse procedures shall be followed according to Public Act 98-0513 or as amended by legislative action.

2.5 *BARGAINING MEETINGS*

Bargaining meetings shall be closed sessions. Dates of meeting shall be determined by mutual agreement. Meetings will be held in a place mutually acceptable to the parties. The next meeting will be set prior to adjournment of the “current” negotiating session.

2.6 *CONTRACT DISTRIBUTION*

Within thirty- (30) to forty-five (45) days after the team chief negotiators approve the proof copy of the Agreement, the Board shall have sufficient copies of the Agreement prepared and delivered to the Association for its distribution to each teacher in the District and an additional amount of copies for the Board’s purposes. The cost of word processing and copying the contract will be pro-rated, and each party shall pay for its respective share.

ARTICLE III PROFESSIONAL GRIEVANCE PROCEDURES

- 3.1** A grievance is defined to be a complaint in writing that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement.
- 3.2** Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the building Administration and/or their superiors and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given an opportunity to be present at such adjustment.
- 3.3** Any matter not specifically covered by any provision of this Agreement as well as any matter reserved solely to the discretion of the Board by the statutes of the State of Illinois and/or by the terms of this Agreement is not a grievance and will not be construed as a grievance.
- 3.4** No reprisals of any kind shall be taken by the Board of Education or the school Administration against any teacher because of his/her participation in any of these grievance procedures.
- 3.5** The failure of a teacher or the Association to act within the limits herein will act as a bar to any further appeal, and an Administrator's failure to file the decision within such time limits shall permit the grievance to proceed to the next step. The time limits shall be extended by mutual consent.
- 3.6** Hearings and conferences held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend.

3.7 Grievances shall be processed as follows:

Step 1: The teacher or the Association may present the grievance in writing to the Principal who will arrange for a hearing to take place within ten (10) days after the receipt of the grievance. The Association representative, the grievant, and the Principal shall be present for the hearing. The principal shall provide a written answer to the grievance and the Association within ten (10) days after the hearing. The filing of a grievance at this step must be within twenty (20) days from the date of the occurrence of the event giving rise to the grievance.

Step 2: If the grievance is not resolved at Step 1, then the Association may refer the grievance to the superintendent or his/her official designee within ten (10) days after receipt of the Step 1 answer. The Superintendent shall arrange for a hearing with the representative of the Association grievance committee to take place within ten (10) days of his/her receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the superintendent shall have ten (10) days in which to provide his/her written decision with reasons to the Association.

Step 3: If the grievance is not resolved in Step 2, then the Association may refer the grievance to the Board within ten (10) days after Step 2 to be heard at a formal hearing of the Board. The Board shall arrange for the formal hearing to take place at the next regularly scheduled meeting of the Board after receipt of the request. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the formal hearing, the Board shall have ten (10) days in which to provide a written decision with reasons to the Association.

Step 4: If the grievance is not resolved at Step 3, the Association may submit the grievance to binding arbitration. A request to enter into such arbitration shall be submitted in writing by the Association to the Board and the American Arbitration Association within twenty (20) days after receipt of the Board's written decision. The arbitration proceeding shall be conducted in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association. The decision of the arbitrator shall be binding.

- a. Neither the Board nor the Association shall be permitted to present the Association grounds or evidence before the arbitrator which were not disclosed to the other party in writing at least ten (10) days prior to the arbitration hearing.
- b. The arbitrator shall have no power to amend, modify, or ignore or add to the provisions of the Agreement. His/her authority shall be limited to deciding only the issue or issues presented to him/her.
- c. Each party shall bear the full cost for its representation in the arbitration. The cost of the arbitrator, the American Arbitration Association, and court reporter shall be shared equally between the Board and the Association.

3.8 "Days" in this section shall be days that the administration office is open.

3.9 The parties may mutually agree to skip steps in the procedures.

ARTICLE IV HOLD HARMLESS

4.1 *HOLD HARMLESS*

The Association agrees to indemnify and hold the Board, its members, officers, agents and employees harmless from and against any and all claims, demands, actions, suits, orders, judgments or other forms of liability “monetary or otherwise” brought or issued against the Board and for all legal costs that may arise out of or by reason of any action taken or not taken by the Board for the purpose of complying with the above provisions of this section or in reliance on any list, notice, certification, affidavit or assignment furnished under such provisions.

ARTICLE V

ASSOCIATION AND TEACHER RIGHTS AND RESPONSIBILITIES

5.1 Employees, as defined in ARTICLE I, shall have the right to join or not join the Association. The Board and the Association shall not discriminate against any employee for reason of membership or non-membership in the Association or the institution of any grievance or proceeding under this Agreement.

5.2 ***RIGHT OF REPRESENTATION***

When an employee is required to appear before the Board concerning any matter, which could adversely affect the employee's employment or the employee's salary, the employee shall be entitled to have an Association Executive Board Member of his/her choice present. Further, when an employee is required to appear before the Board, the employee shall be advised in writing, at least three (3) calendar days before the scheduled meeting with the Board, of the reasons for the requirement. This clause shall not apply to the conferences held between administrators and teachers pursuant to the normal routine evaluation procedures of the District.

5.3 ***RIGHT TO REVIEW—PERSONNEL FILE***

The official file of all materials related to an employee shall exist at the Administrative Center Office. Each employee shall have the right to review the contents of said employee's personnel file, with the exception of pre-employment confidential materials, and to attach and place therein written reactions to the contents. The employee may review his/her file upon reasonable advance notice—submitted to the Superintendent and/or his/her designee during the regular hours established for the Central Office. The employee shall acknowledge that he/she has seen such material by affixing his/her signature on the actual copy to be filed. The signature does not indicate agreement with the content of the materials. The employee may not remove any materials from said file; however, copies of materials shall be made for the employee (at his/her expense) if requested. An employee shall be informed in writing of material being placed in the employee's file that is derogatory to an employee's conduct or service.

5.4 ***DUES DEDUCTION***

At the request of the employee, the Board shall deduct from each employee's pay the current dues of the Association, provided that the Board has an employee-executed authorization for continuing dues deduction, the amount of which shall be annually certified by the Association. The Association shall furnish the authorization form. The authorization form shall remain in effect from year to year, except that the employee may revoke it between September 1 and September 15 of any year. Upon receipt of any revocation, the Board shall notify the Association in writing of same. The district will remit to the Association all dues deductions to which they are entitled by the end of each month.

5.5 ***MEETING, NOTICES, AND GENERAL INFORMATION***

The Association shall have the right, upon approval of the building Principal or Superintendent, to use the school buildings for meetings provided that such meetings do not interfere with instructional and/or extra-curricular programs. The Association will reimburse any out-of-pocket expenses as a result of said meeting(s) to the District. The Association may use teacher school mailboxes and teacher lounge bulletin boards for Association matters, and the Superintendent shall be given a copy of all open communications for his/her approval. If approved by the building Principal, the Association shall be allowed reasonable use of computers and duplicating equipment. The Association will pay for all consumable materials used. No school equipment shall be removed from the premises or used for political purposes.

5.6 ASSOCIATION MATTERS—BOARD AGENDA

The Board will recognize at regular Board meetings, as an item for consideration under “Public Discussions,” matters brought to its attention by the Association so long as these matters are made known in writing to the Superintendent five (5) working days prior to the regular meeting, provided that such matters may not constitute the bringing or processing of grievances, professional negotiations, collective bargaining proposals, or personnel matters.

5.7 ASSOCIATION—SUPERINTENDENT CONSULTATION

The Association President or Designee shall be given the opportunity to speak on a regular basis with the Superintendent with respect to matters pertaining to employment conditions prior to Board action.

5.8 PERTINENT INFORMATION

The Board will make available to the President of the Association a copy of the Board agenda, treasurer’s report and each monthly Board packet, with the exception of confidential materials. The Board will make available to the Association, in response to written requests, public information including annual financial reports, audits, and adopted budgets.

5.9 REPRESENTATIVE TO LOCAL, STATE, NATIONAL CONVENTION

Should the Association send one representative to a local, state, or national conference or other workshops or seminars pertinent to Association affairs, this representative shall be excused without loss of salary for a period not to exceed three (3) days per school year providing the Association shall reimburse the District for the cost of substitute teachers. The President of the Association shall submit a written notification for leave to the Superintendent fifteen (15) days prior to the date of departure. All expenses are the responsibility of the Association. Arrangements for substitute teachers will be made in accordance with school procedures. It is understood that this provision will expire when the Association has utilized three (3) days in an academic school year.

ARTICLE VI EMPLOYMENT CONDITIONS

6.1 SCHOOL CALENDAR

The Board shall establish for the coming year a school calendar that does not exceed one hundred eighty-five (185) school days. The calendar shall contain no more than one hundred eighty (180) employee workdays.

6.2 EMPLOYEE WORK DAY

The intended normal employee workday shall be a seven (7) hour – thirty- (30) minute workday, beginning no earlier than 7:30a.m. Employees are required to be in the building twenty-five (25) minutes before the beginning of first period and twenty-seven (27) minutes after the end of last hour. During each workday the employee shall be entitled to a duty-free lunch period equal to that specified in the School Code of Illinois, Section 24-9. The administration shall have the right to schedule “Early Bird” classes and assign teachers to those classes. In the event a teacher is assigned to teach this period, his/her employment day shall end twenty-seven minutes after the teacher’s last period, including planning and supervisory periods. Specifically, the workday shall consist of five (5) assignments, one (1) duty and (1) preparation period one (1) semester, and the alternate semester will consist of five (5) assignments and two (2) preparation periods. Both semesters shall include a duty-free one-half (1/2) hour lunch. Teachers shall not be required to attend more than three (3) after school- teacher meetings per month. Should the District wish to move to an alternate form of scheduling, the contract may be opened to negotiate the need to change the schedule.

