

**PROFESSIONAL AGREEMENT BETWEEN  
ROCHELLE ELEMENTARY EDUCATION  
ASSOCIATION, IEA/NEA AND  
THE BOARD OF EDUCATION ROCHELLE  
ELEMENTARY SCHOOLS DISTRICT #231  
ROCHELLE, ILLINOIS**

**2021-2024**

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## **ARTICLE I - RECOGNITION**

- 1.1 The Board of Education of Rochelle Elementary School District #231, Ogle County, Illinois, hereinafter referred to as the "Board," recognizes the Rochelle Elementary Education Association, IEA-NEA, hereinafter referred to as the "Association," which is an affiliate of the Illinois Education Association and the National Education Association, as the sole and exclusive bargaining agent for all full-time and part-time regularly employed certificated non-supervisory employees but expressly not including the superintendent, principals, other managerial or supervisory staff, short-term employees employed less than six consecutive months, substitutes, confidential employees, teacher aides and any new positions which may be created hereinafter which include among its major job responsibilities the making of meaningful recommendations for the employment, evaluation, transfer, assignment, discipline or dismissal of employees, or other positions excluded from bargaining unit eligibility under Section 2 of the IELRA.
- 1.2 Employees within the bargaining unit defined in 1.1 of this article will hereinafter be referred to as "teachers."

**ARTICLE 2 - DURATION**  
**COLLECTIVE BARGAINING PROCEDURES**

- 2.1 This Agreement shall be effective as of August 1, 2021, shall remain in full force and effect until July 31, 2024, to cover the 2021-2022, 2022-2023, and 2023-2024 school years.
- 2.2 Written demand concerning negotiations shall be submitted by either party between February 1 and March 31 of the calendar year in which the Agreement terminates. The Board and the Association shall commence bargaining within 60 days from the demand to bargain; however, in no event shall negotiations commence earlier than February 1 or later than May 31 of the year in which the Agreement is to terminate (unless both parties otherwise mutually agree), providing demand is made as provided hereunder. Scattergram and salary information for these negotiations shall be based upon employment records as of January 31 of the calendar year in which negotiations commence.
- 2.3 Within sixty (60) days after this Agreement is signed, the Board will prepare a digital copy of the Agreement with the cost shared equally with the Association. The Board will distribute a digital copy of the contract to all new and present certified employees. A copy of this contract will be provided to the Association in a word processing document in electronic format.

### ARTICLE 3 - BOARD RIGHTS

3.1 It is understood and agreed that the Board possesses the right and authority to operate and direct all staff, except as limited in the *Illinois School Code* and the *Illinois Educational Labor Relations Act* and as modified in this Agreement. These rights include, but are not limited to:

- (a) determining the mission, policies, and goals of the school and personnel needed to carry out the same;
- (b) hiring, assigning, and transferring the staff members within the District;
- (c) evaluating, promoting, suspending, disciplining or discharging for cause;
- (d) laying-off or relieving staff due to lack of work, lack of funds, decreasing number of students, or for other lawful reasons;
- (e) making, publishing, and enforcing policies, rules and regulations of the Board not inconsistent with this Agreement;
- (f) introducing new or improved methods, equipment or facilities, and to contract out for goods or services;
- (g) scheduling and assigning teaching schedules, including the number of courses to be taught by each member of the staff, and the time of day and week; establishing part-time positions, and assigning work schedules of the staff and to define the normal hours of assignments the school day provides.
- (h) requiring staff to maintain accurate grade and attendance records and provide the same upon request;
- (i) establishing the yearly school calendar; and
- (j) adopting a budget and purchasing policy.

## ARTICLE 4 - ASSOCIATION RIGHTS

- 4.1 The Board will, after annual written request from the Association, furnish to the Association designee written notice of all regular and non-emergency special meetings of the Board together with a copy of the detailed agenda, at least twenty-four (24) hours prior to the scheduled time of the meeting. Nothing contained herein shall prevent additions to or amendment of the agenda.
- 4.2 The Board will, after written request from the Association, furnish to the Association designee a copy of regularly and routinely prepared information concerning the financial condition of the School District including the adopted final budget, annual audit, scattergram (current salary schedule matrix by number including horizontal and vertical columns), approved Board minutes, and the names, addresses, and home telephone numbers of newly hired teachers within ten days of the first workday unless the teacher specifically requests his/her address and/or phone number not be disclosed. Nothing herein shall require the administrative staff or members of the Board to research and assemble special information.
- 4.3 The Association will not be denied the reasonable use of:
- (a) District equipment (excluding individual use of photo-copy equipment at the Central School Office) for Association announcements, provided that: (1) approval for use is granted in advance by the Office of the Superintendent, or designee; (2) such use will in no manner interfere with instructional or other needs of the Board and Administration; and (3) the association reimburses the Board for reasonable charges and for any damages to the equipment.
  - (b) Meeting space in school facilities for Association meetings, provided (1) an Association request is made to the Superintendent or designee in advance of the meeting and such is approved by the Superintendent or designee; and (2) the Association reimburses the Board for any damage and reasonable charges.
  - (c) A designated bulletin board in the teachers' lounge and the teacher mailboxes for the posting and distribution of announcements of the