Teachers shall be required to attend both Open House and Parent/Teacher Conferences. Open House will be held from 7:00 p.m. to 8:30 p.m. Parent/Teacher Conferences will run two (2) days. On the first day of Parent/Teacher Conferences, teachers will be dismissed at 1:50 p.m. Conferences on that day will run from 3:30 p.m. to 8:30 p.m. with a one-half (1/2) hour dinner break provided. On the second day of conferences (students not in attendance), a 7:30 a.m. to 12:30 p.m. conference schedule will be followed with teacher dismissal at 12:30 p.m. These Parent/Teacher Conference days will be scheduled on the last two days of the work week. Teacher attendance is **requested** at graduation. All teachers **shall** attend Freshman Orientation Night and be allowed to leave at 12 p.m. on the day prior to winter break.

6.2.1. EARLY DISMISSAL

Teachers will be dismissed every Friday 15 minutes after the end of the student attendance day. Teachers will be in their classrooms 15 minutes prior to the beginning of the student attendance day and remain in their classrooms until 15 minutes after the end of the student attendance day Monday through Thursday. The only exception to being in their classroom applies to the volunteer supervisors who will supervise the campus for assigned 20-minute periods before and after school as their assigned supervision. For liability reasons, coaches will be dismissed at the end of the teaching day if they are coaching a sport.

6.2.2. SPECIAL EDUCATION CASELOAD MANAGEMENT

Special education teachers hired to manage a special education caseload will have a modified workday consisting of: five (5) assignments, one (1) preparation period, and one (1) period to manage the special education caseload assigned to each individual, managed by building Principal. Both semesters shall include a duty-free one-half (1/2) hour lunch. Should the District wish to move to an alternate form of scheduling, the contract may be opened to negotiate the need to change the schedule.

6.3 NOTIFICATION OF ASSIGNMENTS

All employees shall be given notice of their tentative assignments for the forthcoming year no later than July 1st preceding the new school term. In the event changes in such assignments are required, the employee affected shall be notified promptly, in writing. The employee shall be allowed to resign if such proposed change is not acceptable.

6.3.1 OVERLOAD ASSIGNMENTS

Overload assignments will be rotated on a semester basis among candidates with at least a satisfactory or higher score on their last evaluation. The criteria for the overload assignment is as follows:

1. Alignment of current teaching assignment
2. Seniority within possible candidates
3. Satisfactory or above on previous evaluation

Before implementing any overload assignment, the assignment shall be discussed with the lead teacher and teacher. Once a teacher meeting the above criteria completes an overload assignment, their name is placed on the bottom of the list for the next assignment offered.

The Board acknowledges that it is desirable to limit the number of involuntary overload assignments to those which are reasonably necessary to meet the District's obligations to students which cannot be financially and/or otherwise effectually accomplished through the addition of regular full-time or part-time staff.

6.4 ASSIGNMENT OF DUTIES OR RESPONSIBILITIES

When it is necessary for a building Administrator to make any duty assignments outside the basic classroom function of instruction as an extra assignment, it shall be first offered to, but not limited to, all certified teachers on a voluntary basis. If the Administration is unable to fill said assignments on a volunteer basis, they retain the right to assign such duties. These involuntary assignments will be rotated on a fair and equitable basis within the attendance center staff.

6.5 VACANCIES, PROMOTIONS, AND TRANSFERS

The Superintendent will post in the school building a notice of all vacancies in positions as they occur. Except in the case of an emergency, no vacancy shall be filled until such vacancy shall have been posted for at least five (5) working days. An email notification through the current staff directory listing the possible vacancy/vacancies shall also be required. Denial of requests to fill vacancy shall be in writing. Denials of a request for transfer shall be in writing. In the event involuntary transfers are necessary, the employee affected by such involuntary transfer shall receive consideration in a subsequently requested transfer.

6.6 PREPARATION OF PAYROLL

Payrolls shall be prepared by the business office and shall be filed for audit and future reference. Salary checks shall be issued every two (2) weeks on Friday. The first pay period of each year will commence after the 26th pay period of the previous cycle. All salary checks shall be deposited via direct-deposit to a bank account of the employee's choice. All extra duty and extra-curricular checks shall be deposited, in a separate transaction from payroll, via direct-deposit to a bank account of the employee's choice. Direct deposit account changes to be managed on a quarterly basis unless an account has been closed where immediate action is required.

6.7 NUMBER OF INSTALLMENTS

Teachers shall receive their salaries in twenty-six (26) installments. Employees who terminate their employment effective at the close of the school year will receive the remainder of their salary as per their contract. Extra-curricular pay shall be paid in two (2) installments. The first installment shall be paid the pay period immediately following the halfway point of the activity or scheduled sports season (excluding playoffs) and the last payment will be at the completion of the activity or sport's season (including playoffs).

6.8 SALARY ADJUSTMENTS

- a. It shall be the responsibility of any teacher who wishes advancement on the salary schedule to have on file in the Superintendent's office a transcript of credits showing the total college credit hours earned since the teacher's last degree was conferred. Prior to taking a course the teacher shall seek approval of the principal by submitting a "Request for Approval of Additional Coursework" form. After securing approval and upon completion of the course, the teacher shall submit an official transcript from the college or university. In the event the university is unable to process the transcript in a timely manner, a letter from the university indicating completion of the course or degree will be acceptable until the transcript arrives. Coursework must be completed prior to the deadline dates as follows: September 1, November 1, January 1, March 1, May 1, and July 1. Salary adjustments will go into effect the first pay period of each of the months listed above.
- b. When a salary change is made, the teacher shall receive from the Superintendent's office a written confirmation of the change stating the new salary.
- c. Any assignments above and beyond the normal load as defined above shall be compensated on the basis of 1/10 of the teacher's base salary per semester. Such salary shall be added to the regular paycheck of said teacher.
- d. Part-time employees shall advance on the salary schedule as do full-time employees (one step per year of service) and shall be paid at the appropriate fraction of each step. Example: Step BA6 pays \$10,000. Employee A is a 75% employee and is paid \$7,500. The following year, employee A is paid at 75% of Step BA7 on that year's schedule.

6.9 IN-SCHOOL SUBSTITUTIONS

The District will attempt to provide substitute teachers. In the event that this is impossible, staff members will be paid for voluntary substitution at the rate of \$29.00 (twenty-nine) per period.

6.10 EXTRA-CURRICULAR SUPERVISION

- a. No teacher shall be required to supervise or chaperon more than one school activity per school year on a non-compensated basis excluding all functions that arise out of extra-curricular duties. All teachers shall be included in homecoming supervisory tasks, and this will be counted as the one (1) supervision task. Each additional extra-curricular supervision will be compensated for at the rate shown in the Extra-Curricular Salary Schedules in Appendix B-1 and B-2 of this Agreement.
- b. Issuance of extra-curricular contracts of the succeeding school year shall be issued prior to the end of the preceding school year, based upon completion of evaluation and recommendations of the evaluator(s).

6.11 SENIORITY

Seniority shall be defined as the accumulated, full-time service as a teacher in District #157 and shall begin to be calculated upon the first day of actual service performed in and for District #157. Seniority is only accrued on full-time service.

Service is defined to be interrupted upon the release of a teacher from his/her position as a full-time employee in District #157. The administration shall furnish the Association with a seniority list as prescribed by the present law and by the following:

- A. An overall seniority list shall be furnished by length of continuing service at Richmond Burton High School.
- B. A second seniority list shall be furnished that ranks teachers by seniority within a department accompanied by each teacher's subject area certifications and/or endorsements.
- C. An annual list of all courses being offered the following school year which includes the certifications necessary to teach them on or before December 1.

6.12 PREVIOUS EXPERIENCE CREDIT

Teachers new to the District shall receive credit for all previous experience as a certified teacher up to seven (7) years. After that, credit will be granted on the basis of one (1) year for every two (2) years of experience.

6.13 ADDITIONAL TEACHING ASSIGNMENTS

As the need arises, evening or summer school classes may be offered at the discretion of the Board of Education. When these classes are deemed to be needed, the position(s) shall be posted, as are all other staff vacancies. Final approval of the specifics as to length of course etc. as well as of the instructor shall be by the Board of Education.

Pay rates for these additional teaching assignments shall be determined as part of the regular negotiation procedure. These monetary items shall be covered in Appendix E, which is a part of this contract. (Refer to Appendix E—ADDITIONAL TEACHING ASSIGNMENTS).

6.14 ADDITIONAL SERVICES

In the event that the District must use a current teacher as a language interpreter, the District agrees to pay the teacher \$50 per incident. A substitute teacher shall also be provided if the requesting time frame takes place during that teacher's school day/hours.

In the event that the District needs tests read due to accommodations outlined in a 504/IEP plan that prevents a staff member from receiving their lunch and/or preparation period, the staff member will be compensated at the in-school substitution rate.

ARTICLE VII EVALUATION

- 7.1** No formal evaluation shall take place until the building Principal or evaluator acquaints each teacher under his/her supervision with the evaluation procedures and instruments. The building Principal or evaluator shall advise each teacher who shall observe and evaluate the teacher's performance in a course whose content is fully devoted to the certification of the teacher on file with the district.
- 7.2** A formal classroom evaluation shall be defined as one involving a classroom visitation for a minimum of forty-five (45) minutes at a time, or an observation of a complete lesson, or an observation of an entire class period, and a written evaluation of the visitation followed by a conference between the evaluator and the teacher. Such conference shall be scheduled within seven (7) school days of the visitation.
- 7.3** The evaluator shall formally evaluate each teacher using the district evaluation instrument. Any material changes in the instrument will require faculty input. All formal evaluations shall be done with the full knowledge of the teacher.
- 7.4** Non-tenured teachers shall be formally evaluated at least twice each year. Tenured teachers shall, if necessary, be formally evaluated at least once each year. No tenured teacher shall be dismissed for reasons of classroom performance without having been formally evaluated at least twice during the year of dismissal.
- 7.5** The evaluator shall provide the teacher both constructive assistance to improve the quality of instruction as well as a written statement of deficiencies. Suggestions for improving deficiencies shall be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the teacher.
- 7.6** The teacher shall sign copies of the written evaluation and receive a copy of said evaluation. If the teacher feels that his/her formal evaluation is incomplete, inaccurate, or unjust, he/she may put his/her objections in writing. The evaluator shall sign the teacher's objection, if any, a copy of which shall be given to the teacher and one copy attached to the evaluation report to be placed in the teacher's official personnel file.
- 7.7** Nothing contained herein shall limit the right of Administration to utilize informal observations and other first-hand evaluative criteria for considering competency of any teacher. Any informal observations, which are to be used to evaluate the employee, shall be reduced to writing and discussed with the employee prior to being placed in the teacher's personnel file.
- 7.8** Any grievance filed relative to the ARTICLE VII shall be limited to violations of the specific procedures as outlined in Sections 7.1 through 7.7. All other aspects of evaluation, including but not limited to, criteria, instruments, or personalities, shall not be grievable.
- 7.9** ***TEACHER ASSESSMENT***
- For all evaluation tools and procedures, refer to the **Evaluation Manual for District #157**. The evaluation instrument shall be designed in accordance with legislative requirements. The administration and the Association shall form a committee to jointly develop the evaluation instrument.

ARTICLE VIII REDUCTION IN FORCE

Reduction in teachers shall be accomplished as follows:

- 8.1** Before the Board makes any reduction in teachers, it shall notify the Richmond Education Association, IEA-NEA, in writing, regarding such reduction.
- 8.2** When such reduction is required among tenured teachers, the Administration shall attempt same by attrition. Attrition as used herein is defined as a reduction in teaching force caused by: (1) retirement of a teacher; (2) voluntary resignation of a teacher. If this is not possible, then reductions shall be in accordance with the Illinois School Code. If, after the above factors have been applied, and there are two (2) or more teachers of equal standing, the teacher or teachers to be terminated will be determined by lot.
- 8.3** Written notification of termination will be given to non-tenured teachers not less than forty-five (45) days before the end of the school year. Written notification of termination will be given to tenured teachers not less than sixty (60) days before the end of the school year.
- 8.4** Tenured teachers who are honorably dismissed shall be placed on a recall list for a period of two (2) years from the end of the school term of the year of the dismissal. Should the Board employ teachers during this period of time, they shall first offer employment to those tenured teachers honorably dismissed who are certified for the position. In no case shall such re-employment be incumbent upon the acceptance of extra-curricular assignments other than those which the teacher had prior to dismissal. It shall be the responsibility of those honorably dismissed teachers to inform the Board of Education of their current address. If the teacher does not respond within fifteen (15) days of receipt of recall notification, they will be removed from the recall list. Recall will be in accordance with Section 8.3 above.

ARTICLE IX LEAVES

9.1 SICK LEAVE

Each non-tenured employee shall be entitled to twelve (12) days sick leave per school year. Tenured teachers shall be entitled to fifteen (15) days of sick leave per school year, except that a tenured teacher who has completed at least fifteen (15) years of teaching service in the District and who has at least one hundred fifty (150) days of accumulated leave as of the end of the previous term shall be granted twenty (20) days of sick leave per year. Part-time employees shall receive the number of sick days equal to their percentage of employment (i.e., 70% non-tenured employee would receive 8.4 sick days—"day" shall be defined as the individual teacher's contractual day). All unused sick leave shall be allowed to accumulate up to a maximum of three hundred forty (340) days available for use, plus the days available for the use in the current year. If a tenured teacher receiving twenty (20) days due to one hundred fifty (150) days of accumulated sick leave falls below 150 days at the end of the previous term said teacher shall receive fifteen (15) days a year until they have one hundred fifty (150) days at the end of the previous school term. Teachers new to TRS after the effective date of SB 1 shall be allowed to accumulate to one hundred eighty (180) days. In the event SB 1 is repealed, teachers new to TRS after the effective date shall be allowed to accumulate up to a maximum of three hundred forty (340) days.

Sick leave shall be determined to mean personal illness, quarantine at home, serious illness or death in one's immediate family or household. Pregnancy related disabilities shall be treated as sick leave. Immediate family shall mean parents, spouse, brothers, sisters, children, step-children, grandchildren, grandparents, parents-in-law, brothers/sisters-in-law, aunts, uncles, great aunts, great uncles, and legal guardians. Sick leave shall be based upon increments of quarter (1/4) day. Two periods would be determined a quarter day.

9.1.1 SICK DAY BANK

- a. Enrollment Period: There shall be automatic enrollment to the Sick Leave Bank for all teachers in Richmond-Burton Community High School District. Teachers shall contribute one (1) sick leave day to a common bank to be administered by the Association. Newly employed teachers who do not desire membership in the Sick Leave Bank shall notify the Association within the first month of employment on a form provided by the Association. Failure to notify the Association shall result in automatic deduction. Membership shall be automatic from year to year with a maximum contribution of one (1) day per year, if needed. Membership may be terminated if the Association is notified in writing within the first month of school. However, once a teacher withdraws his/her membership from the Sick Leave Bank, the teacher cannot reapply for membership in future years. Such withdrawal shall forever preclude such teacher from future participation in the plan. The District shall notify all new teachers of this benefit.
- b. Withdrawals from Bank: The Sick Day Bank shall be administered by the REA executive board.

Any teacher who has been a full time employee of the District for three (3) years or less may be granted up to twenty (20) total sick days per school year from the teacher bank. In the event that more than twenty (20) days are needed, the teacher must present his/her case to the executive REA committee. At the committee's request, the teacher may receive up to, but not more than, an additional eighty (80) days.

Any teacher who has been a full time employee of the district for four (4) years or longer may be granted up to fifty (50) total sick days per school year from the teacher bank. In the event that more than fifty (50) days are needed, the teacher must present his/her case to the executive REA

committee. At the committee's request, the teacher may receive up to but no more than an additional seventy-five (75) days.

All given amounts of days are subject to the total days that are available in the sick bank. The given days shall accumulate from year to year with a maximum lifetime benefit of two hundred (200) days per individual. A physician's statement shall be included with each request.

In the event that more than one person applies for sick bank days at the same time and the requests shall deplete the sick bank, the committee shall determine how many days are awarded to each individual.

- c. Accumulation of Days: Days remaining in the bank at the end of the year shall not be returned to contributing teachers but rather shall be retained in the bank, up to a maximum of three hundred (300) at any one time, for the following year.

In the event that the maximum number of days is reached in the sick bank (300 days), the District shall not take any more days from each member employee. This shall be monitored on a year by year basis. The sick day bank number at the beginning of the year shall determine this process.

In the event that all the members' days are not needed to completely fill the bank, the remaining days shall be divided by the total number of members and those days shall be rewarded back to each member with the amount being rounded up to the nearest quarter of a day.

- d. The Association and its members shall indemnify and hold harmless the Board and its employees against any and all claims, demands, suits, or other forms of liability that may arise out of, or by reason of, any action taken by the Board or its employees for the purpose of complying with this article, unless said liability arises as a result of willful and wanton misconduct by the Board or its employees for the purpose of complying with this article.

9.2 PERSONAL/PROFESSIONAL DAYS

9.2.1 Each full-time teacher shall be entitled to two (2) days. These days may be used for Personal and/or Professional Days not to exceed the two (2) days. All unused Personal Days will be converted to sick days for the following school year.

9.2.2 Any leave requested by the Administration shall be considered an Administrative leave. Such leave shall not be considered as a professional/personal leave under Section 9.2 of this contract.

9.2.3 The Board shall reimburse the teacher for reasonable expenses. Receipts for all expenses claimed shall be turned in to the Administration. Examples of reasonable expenses are: mileage, meals, fees, required purchases, and overnight lodging. Reimbursement is subject to prior administrative approval.

9.2.4 A teacher desiring a Professional Day shall request it at least ten (10) school days in advance. The teacher shall provide the Administration with an agenda or letter describing the activity.

9.2.5 The Administration shall approve Professional Days based on:

- a. An examination of the agenda or letter submitted
- b. How the workshop pertains to what the teacher is teaching for the existing academic year
- c. An overall view of how the workshop will enhance the respective instructional area

9.3 PERSONAL DAYS

9.3.1 A teacher desiring a Personal Day shall notify the Administration at least forty-eight (48) hours in advance by submitting a "Personal Day Request Form." In the event of an emergency, written notice shall be submitted after the fact.

9.3.2 Personal Days shall not:

- a. Precede or follow school holidays or vacation
- b. Be used as a personal holiday
- c. Be taken or granted after May 15 of the school year without definition of purpose in writing to the Superintendent

9.3.3 Personal Days or portions thereof may be taken in the event:

- a. Teacher is in an "off road" snowbound situation.
- b. Teacher has car trouble, which prevents timely arrival for the start of the school day.
- c. Any personal emergency that would require the teacher to miss a scheduled school day. This emergency must be documented to get approval from the Administration.