Association provided (1) such announcements will not contain any information derogatory to members, employees or agents of the Board; (2) such announcements do not involve endorsements of political candidates; and (3) all such announcements will be identified as Association materials. The Association will annually notify the Board, in writing, no later than September 1 of the authorizing officials and will likewise notify the Board of any changes in authorization.

- 4.4 The Board will deduct from each teacher's pay the dues of the Association and its affiliated organizations, provided that the teacher has previously executed an authorization for such deductions, and provided that such deductions will not vary in amount from paycheck to paycheck. The Board will deduct one-tenth (1/10) of such dues from the regular salary check of the bargaining unit member each month for ten (10) months beginning in October and ending in July of each year. The authorization is continuous and will remain in effect from year-to-year unless the teacher, upon notifying the Association President and the District Business Office, revokes said authorization between September 1 and 15 or between January 1 and 15 of any year. Such authorization will be deemed to be automatically revoked upon termination of employment. All dues authorizations will be effective no later than thirty (30) days following its receipt by the Board. All dues deducted by the Board will be remitted to the Association no later than ten (10) days after such deductions are deducted. The Association agrees to defend and indemnify the Board against all claims, demands, lawsuits, or other forms of liability that may arise out of or by reason of any action or inaction taken by the Board pursuant to this Section, except those arising from computational or other documented errors on the part of the Board.
- 4.5 The Association will be entitled to four (4) school days of Association leave per year for purposes of sending representatives to IEA/NEA sponsored conferences, conventions, or workshops. Teachers authorized by the Association to take such leave will be released from duties without loss of pay subject to the following:

- (a) The Association will give the Superintendent or designee written notice of the name of the teacher authorized to take such leave and the dates of such meetings involved at least ten (10) teacher employment days in advance of the day such teacher will be absent;
- (b) The total absence of any individual teacher is not to exceed three (3) days per year;
- (c) No more than two (2) teachers may be absent on Association leave at the same time;
- (d) The Board shall not be responsible for any expenses related to Association leave, including without limitation, mileage, meals or registration costs. The Association will reimburse the Board for the costs of substitute teacher(s) resulting from Association leave.
- (e) Association leave is prohibited after service of an intent to strike notice by the Association.

In the event the IEA should designate a teacher to attend an IEA/NEA sponsored conference, convention or workshop, the designated IEA/NEA conference leave days shall be in addition to the foregoing, but the provisions of paragraphs (a), (b), and (d) shall apply. In no event, however, shall the total of the IEA designated leave and Association leave exceed six (6) school days in any school year.



## ARTICLE 5 - WORKING CONDITIONS

5.1 The regular workday for teachers shall be from 8:00 am to 3:30 pm. Half days shall be considered 8:00 am to 11:45 am for mornings and 11:45 am to 3:30 pm for afternoons, provided that additionally teachers shall participate in one administratively scheduled building meeting a month that will end no more than 45 minutes after the conclusion of the regular teacher workday as provided in this paragraph 5.1. Meetings shall not be scheduled on Friday or days preceding holidays. Teachers will not be required to attend more than two (2) administratively scheduled in-service meetings a month that shall be scheduled to end not more than one (1) hour after the end of the teacher workday. This time constraint shall not apply to voluntary meetings (for example, but not limited to, SIP, guided reading, and curriculum meetings). RTI meetings will comply with the one-hour time constraint, but will not be subject to the monthly limit on administratively scheduled in-service meetings. These meetings scheduled by the Superintendent, principals, or curriculum director shall have at least a two (2) workday notification, except in situations in which the 2-day advance notice is not practicable (e.g., meeting to inform teachers regarding building security threat). Provided, further, that on days preceding holidays and on the last pupil attendance day of school each week, teachers will be allowed to leave when students are dismissed and when teachers' responsibilities are completed. Starting and dismissal times may be increased or decreased by 5-10 minutes without increasing or decreasing the overall length of the student attendance day. Student attendance hours shall be as follows:

All Day Kdg.	8:30 am - 3:00 pm
Grades 1-5	8:30 am - 3:00 pm
RMS	8:30 am - 3:13 pm

- 5.2 If a teacher is required by the Board to use his/her own transportation in the performance of his/her duties, the teacher will be reimbursed at the IRS allowable mileage rate.
- 5.3 Each teacher shall receive a minimum of thirty (30) consecutive minutes of duty-free lunch daily.