9.3.4 Due to scarcity of substitutes the Administration may limit the number of leaves per day at their discretion.

9.4 MATERNITY / PATERNITY LEAVE

Maternity leave may be granted to tenured teachers in accordance with the following:

- a. A tenured teacher seeking a maternity leave must submit a written request to the Board for such leave at least sixty (60) calendar days prior to the effective date of the maternity leave. The teacher must attest, as part of her written request for maternity leave, her agreement that her continued contractual employment (tenure) will terminate upon the end of said maternity leave unless she has submitted a written notice of her intent to return to her teaching position. The notice of intent must be submitted to the Board at least sixty (60) days prior to the termination date of said leave. Maternity leaves shall be uncompensated leaves of absence. However, the employee's available sick days may be used towards maternity leave.
- b. If the requesting teacher delivers during a school year but prior to the first of April, the said maternity leave shall be the remainder of the school year. If the teacher delivers on or after the first of April but before the start of the following school year, the said maternity leave shall be the first semester of the following school year.
- c. Paternity leave may be granted to tenured teachers in accordance with the following:
 1. A tenured teacher seeking paternity leave must submit a written request to the Board for such leave at least sixty (60) calendar days prior to the effective date of the paternity leave.
 2. The total length of paid leave cannot exceed ten (10) school days.
 3. Paternity leaves shall be uncompensated leaves of absence. However, the employee's available sick days, not to exceed ten (10) days, may be used towards paternity leave.

In the case of adoption or placement for adoption, leave may be granted in accordance with the following:

- a. The number of available sick leave days a teacher may use shall not exceed sixty (60) sick leave days per occasion (e.g., the adoption of twins shall constitute one occasion).
- b. A teacher may use available sick leave for any legitimate adoption related activity that cannot be conducted outside the workday (e.g., overseas travel, court appearance, etc.). However, once the child(ren) is/are placed, if the teacher elects to use any portion of the his/her remaining sixty (60) day sick leave allotment for adoption or placement for adoption, he/she must use it within the first twelve (12) weeks following placement and it must not be used on an intermittent basis.

9.5 UNCOMPENSATED SICK LEAVES OF ABSENCE

Any teacher or certified personnel who becomes ill or physically incapacitated and who has used all allowable sick leave during any school year, shall be granted an uncompensated leave of absence for the duration of said school year. In case of any disagreement between the teacher and the Board of Education as to the necessity of such leave of absence, the Board of Education may require the certificate of a medical doctor of the Board's choice evidencing such disability and the evidence of the doctor shall be final. The Board shall pay all accrued medical fees for this examination.

9.6 RIGHTS OF LEAVE

Any teacher on leave authorized by the Board shall be accorded the opportunity, if the carrier approves, to maintain at their expense, the insurance benefits to which an employee would have been entitled were the employee regularly employed.

9.7 SABBATICAL LEAVE

The Board of Education shall grant sabbatical leave as per the Illinois School Code.

9.8 LEGAL LEAVE

Any employee called for jury duty or who is subpoenaed to testify during work hours in any judicial or administrative matter including Education Labor Relations Board proceedings or requested attendance during an arbitration or fact-finding proceeding, shall be paid his/her full compensation for such time with no loss of any leave, seniority, or loss of any other benefits. Teachers called to jury duty will suffer no loss of pay because of jury service, but the Board will deduct the amount received by the teacher for such service, excluding mileage and food allowance.

9.9 UNPAID FAMILY LEAVE

9.9.1 Definition:

As used in this section:

- a. "Eligible teacher" means a teacher who has been employed by the District for a least twelve (12) months and has at least 1,250 hours of service with the District during the previous academic term.
- b. The term "academic term" means that portion of the school year, July 1 to the following June 30, when school is in actual session.
- c. The term "equivalent position" shall mean any position for which an eligible teacher is certified and legally qualified to teach with compensation and benefits equal to or better than the compensation and benefits received by an eligible teacher prior to being granted a leave under this section.
- d. Other terms shall be defined in the Family and Medical Leave Act (P.L. 103-3) and rules and regulations as promulgated by the United States Department of Labor.

9.9.2 Leaves:

Eligible teachers shall be granted a total of up to twelve (12) workweeks of unpaid leave during any academic year for one or more of the following reasons:

- a. The birth of a child
- b. The adoption of a child or the placement of a foster child
- c. To care for a spouse, son, daughter, or parent who has serious health conditions, and
- d. A serious health condition that makes the employee unable to perform his/her job

9.9.3 Notification:

In any case in which the necessity for leave under subparagraphs 9.9.2a or 9.9.2b above is based upon an expected birth or placement, the eligible teacher shall provide the Superintendent at least sixty (60) days written notice before the date the leave is to begin, of the teacher's intention to take leave under such subparagraph. Where due to unforeseen circumstances, such notice is not practicable, said teacher shall provide as early a notice as practicable.

In any case in which the necessity for leave under subparagraph 9.9.2c or 9.9.2d is based upon illness or a serious health condition, the eligible teacher shall make every reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the district, subject to the approval of the health care provider. The eligible teacher shall provide the superintendent with not less than 60 days written notice before the date the leave is to begin, of the teacher's intention to take the leave. Where due to unforeseen circumstances such notice is not practicable, the teacher shall provide as early a notice as practicable.

9.9.4 End of Academic Term

More than five (5) weeks prior to the end of an academic term, the Superintendent can require the leave to extend to the end of the academic term if the leave is of at least three (3) weeks and the return to employment would occur within three (3) weeks of the end of the academic term;

Less than five (5) weeks prior to the end of the academic term, the Superintendent can require the leave to extend to the end of the academic term if the leave is of at least two (2) weeks and the return to employment would occur within two (2) weeks of the end of the academic term; and

Less than three (3) weeks prior to the end of the academic term, the Superintendent can require the leave to extend to the end of the term if it is greater than five (5) working days.

ARTICLE X EMPLOYEE COMPENSATION AND FRINGE BENEFITS

10.1 SCHOOL YEAR—SALARY SCHEDULE

The salary schedule, including the extra-curricular schedule, shall be as set forth in the appendices and attached to and made a portion of this Agreement for informational purposes. The salary schedule shall be based on a one hundred eighty-five (185) day school year.

A. Salary Schedule

1. The teacher's salary schedule, with annual increments, shall be based upon the assumption of continued successful teaching.
2. Increments and/or any salary increases may be denied members of the teaching staff whose service is regarded as below acceptable standards, professional achievement, professional preparation and certification as defined by the criteria for evaluating classroom teacher success. Teachers who are denied increments or salary increases shall be notified of such denial no later than forty-five (45) days prior to the last day of the school year.
3. It is understood that this list of criteria is not intended to be an exhaustive list of all possible criteria of successful teaching characteristics.
4. Teacher planning is careful and definite.
 - a. Instructional objectives, immediate and long term, are clearly defined. There is evidence of following this plan.
 - b. There is evidence of knowledge of the subject being taught.
 - c. There is provision for individual differences.
 - d. There is evidence of effective class and group work.
 - e. Skill mastering should be evident.
5. Classroom atmosphere encourages intellectual activities.
 - a. Students are being taught self-direction and democratic principles.
 - b. Furniture arrangement gives utility to the room.
 - c. Visual aids, bulletin boards, maps, globes, and student projects are utilized both for direct instruction and aesthetic quality of the classroom.
 - d. General room appearance reflects good housekeeping habits by both teacher and student.

6. The teacher shall:
 - a. Be expected to be professional in his/her appearance, grooming, and manner and to use common sense in selection of working attire.
 - b. Maintain sound emotional adjustment and possess self-control.
 - c. Demonstrate warmth, love, understanding, and concern for students, individually and as a group.
 - d. Be punctual to work, with reports and with assignments.
 - e. Assume responsibility for maintaining good order in his/her classroom and accept a share of responsibility for good order in halls, playgrounds, and all parts of the building or campus.
 - f. Conduct him/herself in a professional manner with other staff members, administration, students, parents, and community.
 - g. Observe the rules and policies of District #157.

B. Extra Duty Compensation:

1. The teacher's salary schedule shall include a schedule of compensation for additional duties.
2. Additional voluntary duties must be officially assigned by the Superintendent and under the following conditions:
 - a. The teacher shall receive a written notification of assignment of additional duties and the amount of remuneration.
 - b. All legal deductions shall be made at the time payments for special assignments are made.

10.2 HOSPITALIZATION AND MAJOR MEDICAL

The Board shall furnish, at its expense, a health insurance policy for individuals with a \$1200.00 deductible, in addition to a \$500 annual medical reimbursement, subject to IRS guidelines. The Board will also provide such coverage for any part-time employee who has previously been employed on a full-time basis. In either case, family coverage shall be allowed by payroll deduction. Optical insurance could be added coverage at the expense of the employee if insurance plan would provide it.

10.2.1 The Board will provide term life insurance in the amount shown in the Benefit Schedule (Appendix C) for each full-time employee. The Board will also provide such coverage for any part-time employee who has previously been employed on a full-time basis.

10.2.2 The Board shall furnish, at its expense, dental insurance for the employee. Family coverage for dental insurance shall be allowed by payroll deduction at the employee's expense.

10.2.3 Insurance Advisory Committee (IAC)

- a. The Insurance Advisory Committee shall be comprised of three (3) members to be appointed by the Superintendent and three (3) members to be appointed by the Association President. The IAC shall meet not less than semi-annually. The IAC shall advise the Board and the Union on issues related to the Group Medical Insurance Plan (“GMIP”), including:
 - 1) risk and premiums;
 - 2) coverage;
 - 3) carrier/vendor/Third Party Administrator;
 - 4) available options;
 - 5) structure of insurance coverage;
 - 6) other issues related to the GMIP.
- b. The IAC shall receive from the District and Union all information necessary to adequately study these issues.
- c. An agenda of matters to be discussed by either party shall be provided to the other, in writing, no less than three (3) workdays prior to an IAC meeting.
- d. Any recommendation of the IAC shall be negotiated by both the Board and the Union prior to implementation.
- e. The IAC shall initiate its meetings by October 1st each year. It shall submit its recommendation to the Board no later than January 30th. If no recommendation is made to the Board by January 30th, then the parties shall proceed to abide by the provisions of paragraph (d) of this subsection. If either party rejects the recommendation in part or in whole or fails to take action within thirty (30) days of the recommendation, then the parties shall proceed to abide by the provisions of paragraph (d) of this subsection.

10.3 MILEAGE

Mileage shall be paid for all authorized travel required by the district at the rate of the “IRS allowable”.

10.4 CREDIT UNION/TSA DEDUCTION

The Board shall provide employees the opportunity to have deducted from their paychecks contributions to employee credit unions. No more than two (2) changes of credit union deductions may be made per school year upon receipt of a thirty- (30) day notice.

10.4.1 Tax Sheltered Annuity Deduction

Payroll deductions for TSA's shall be allowed. The Board agrees to recognize those presently being utilized. In accordance with IRS regulations, a valid salary reduction agreement under a Section 403(b) annuity program must be legally binding, apply only to compensation earned by the employee while the agreement is in effect, and be irrevocable with respect to compensation earned while the agreement is in effect. TSA changes will take place according to the "Payroll Cutoff and Pay Day Schedule" supplied yearly by the school finance director. If the board chooses to use a Third Party Administrator (TPA) to administer the TSA, the Board will cover all administrative costs associated with the TPA.

10.5 ADVANCEMENT ON THE SALARY SCHEDULE

Full-time teachers who take approved courses at an accredited institution of high learning shall be reimbursed at the rate of \$325 per semester hour with an annual cap of \$2925. If teacher takes courses within their assigned teacher subject (as well as parameters outlined below), cap will no longer be enforced.

An approved course is one which the Superintendent or designee has pre-approved in writing. Approval shall be granted to graduate courses in the teacher's current field, i.e.: directly related to courses being taught by the teacher in the regular program of the District, or curriculum, instruction, assessment, classroom management, or instructional technology courses aligned directly with district initiatives, or any course required as part of an approved graduate program.

Teachers who are enrolled in graduate courses beyond the Master's degree, shall be granted approval for classes on the "list of approved courses" jointly developed each semester by the Superintendent/Principal and Association Representative.

In the event the District requires a teacher to take coursework or acquire a license/certificate, the cost of such coursework, licensure, or certification shall be paid in full by the District and not considered tuitions reimbursement.

Teachers enrolled in courses leading to an administrative certificate will be reimbursed according to the guidelines outlined above. If the teacher leaves the District with 3 years of obtaining an administrative certificate, the teacher is responsible for paying 100% of the reimbursed costs back to the District immediately.

10.6 LEAD TEACHERS

For all evaluation tools and procedures, refer to the **Evaluation Manual for District #157**.

Lead teacher salary shall appear in Appendix D as attached to this Agreement.

10.7 NEW POSITIONS

Whenever a new extra-curricular position or ancillary instructional position such as lead teacher, department head, coordinator, director, or any other instructional position that is an adjunct to the regular teaching position is created by the Board, the salary for this new position will be determined through negotiations between a committee appointed by the Board and a similar Richmond Education Association committee. The Richmond Education Association committee shall be given thirty (30) days notice of such negotiations. Such negotiations shall attempt to equate the new position with a comparable position on the extra-curricular salary schedule.

10.8 CURRICULUM DEVELOPMENT

Teachers who write curriculum should receive compensation at the rate of twenty-nine (\$29.00) per hour. Curriculum writing shall remain a voluntary activity. Curriculum writing compensations shall accrue for any time spent writing new curricula, assessments for the collection of data to satisfy the state standards or updating established curricula, provided such time has been approved by the Superintendent or designee in writing. Teachers who volunteer to work on School Improvement Planning or non-voluntary committee work as approved by the Administration shall be paid at the same rate as those teachers who write curriculum.

10.9 EARLY BIRD CLASSES

The administration shall have the right to schedule “Early Bird” classes and assign teachers to those classes as outlined below. In the event a teacher is assigned to teach this period, his/her employment day shall end twenty-seven minutes after the teacher’s last period, including planning and supervisory periods.

It is understood that if “early bird” classes are necessary the following will apply:

1. The early bird class option shall be a voluntary teaching assignment.
2. Early bird teachers will not be responsible for attending Monday morning department/faculty meetings, but they will be responsible for obtaining any missed information.

ARTICLE XI EARLY RETIREMENT POLICY

11.1 Upon reaching age 55, all tenured teachers with a minimum of fifteen (15) years of teaching experience at Richmond-Burton Community High School #157 will be eligible to apply under the Richmond-Burton Early Retirement Policy.

- A. The program is in addition to the Illinois State Teacher's Retirement System's Early Retirement Option (ERO). Richmond-Burton District #157 will, as required by law, abide by the regulations set forth by the Teacher Retirement System's applicable legislation.
- B. Richmond-Burton District #157 Early Retirement Policy will be as set forth below:
 1. In addition to the Teacher Retirement System's Early Retirement Option, the Board will increase the salary of each teacher, who has more than 25 years of teaching experience at Richmond Burton High School #157, six percent (6) for their last four years of teaching (excluding their step) provided the teacher informs the Board of Education of their election to retire no later than July 15 of the year preceding the retirement year for the six percent (6%) increases. The retirement increase is predicated upon successfully completing the year(s) of teaching preceding retirement. After the Board approves the retirement, the teacher is removed from the salary schedule and their salary is calculated as outlined above. Should a teacher recant on retirement, they will repay District #157 the retirement bonus with interest immediately. The District reserves the right and the employee consents to the District making withholdings from the employees' future salary to recoup the retirement bonus.
 2. In addition to the Teacher Retirement System's Early Retirement Option, the Board will increase the salary of each teacher, who has 20-24 years of teaching experience at Richmond Burton High School #157, four percent (4) for their last four years of teaching (excluding their step) provided the teacher informs the Board of Education of their election to retire no later than July 15 of the year preceding the retirement year for the four percent (4%) increases. The retirement increase is predicated upon successfully completing the year(s) of teaching preceding retirement. After the Board approves the retirement, the teacher is removed from the salary schedule and their salary is calculated as outlined above. Should a teacher recant on retirement, they will repay District #157 the retirement bonus with interest immediately. The District reserves the right and the employee consents to the District making withholdings from the employees' future salary to recoup the retirement bonus.
 3. In addition to the Teacher Retirement System's Early Retirement Option, the Board will increase the salary of each teacher, who has 15-19 years of teaching experience at Richmond Burton High School #157, two percent (2) for their last four years of teaching (excluding their step) provided the teacher informs the Board of Education of their election to retire no later than July 15 of the year preceding the retirement year for the two percent (2%) increases. The retirement increase is predicated upon successfully completing the year(s) of teaching preceding retirement. After the Board approves the retirement, the teacher is removed from the salary schedule and their salary is calculated as outlined above. Should a teacher recant on retirement, they will repay District #157 the retirement bonus with interest immediately. The District reserves the right and the employee consents to the District making withholdings from the employees' future salary to recoup the retirement bonus.
 4. If the in-district teaching credit is met as outlined above, the pay increase will be factored into the last four (4) years of salary.
 5. In any given year, the Board of Education may limit participation to thirty percent (30%) of those eligible applicants for the Early Retirement Policy. The right to participate is based upon seniority in District #157.

- C. The teacher, upon retirement, shall no longer be a member of the Richmond Education Association.
- D. The Richmond Education Association and Richmond-Burton Community High School #157 Board of Education agree to re-open the Article on the Early Retirement Policy if the Early Retirement Option (ERO) is not renewed. Both parties agree that this reopening is exclusively for the Early Retirement Policy and is for no other Articles, Sections, Subsections, or other portions of this Agreement.

11.1.1 Reimbursement for Unused Sick Days

- A. Accumulated unused sick days for non-TRS credible service at the maximum allowable days of fifty (50) will be reimbursed to retirees at the current substitute teacher daily pay rate.
- B. Compensation will be paid to the retiree by the last pay in the month of September following retirement.
- C. Such salary is not considered TRS earnings but is subject to IRS guidelines.
- D. Request for such payment must occur by April 1st in the year of retirement.
- E. Due to circumstances out of anyone's control, during the remainder for the school year, calculations can be adjusted.
- F. Teachers new to TRS after the effective date of SB1 shall be eligible for reimbursement for unused sick days as outlined above, given they have accumulated a minimum of 135 sick days.

ARTICLE XII EFFECT OF AGREEMENT

12.1 This Agreement shall become effective on August 1, 2019, and shall continue in effect until July 31st, 2024. The Agreement may be continued by mutual consent.