- 5.4 Students will attend until 1:30 p.m. (K-5) and 1:43 p.m. (RMS) on the first day of student attendance. The following three (3) student attendance days will be shortened to end at 1:30 p.m. (K-5) and 1:43 p.m. (RMS). The Administration will schedule available time during the early dismissal days for teachers to collaborate with other grade level and team teachers and to coordinate curriculum plans to foster and promote student learning.
- 5.5 Subject to the approval of the Illinois State Board of Education and the Regional Office of Education, the school calendar for the years of this Agreement shall consist of 185 workdays (including five (5) emergency days), including a minimum of 174 student attendance days and two (2) teacher institute days. The Board will consult with the Association through the Association President before adoption of the calendar for subsequent school years.
- 5.6 The Board will employ a minimum of two (2) full-time school nurses provided, however, that if either of the full-time school nurses employed prior to the 2007-2008 school year resigns or otherwise terminates employment with the District, the Administration reserves and retains the authority to determine the appropriate staffing level for school nurse personnel, and to determine whether or not to hire a certificated school nurse to fill the available position.
- 5.7 The Board will provide early dismissal days for in-service training and curriculum improvement.
- 5.8 Every full-time teacher in a K-5 building shall receive a minimum of 180 minutes of planning time weekly during student attendance hours, with each planning period of the 180 minutes of planning time consisting of a minimum of one class period. Each teacher's schedule will include planning time at least four (4) days per week absent the teacher's consent to an alternative schedule, or in instances in which four (4) days of planning time is not feasible based upon teacher schedule alignment. If four (4) days is not feasible, then the teacher(s) affected, Principal, and REEA President or his/her designee shall meet to discuss the schedule. "Planning time" shall include any time during the student day that the teacher is not scheduled to instruct or supervise students (e.g., for teachers in self-contained classrooms, planning time shall include any time that the teacher's class attends art, music, physical education, and other specialty classes). During weeks with

day(s) of non-student attendance, the minimum weekly planning time for a K-5 teacher will be reduced by the amount of planning time scheduled on non-student attendance days. The Board and the Association agree to renegotiate this section if the Board proposes any reduction of specialty classes.

Middle school teachers shall be entitled to one (1) individual planning period per day. In addition, middle school teachers shall be assigned an additional team planning/supervisory period for middle school teachers to enable teachers to engage in team planning, curriculum, supervision, or instructional activities. This provision for a team planning/supervisory period shall be deleted and subject to impact bargaining with a mutually agreed upon group if the middle school is changed to a different organizational structure (e.g., junior high). Any supervisory activities assigned during the team planning/supervisory period may be assigned to teachers or teacher teams for a specified and limited time period (e.g., 2-week period), and shall be assigned on a rotational system designated by the Principal.

If a teacher is assigned to an instructional class period during the designated team planning/supervisory period, the teacher shall be entitled to overload compensation for the additional instructional assignment. Overload compensation shall be based upon the percentage of the teacher's per diem compensation rate which reflects the applicable percentage that one (1) period represents of the teacher's total daily assignment (e.g., if the teacher has a total of eight (8) class periods as their full-time daily assignment, the applicable percentage for per diem overload compensation would be 1/8 or 12.5%).

- 5.9 The Association and the Board recognize the relatedness of staffing goals, staff utilization, curriculum development and curriculum differentiation, class size, and effective teaching. Building Principals, after consultation with the Association President, will be responsible for recommending to the Superintendent any necessary class size adjustments to reduce the variability of class sizes within each grade level.
- 5.10 A vacancy shall be defined as any opening in a regular full-time or part-time teaching position, extra-curricular position, or administrative position. Notice of a vacancy shall be posted in each building office, on the District's website and e-mailed to each certified staff for at least three (3) workdays before any vacancy is announced

or advertised publicly. Vacancies occurring during the summer recess period shall be posted for a minimum of five (5) days prior to the public announcement or advertisement unless a vacancy occurs within 21 days of the start of school. A teacher may apply for any vacancy by submitting a letter of request to the building principal specifying the vacant position requested and their supporting reasons for appointment to the position. The Administration reserves the right to interview and consider any qualified applicant and to select the candidate who it determines is best qualified to fill the position. These vacancy posting requirements do not preclude the Administration from reassignment of teachers to positions they are qualified to fill, or from recall of teachers on the RIF recall list to available vacant positions. The building principal will maintain a file which includes any teacher's application for a vacancy appointment.