12.2 The certificated teaching employees represented by the Association agree not to strike or engage in or support or encourage any concerted refusal to render full and complete services in the school district or to engage in or support any activity whatsoever which would disrupt in any manner the operation of the school except as provided under the Illinois Collective Bargaining Act. If any of the above actions should occur, the Association loses its recognition as exclusive representative organization of those employees as defined in Article I.

12.3 The terms and conditions set forth in the Agreement represent the full and complete understanding between the parties and may be modified only through written mutual consent of the parties. It is understood the Board retains all rights, powers, and authority of the Board not specifically limited by the language of this Agreement. The Board shall take no action which will violate any of the specific provisions of this Agreement.

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

12.5 *COMPLETE UNDERSTANDING*

This agreement constitutes the full and complete agreement of the parties and may be altered, changed, or modified only through the voluntary, mutual consent of the parties in a written, signed amendment to this agreement.

12.6 *NO STRIKE*

The teachers and the Association agree there shall be no strike, work stoppage, slowdown, boycott, picketing or other interruption or impeding of work during the term of this Agreement.

12.7 *MANAGEMENT RIGHTS*

The Board shall not be required to bargain over inherent managerial policy which shall include the following areas of discretion or policy: (1) the functions of the Board, (2) standards of service, (3) the Board's overall budget, (4) selection of new employees, (5) direction of all employees.

This Agreement is signed this _____ day of _____, 2019, in witness thereof:

FOR: RICHMOND EDUCATION ASSOCIATION

Ryan Carlson, President
Richmond Education Association

Eileen Stecker, Secretary
Richmond Education Association

FOR: BOARD OF EDUCATION
RICHMOND-BURTON COMMUNITY HIGH SCHOOL DISTRICT #157

Michelle Graham, President
Board of Education
Richmond-Burton Community High School District #157

_____, Secretary
Board of Education
Richmond-Burton Community High School District #157

APPENDIX A-1

TEACHING SALARY SCHEDULE: August 2019 – July 2020

Salary Schedule FY20

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
1	\$44,210.79	\$45,316.06	\$46,448.96	\$50,513.17	\$51,776.00	\$53,070.40	\$54,397.16
2	\$45,316.06	\$46,448.96	\$47,610.19	\$51,776.00	\$53,070.40	\$54,397.16	\$55,757.09
3	\$46,448.96	\$47,610.19	\$48,800.44	\$53,070.40	\$54,397.16	\$55,757.09	\$57,151.01
4	\$47,610.19	\$48,800.44	\$50,020.45	\$54,397.16	\$55,757.09	\$57,151.01	\$58,579.79
5	\$48,800.44	\$50,020.45	\$51,270.97	\$55,757.09	\$57,151.01	\$58,579.79	\$60,044.28
6	\$50,020.45	\$51,270.97	\$52,552.74	\$57,151.01	\$58,579.79	\$60,044.28	\$61,545.39
7	\$51,270.97	\$52,552.74	\$53,866.56	\$58,579.79	\$60,044.28	\$61,545.39	\$63,084.02
8	\$52,552.74	\$53,866.56	\$55,213.22	\$60,044.28	\$61,545.39	\$63,084.02	\$64,661.12
9	\$53,866.56	\$55,213.22	\$56,593.55	\$61,545.39	\$63,084.02	\$64,661.12	\$66,277.65
10	\$55,213.22	\$56,593.55	\$58,008.39	\$63,084.02	\$64,661.12	\$66,277.65	\$67,934.59
11		\$58,008.39	\$59,458.60	\$64,661.12	\$66,277.65	\$67,934.59	\$69,632.96
12		\$59,458.60	\$60,945.07	\$66,277.65	\$67,934.59	\$69,632.96	\$71,373.78
13		\$60,945.07	\$62,468.69	\$67,934.59	\$69,632.96	\$71,373.78	\$73,158.13
14		\$62,468.69	\$64,030.41	\$69,632.96	\$71,373.78	\$73,158.13	\$74,987.08
15		\$64,030.41	\$65,631.17	\$71,373.78	\$73,158.13	\$74,987.08	\$76,861.76
16			\$67,271.95	\$73,158.13	\$74,987.08	\$76,861.76	\$78,783.30
17			\$68,953.75	\$74,987.08	\$76,861.76	\$78,783.30	\$80,752.88
18			\$70,677.59	\$76,861.76	\$78,783.30	\$80,752.88	\$82,771.71
19			\$72,444.53	\$78,783.30	\$80,752.88	\$82,771.71	\$84,841.00
20			\$74,255.65	\$80,752.88	\$82,771.71	\$84,841.00	\$86,962.02
21				\$82,771.71	\$84,841.00	\$86,962.02	\$89,136.07
22				\$84,841.00	\$86,962.02	\$89,136.07	\$91,364.48
23				\$84,841.00	\$86,962.02	\$89,136.07	\$91,364.48
24				\$84,841.00	\$86,962.02	\$89,136.07	\$91,364.48
25						\$91,364.48	\$93,648.59
26						\$91,364.48	\$93,648.59
27						\$91,364.48	\$93,648.59
28						\$93,648.59	\$95,989.80
29						\$93,648.59	\$95,989.80
30						\$93,648.59	\$95,989.80

Salary Schedule Includes TRS/THIS

APPENDIX A-2

TEACHING SALARY SCHEDULE: August 2020 – July 2021

Salary Schedule FY21

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
1	\$45,316.06	\$46,448.96	\$47,610.19	\$51,776.00	\$53,070.40	\$54,397.16	\$55,757.09
2	\$46,448.96	\$47,610.19	\$48,800.44	\$53,070.40	\$54,397.16	\$55,757.09	\$57,151.01
3	\$47,610.19	\$48,800.44	\$50,020.45	\$54,397.16	\$55,757.09	\$57,151.01	\$58,579.79
4	\$48,800.44	\$50,020.45	\$51,270.97	\$55,757.09	\$57,151.01	\$58,579.79	\$60,044.28
5	\$50,020.45	\$51,270.97	\$52,552.74	\$57,151.01	\$58,579.79	\$60,044.28	\$61,545.39
6	\$51,270.97	\$52,552.74	\$53,866.56	\$58,579.79	\$60,044.28	\$61,545.39	\$63,084.02
7	\$52,552.74	\$53,866.56	\$55,213.22	\$60,044.28	\$61,545.39	\$63,084.02	\$64,661.12
8	\$53,866.56	\$55,213.22	\$56,593.55	\$61,545.39	\$63,084.02	\$64,661.12	\$66,277.65
9	\$55,213.22	\$56,593.55	\$58,008.39	\$63,084.02	\$64,661.12	\$66,277.65	\$67,934.59
10	\$56,593.55	\$58,008.39	\$59,458.60	\$64,661.12	\$66,277.65	\$67,934.59	\$69,632.96
11		\$59,458.60	\$60,945.07	\$66,277.65	\$67,934.59	\$69,632.96	\$71,373.78
12		\$60,945.07	\$62,468.69	\$67,934.59	\$69,632.96	\$71,373.78	\$73,158.13
13		\$62,468.69	\$64,030.41	\$69,632.96	\$71,373.78	\$73,158.13	\$74,987.08
14		\$64,030.41	\$65,631.17	\$71,373.78	\$73,158.13	\$74,987.08	\$76,861.76
15		\$65,631.17	\$67,271.95	\$73,158.13	\$74,987.08	\$76,861.76	\$78,783.30
16			\$68,953.75	\$74,987.08	\$76,861.76	\$78,783.30	\$80,752.88
17			\$70,677.59	\$76,861.76	\$78,783.30	\$80,752.88	\$82,771.71
18			\$72,444.53	\$78,783.30	\$80,752.88	\$82,771.71	\$84,841.00
19			\$74,255.65	\$80,752.88	\$82,771.71	\$84,841.00	\$86,962.02
20			\$76,112.04	\$82,771.71	\$84,841.00	\$86,962.02	\$89,136.07
21				\$84,841.00	\$86,962.02	\$89,136.07	\$91,364.48
22				\$86,962.02	\$89,136.07	\$91,364.48	\$93,648.59
23				\$86,962.02	\$89,136.07	\$91,364.48	\$93,648.59
24				\$86,962.02	\$89,136.07	\$91,364.48	\$93,648.59
25						\$93,648.59	\$95,989.80
26						\$93,648.59	\$95,989.80
27						\$93,648.59	\$95,989.80
28						\$95,989.80	\$98,389.55
29						\$95,989.80	\$98,389.55
30						\$95,989.80	\$98,389.55

Salary Schedule Includes TRS/THIS

APPENDIX A-3

TEACHING SALARY SCHEDULE: August 2021 – July 2022

Salary Schedule FY22

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
1	\$46,448.96	\$47,610.19	\$48,800.44	\$53,070.40	\$54,397.16	\$55,757.09	\$57,151.01
2	\$47,610.19	\$48,800.44	\$50,020.45	\$54,397.16	\$55,757.09	\$57,151.01	\$58,579.79
3	\$48,800.44	\$50,020.45	\$51,270.97	\$55,757.09	\$57,151.01	\$58,579.79	\$60,044.28
4	\$50,020.45	\$51,270.97	\$52,552.74	\$57,151.01	\$58,579.79	\$60,044.28	\$61,545.39
5	\$51,270.97	\$52,552.74	\$53,866.56	\$58,579.79	\$60,044.28	\$61,545.39	\$63,084.02
6	\$52,552.74	\$53,866.56	\$55,213.22	\$60,044.28	\$61,545.39	\$63,084.02	\$64,661.12
7	\$53,866.56	\$55,213.22	\$56,593.55	\$61,545.39	\$63,084.02	\$64,661.12	\$66,277.65
8	\$55,213.22	\$56,593.55	\$58,008.39	\$63,084.02	\$64,661.12	\$66,277.65	\$67,934.59
9	\$56,593.55	\$58,008.39	\$59,458.60	\$64,661.12	\$66,277.65	\$67,934.59	\$69,632.96
10	\$58,008.39	\$59,458.60	\$60,945.07	\$66,277.65	\$67,934.59	\$69,632.96	\$71,373.78
11		\$60,945.07	\$62,468.69	\$67,934.59	\$69,632.96	\$71,373.78	\$73,158.13
12		\$62,468.69	\$64,030.41	\$69,632.96	\$71,373.78	\$73,158.13	\$74,987.08
13		\$64,030.41	\$65,631.17	\$71,373.78	\$73,158.13	\$74,987.08	\$76,861.76
14		\$65,631.17	\$67,271.95	\$73,158.13	\$74,987.08	\$76,861.76	\$78,783.30
15		\$67,271.95	\$68,953.75	\$74,987.08	\$76,861.76	\$78,783.30	\$80,752.88
16			\$70,677.59	\$76,861.76	\$78,783.30	\$80,752.88	\$82,771.71
17			\$72,444.53	\$78,783.30	\$80,752.88	\$82,771.71	\$84,841.00
18			\$74,255.65	\$80,752.88	\$82,771.71	\$84,841.00	\$86,962.02
19			\$76,112.04	\$82,771.71	\$84,841.00	\$86,962.02	\$89,136.07
20			\$78,014.84	\$84,841.00	\$86,962.02	\$89,136.07	\$91,364.48
21				\$86,962.02	\$89,136.07	\$91,364.48	\$93,648.59
22				\$89,136.07	\$91,364.48	\$93,648.59	\$95,989.80
23				\$89,136.07	\$91,364.48	\$93,648.59	\$95,989.80
24				\$89,136.07	\$91,364.48	\$93,648.59	\$95,989.80
25						\$95,989.80	\$98,389.55
26						\$95,989.80	\$98,389.55
27						\$95,989.80	\$98,389.55
28						\$98,389.55	\$100,849.29
29						\$98,389.55	\$100,849.29
30						\$98,389.55	\$100,849.29

Salary Schedule Includes TRS/THIS

APPENDIX A-4

TEACHING SALARY SCHEDULE: August 2022 – July 2023

Salary Schedule FY23

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
1	\$47,377.94	\$48,562.39	\$49,776.45	\$54,131.80	\$55,485.10	\$56,872.23	\$58,294.03
2	\$48,562.39	\$49,776.45	\$51,020.86	\$55,485.10	\$56,872.23	\$58,294.03	\$59,751.38
3	\$49,776.45	\$51,020.86	\$52,296.38	\$56,872.23	\$58,294.03	\$59,751.38	\$61,245.17
4	\$51,020.86	\$52,296.38	\$53,603.79	\$58,294.03	\$59,751.38	\$61,245.17	\$62,776.30
5	\$52,296.38	\$53,603.79	\$54,943.89	\$59,751.38	\$61,245.17	\$62,776.30	\$64,345.70
6	\$53,603.79	\$54,943.89	\$56,317.49	\$61,245.17	\$62,776.30	\$64,345.70	\$65,954.35
7	\$54,943.89	\$56,317.49	\$57,725.42	\$62,776.30	\$64,345.70	\$65,954.35	\$67,603.21
8	\$56,317.49	\$57,725.42	\$59,168.56	\$64,345.70	\$65,954.35	\$67,603.21	\$69,293.29
9	\$57,725.42	\$59,168.56	\$60,647.77	\$65,954.35	\$67,603.21	\$69,293.29	\$71,025.62
10	\$59,168.56	\$60,647.77	\$62,163.97	\$67,603.21	\$69,293.29	\$71,025.62	\$72,801.26
11		\$62,163.97	\$63,718.07	\$69,293.29	\$71,025.62	\$72,801.26	\$74,621.29
12		\$63,718.07	\$65,311.02	\$71,025.62	\$72,801.26	\$74,621.29	\$76,486.82
13		\$65,311.02	\$66,943.79	\$72,801.26	\$74,621.29	\$76,486.82	\$78,398.99
14		\$66,943.79	\$68,617.39	\$74,621.29	\$76,486.82	\$78,398.99	\$80,358.97
15		\$68,617.39	\$70,332.82	\$76,486.82	\$78,398.99	\$80,358.97	\$82,367.94
16			\$72,091.14	\$78,398.99	\$80,358.97	\$82,367.94	\$84,427.14
17			\$73,893.42	\$80,358.97	\$82,367.94	\$84,427.14	\$86,537.82
18			\$75,740.76	\$82,367.94	\$84,427.14	\$86,537.82	\$88,701.26
19			\$77,634.28	\$84,427.14	\$86,537.82	\$88,701.26	\$90,918.80
20			\$79,575.13	\$86,537.82	\$88,701.26	\$90,918.80	\$93,191.77
21				\$88,701.26	\$90,918.80	\$93,191.77	\$95,521.56
22				\$90,918.80	\$93,191.77	\$95,521.56	\$97,909.60
23				\$90,918.80	\$93,191.77	\$95,521.56	\$97,909.60
24				\$90,918.80	\$93,191.77	\$95,521.56	\$97,909.60
25						\$97,909.60	\$100,357.34
26						\$97,909.60	\$100,357.34
27						\$97,909.60	\$100,357.34
28						\$100,357.34	\$102,866.27
29						\$100,357.34	\$102,866.27
30						\$100,357.34	\$102,866.27

Salary Schedule Includes TRS/THIS

APPENDIX A-5

TEACHING SALARY SCHEDULE: August 2023 – July 2024

Salary Schedule FY24

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
1	\$48,325.50	\$49,533.64	\$50,771.98	\$55,214.44	\$56,594.80	\$58,009.67	\$59,459.91
2	\$49,533.64	\$50,771.98	\$52,041.28	\$56,594.80	\$58,009.67	\$59,459.91	\$60,946.41
3	\$50,771.98	\$52,041.28	\$53,342.31	\$58,009.67	\$59,459.91	\$60,946.41	\$62,470.07
4	\$52,041.28	\$53,342.31	\$54,675.87	\$59,459.91	\$60,946.41	\$62,470.07	\$64,031.82
5	\$53,342.31	\$54,675.87	\$56,042.77	\$60,946.41	\$62,470.07	\$64,031.82	\$65,632.62
6	\$54,675.87	\$56,042.77	\$57,443.84	\$62,470.07	\$64,031.82	\$65,632.62	\$67,273.43
7	\$56,042.77	\$57,443.84	\$58,879.93	\$64,031.82	\$65,632.62	\$67,273.43	\$68,955.27
8	\$57,443.84	\$58,879.93	\$60,351.93	\$65,632.62	\$67,273.43	\$68,955.27	\$70,679.15
9	\$58,879.93	\$60,351.93	\$61,860.73	\$67,273.43	\$68,955.27	\$70,679.15	\$72,446.13
10	\$60,351.93	\$61,860.73	\$63,407.25	\$68,955.27	\$70,679.15	\$72,446.13	\$74,257.28
11		\$63,407.25	\$64,992.43	\$70,679.15	\$72,446.13	\$74,257.28	\$76,113.72
12		\$64,992.43	\$66,617.24	\$72,446.13	\$74,257.28	\$76,113.72	\$78,016.56
13		\$66,617.24	\$68,282.67	\$74,257.28	\$76,113.72	\$78,016.56	\$79,966.97
14		\$68,282.67	\$69,989.74	\$76,113.72	\$78,016.56	\$79,966.97	\$81,966.15
15		\$69,989.74	\$71,739.48	\$78,016.56	\$79,966.97	\$81,966.15	\$84,015.30
16			\$73,532.97	\$79,966.97	\$81,966.15	\$84,015.30	\$86,115.68
17			\$75,371.29	\$81,966.15	\$84,015.30	\$86,115.68	\$88,268.58
18			\$77,255.57	\$84,015.30	\$86,115.68	\$88,268.58	\$90,475.29
19			\$79,186.96	\$86,115.68	\$88,268.58	\$90,475.29	\$92,737.17
20			\$81,166.64	\$88,268.58	\$90,475.29	\$92,737.17	\$95,055.60
21				\$90,475.29	\$92,737.17	\$95,055.60	\$97,431.99
22				\$92,737.17	\$95,055.60	\$97,431.99	\$99,867.79
23				\$92,737.17	\$95,055.60	\$97,431.99	\$99,867.79
24				\$92,737.17	\$95,055.60	\$97,431.99	\$99,867.79
25						\$99,867.79	\$102,364.49
26						\$99,867.79	\$102,364.49
27						\$99,867.79	\$102,364.49
28						\$102,364.49	\$104,923.60
29						\$102,364.49	\$104,923.60
30						\$102,364.49	\$104,923.60

Salary Schedule Includes TRS/THIS

APPENDIX B-1

EXTRA-CURRICULAR SALARY SCHEDULE

The Board of Education reserves the right to determine, in its discretion, the number of persons assigned to extra-curricular positions listed on the Extra-Curricular Salary Schedule. Any numbers placed next to the positions on the Extra-Curricular Salary Schedule are for informational purposes only and do not limit the Board's right to assign more or fewer persons to any position on the schedule. The Board of Education reserves the right to dissolve any student activity that does not have adequate student participation.