- 5.11 Mentor teachers may be assigned at the discretion of the administration and with the agreement of the mentor. The Principal will determine whether the incoming teacher will participate in a 1-year or 2-year mentor program, or does not need to participate in the program based upon an assessment of the teacher's prior teaching experience. Each mentor shall be assigned no more than one new teacher mentee without previous teaching experience or two mentee teachers with previous teaching experience. Compensation for teachers assigned to mentor a new teacher will be a \$1,200 per year stipend. Teachers assigned to mentor a teacher with previous teaching experience shall receive a \$375 per year stipend.

## ARTICLE 6 – LEAVES

### 6.1 Sick Leave

- (a) Each teacher will be allowed fifteen (15) days sick leave per school year for the first fourteen (14) years of service to District #231. At the beginning of the fifteenth (15) year of service to the District, those teachers will be allowed twenty (20) sick leave days per school year. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. The immediate family for purposes of this section shall include: parents, spouse, brothers, brothers-in-law, sisters, sisters-in-law, children, grandparents, grandchildren, parents-in-law, sons-in-law, daughters-in-law, stepchildren and legal guardians.

In compliance with Section 24-6 of the Illinois School Code, sick leave shall also be interpreted to mean birth, adoption, placement for adoption, and the acceptance of a child in need of foster care. A teacher is entitled to 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.

For paid sick leave for adoption, placement for adoption, or the acceptance of a child in need of foster care, the District may require that the employee provide evidence that the formal adoption process or the formal foster care process is underway, and such sick leave is limited to 30 days. Paid sick leave for adoption, placement of adoption, or the acceptance of a child in need of foster care need not be used consecutively once the formal adoption process or the formal foster care process is underway, and such sick leave may be used for reasons related to the formal adoption process or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, in addition to using such sick leave upon taking custody of the child or accepting the child in need of foster care.

- (b) Sick leave shall accumulate to three hundred sixty (360) days. At the outset of the next school year, each teacher shall receive either fifteen (15)

or twenty

(20) additional sick leave days (depending on length of service) for use, if needed, during that school year. Any sick leave usage would be deducted from the current year total before any of the previously accumulated total would be used. Any unused sick leave at the end of that school year shall not be in addition to the three hundred sixty (360) day total.

(c) Sick Leave Bank

The Association will establish a Sick Leave Bank to provide sick leave bank benefits to members who exhaust their accumulated sick leave and who incur a serious prolonged health condition which prevents their return to duties. To qualify for sick leave bank benefits, the "serious health condition" must include disabling medical conditions which extend for a significant period (i.e., more than (6) weeks) and must involve inpatient hospital care or continuing periodic treatment by a health care provider. Association members may elect to participate in the Sick Leave Bank by contributing two (2) days during their first year of participation in the Sick Leave Bank and one (1) day each year thereafter. If the Bank has a balance of three hundred sixty (360) days or more on the first day of school, then no contribution will be necessary from anyone except first-year contributors.

Staff new to the District may or may not elect to participate in the Sick Leave Bank during their first four (4) years of employment. Upon reaching the fifth (5th) year of employment, a staff member who has not elected to participate in the Bank previously must decide whether or not to participate. The teacher's decision will be binding.

To qualify for use of the Bank, an Association member shall have previously exhausted all accumulated sick leave. The Association member must also have been absent without pay for three (3) consecutive working days because of a serious health condition. A member shall be entitled to draw from the Bank provided that the member has a serious health condition as verified by a physician's certificate which identifies the specific nature of the illness or medical condition, confirms the teacher's inability to perform teaching duties, and includes the estimated duration of necessary absence.

A maximum of 100 school days may be used during any one school year by any member for a single serious health condition. No member shall draw upon the Sick Leave Bank for two successive school years, unless they shall render service for at least 90 school days prior to drawing from the Bank the second year.

Applications for sick bank coverage are to be submitted for review by a special committee comprised of teachers selected by the Association. Applications shall state the cause for the absence and expected dates of the leave. The application shall be accompanied by a note from the attending physician which clearly confirms the specific nature of the serious health condition. The committee may demand a second evaluation by another physician before determining the status of the application. The committee shall be responsible for verifying the teacher's serious health condition and determining the eligibility of the teacher to draw on the Bank. The committee shall make recommendations to the Association's Executive Board which shall determine the teacher's eligibility for sick bank benefits. The Bank shall be administered exclusively by the Association's Executive Board. The Association agrees to indemnify and hold harmless the Board of Education, its members, employees and agents for and against any claims, grievances, actions, causes of action, or liability resulting from the Association's exclusive operation and administration of the Sick Leave Bank, including, but not limited to, any claims based upon the Executive Board's denial of a teacher's application for Sick Leave Bank benefits.