Group A	Group B	Group C	Group D	Group E	
Digital Device Advisor (2) Psych Club Drama Club Advisor(2)	Environmental Club Advisor International Club Advisor Morning Announcements(2) Mentor Program Chess Club Guitar Club Advisor Senior Class Tribute Coordinator(2) Garden Club Aeronautics Club Photography Club	Weight Room Coordinator Freshman Class Advisor (2) Sophomore Class Advisor (2) Senior Class Advisor (2) Tri-M Sponsor Special Olympics (3)*	Graduation Coordinator (2) Academic Challenge Coaches(5) B.N. Math Contest Coordinator Musical Pit Orchestra Director Vocal/Choral Director** Streaming Coordinator Auditeria/Stage Mgr. PRIDE Advisor(3) Newsletter Choreographer Future Problem Solvers	Junior Class Advisor (2) Summer Weight Room Supervisor School Newspaper Link Crew Advisor(2) Asst. Fall Cheerleader Debate Team (2)	
Group F	Group G	Group H	Group I	Group J	Group K
Asst. Play Director Asst. Academic Team Coach Fall Cheerleading Student Council Advisor (2) Asst. Winter Cheerleader Musical Vocal Music Director Math Asst. Asst. Musical Director ¹	Accompanist Intramurals Instrumental Music Director** Spring Weight Room Supervisor Winter Cheerleading Percussion Color Guard Play Director Extra-Curricular Choral Fall Weight Room Supervisor Winter Weight Room Supervisor	Asst. Softball Asst. Baseball Asst. Boys' Soccer Asst. Girls' Soccer Head Academic Team Coach Head Boy's Golf Head Girl's Golf Asst. Boy's Track Asst. Girl's Track Dance Coach Musical Director Asst. XC Coach ICTM Contest Coordinator	Asst BBB Coach Asst Girl's BB Asst. FB Coach (4) Asst. VB Coach Asst. WR Coach Head XC Coach Yearbook Advisor NHS Advisor Co-Curricular Choral Accompanist	Head Baseball Coach Head Softball Coach Head Girl's Track Coach Head Boy's Track Coach Head Girls' Soccer Coach Head Boys' Soccer Coach	Head Football Coach Head Boys' Basketball Coach Head Girls' Basketball Coach Head Volleyball Coach Head Wrestling Coach

- Extra-Curricular Supervision: \$45/activity
 - Saturday Supervision: \$109/Saturday up to a maximum of twenty (20) students allowable.
- *Additional staffing available based on student need. Determination to be made by Special Olympic Coaches and building Activities Director. Pay based on Appendix E.
 ** Extra-Curricular Position that receives said stipend for the fall semester, and again in the spring semester.

¹Pending June 2019 Board Approval

APPENDIX B-2

EXTRA-CURRICULAR SALARY SCHEDULE: August 2019 – July 2024

2019-2020

	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H	Group I	Group J	Group K
Step 1	\$358.90	\$722.52	\$900.21	\$1,268.54	\$1,616.85	\$2,339.38	\$2,870.08	\$3,598.49	\$3,962.11	\$5,400.09	\$6,488.59
Step 2	\$448.34	\$903.74	\$1,080.25	\$1,459.17	\$1,940.46	\$2,573.55	\$3,444.34	\$4,138.62	\$4,556.37	\$6,209.69	\$7,136.97
Step 3	\$561.31	\$1,128.50	\$1,296.78	\$1,678.05	\$2,328.78	\$2,830.08	\$4,132.74	\$4,758.76	\$5,240.05	\$7,141.68	\$7,851.26
Step 4	\$701.34	\$1,410.92	\$1,555.66	\$1,929.87	\$2,793.60	\$3,113.67	\$4,959.99	\$5,473.05	\$6,026.13	\$8,212.52	\$8,636.15

2020-2021

	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H	Group I	Group J	Group K
Step 1	\$369.67	\$744.20	\$927.22	\$1,306.59	\$1,665.36	\$2,409.56	\$2,956.19	\$3,706.45	\$4,080.97	\$5,562.10	\$6,683.25
Step 2	\$461.79	\$930.85	\$1,112.66	\$1,502.95	\$1,998.67	\$2,650.75	\$3,547.67	\$4,262.78	\$4,693.06	\$6,395.99	\$7,351.08
Step 3	\$578.15	\$1,162.35	\$1,335.68	\$1,728.39	\$2,398.64	\$2,914.98	\$4,256.72	\$4,901.53	\$5,397.25	\$7,355.93	\$8,086.80
Step 4	\$722.38	\$1,453.25	\$1,602.33	\$1,987.77	\$2,877.40	\$3,207.08	\$5,108.79	\$5,637.24	\$6,206.91	\$8,458.90	\$8,895.23

2021-2022

	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H	Group I	Group J	Group K
Step 1	\$380.76	\$766.53	\$955.03	\$1,345.79	\$1,715.32	\$2,481.85	\$3,044.87	\$3,817.64	\$4,203.40	\$5,728.96	\$6,883.74
Step 2	\$475.64	\$958.78	\$1,146.04	\$1,548.03	\$2,058.63	\$2,730.28	\$3,654.10	\$4,390.66	\$4,833.85	\$6,587.87	\$7,571.61
Step 3	\$595.49	\$1,197.22	\$1,375.75	\$1,780.24	\$2,470.60	\$3,002.43	\$4,384.43	\$5,048.57	\$5,559.17	\$7,576.61	\$8,329.40
Step 4	\$744.05	\$1,496.85	\$1,650.40	\$2,047.40	\$2,963.73	\$3,303.29	\$5,262.05	\$5,806.36	\$6,393.12	\$8,712.66	\$9,162.09

2022-2023

	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H	Group I	Group J	Group K
Step 1	\$392.18	\$789.52	\$983.68	\$1,386.17	\$1,766.78	\$2,556.30	\$3,136.22	\$3,932.17	\$4,329.51	\$5,900.83	\$7,090.26
Step 2	\$489.91	\$987.54	\$1,180.42	\$1,594.47	\$2,120.39	\$2,812.19	\$3,763.72	\$4,522.38	\$4,978.87	\$6,785.50	\$7,798.76
Step 3	\$613.36	\$1,233.14	\$1,417.03	\$1,833.65	\$2,544.72	\$3,092.50	\$4,515.96	\$5,200.03	\$5,725.95	\$7,803.91	\$8,579.28
Step 4	\$766.37	\$1,541.76	\$1,699.91	\$2,108.82	\$3,052.64	\$3,402.39	\$5,419.91	\$5,980.55	\$6,584.91	\$8,974.04	\$9,436.95

2023-2024

23-24	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H	Group I	Group J	Group K
Step 1	\$403.95	\$813.21	\$1,013.19	\$1,427.75	\$1,819.78	\$2,632.99	\$3,230.31	\$4,050.13	\$4,459.39	\$6,077.85	\$7,302.96
Step 2	\$504.61	\$1,017.17	\$1,215.84	\$1,642.31	\$2,184.00	\$2,896.55	\$3,876.64	\$4,658.06	\$5,128.23	\$6,989.07	\$8,032.73
Step 3	\$631.76	\$1,270.14	\$1,459.54	\$1,888.65	\$2,621.06	\$3,185.28	\$4,651.44	\$5,356.03	\$5,897.73	\$8,038.02	\$8,836.66
Step 4	\$789.36	\$1,588.01	\$1,750.91	\$2,172.09	\$3,144.22	\$3,504.46	\$5,582.51	\$6,159.97	\$6,782.46	\$9,243.26	\$9,720.06

- * Step 1: 0-2 years experience: New to District or New to Activity. Experience is not necessarily consecutive.
- * Step 2: 3-5 years experience.
- * Step 3: 6-9 years experience.
- * Step 4: 10+ years experience.

Note: When a teacher new to the district has previous experience in the activity, he/she may be granted credit for that experience

APPENDIX C: BENEFITS SCHEDULE

1. Term life insurance is provided for each employee in the amount of \$50,000.00 pursuant to Section 10.2.1 of this contract.
2. Reimbursement of approved course work shall be reimbursed as outlined in section 10.5 of the collective bargaining agreement.
3. The Board of Education of Richmond-Burton Community High School District #157 shall continue to tax shelter the TRS contribution as in previous contracts.
4. The Board shall furnish at its expense a disability policy that will, in concert with TRS benefits, provide a permanently disabled employee a compensation benefit equal to 66-2/3% of their current teaching salary.

APPENDIX D: LEAD TEACHER PAY

Lead Teachers shall receive the base salary outlined below plus amount additional dollars teacher under their jurisdiction for the each contract year outlined below.

Contract Year	Base Salary	Pay per Teacher
2019-2020	\$3,587.85	\$133.88
2020-2021	\$3,659.61	\$136.55
2021-2022	\$3,732.80	\$139.28
2022-2023	\$3,807.46	\$142.07
2023-2024	\$3,883.60	\$144.91

APPENDIX E: ADDITIONAL TEACHING ASSIGNMENTS

Additional Teaching Assignments (detailed in Section 6.13 of this contract) shall be paid at the hourly rate based on the following schedule:

<u>Richmond-Burton Teaching Experience</u>	<u>Hourly Rate</u>
0-5 years	\$31.00
6-10 years	\$32.25
+10 years	\$33.50

APPENDIX F: HOMEBOUND INSTRUCTIONAL TUTOR

Homebound Instructional Tutors shall be paid at the hourly rate based on the following schedule:

<u>Richmond-Burton Teaching Experience</u>	<u>Hourly Rate</u>
0-5 years	\$31.00
6-10 years	\$32.25
+10 years	\$33.50