## 6.2 Personal Business Days

Teachers will be allowed two (2) days leave per year with pay to attend to personal business concerns which cannot be attended to outside working hours. Teachers may accumulate and carry over one (1) earned, unused personal business day to a maximum total of three (3) days, including the teacher's annual personal day allotment. Forty-eight (48) hours' notice will be given to the principal except in cases of emergencies. Personal business leave days may not be taken on days preceding or following holidays, vacations, or during the first week or the last week of school except in cases of emergency or due to extenuating

circumstances as initially determined by the Principal, subject to the Superintendent's final review and approval. Unused personal business days will be added to accumulated sick leave for the teacher. Any teacher who has accumulated the maximum number of three hundred sixty (360) sick days, will be reimbursed at the rate of the current daily substitute pay per day for any unused personal days.

### 6.3 Professional Leave

Subject to the conditions set forth herein, the Board shall grant at least one day's leave of absence with pay to a teacher for the purpose of attending a professional conference or workshop ("mandatory professional leave"). The Board may, in its discretion, grant additional professional leave, not to exceed two (2) additional days, for a purpose it deems appropriate and beneficial to the School District upon such terms and conditions as the Board may elect ("discretionary professional leave"). The granting, withholding or conditioning of discretionary professional leave will be non-precedential with respect to any other request for discretionary professional leave by such teacher or any other teacher. Approvals and denials of requests for professional leave shall be in writing from the superintendent and shall be given within ten (10) days of the request for the leave. A written denial shall include the reason(s) for the denial. When a request is denied, the teacher may meet with the Superintendent to discuss the reason for the denial. The Board's obligation to grant mandatory professional leave, and the Board's decision to grant discretionary leave shall be subject to the following conditions:

- (a) the request for professional leave must be in writing and delivered to the superintendent or designee at least ten (10) working days before the date of the requested leave;
- (b) the conference or workshop for which the leave is requested must be related to the teacher's work assignment;
- (c) no more than six (6) teachers District-wide, and no more than four (4) teachers from the same school, may be absent for professional leave on the same day unless approved by the superintendent or designee.
- (d) earlier requests for mandatory professional leave shall have priority over later requests for mandatory professional leave for the same day, and requests for



mandatory professional leave for the same day which are received on the same day shall be subject to approval by lottery, if necessary, in order to comply with subsection (c);

- (e) subject to subsection (c), timely requests for mandatory professional leave shall have priority over requests for discretionary professional leave for the same day, even if the discretionary professional leave has already been approved (i.e., the teacher whose discretionary professional leave has been approved is subject to having the approval revoked if timely requests for mandatory professional leave for the same day exceed the maximums set forth herein);
- (f) requests for discretionary professional leave for the same day which are received on the same day may, in the Board's discretion, will be subject to approval by lottery, if necessary, in order to comply with subsection (c);
- (g) reimbursement for expenses will not exceed Board policy;
- (h) unused professional leave will not accumulate from year to year;
- (i) nothing contained in this section is intended to impose any obligation on the Board to grant discretionary professional leave in any circumstance, or to grant mandatory professional leave where not requested.

If the Board complies with the procedural provisions of this Section regarding requests for professional leave, a teacher may not file a grievance under Article 10 of this Agreement challenging the Board's discretionary decision to deny the teacher's request for professional leave.

#### 6.4 Jury Duty

The Board will pay the regular salary to teachers called to serve as jurors. The teacher shall submit to the Board any remuneration received for said jury duty less the mileage allowance. Teachers will make every effort to meet their classes when their jury services are not required.

#### 6.5 Parental/Child Rearing Leave

Teachers shall be granted parental/child-rearing leave without pay or other benefits, in connection with the birth or adoption of the teacher's child, on the following conditions:

- (a) Written request for the leave shall be made at least sixty (60) days prior to

commencement of the leave, and shall specify the beginning and ending dates of the leave; provided, however, that in case of the birth or placement of the child earlier than anticipated, written request for the leave shall be made as soon as practicable under the circumstances.

- (b) No parental/child-rearing leave may exceed the balance of the school term in which it commences and two (2) additional semesters.
- (c) Sick leave will not accrue during the leave, but any accumulated sick leave available at the commencement of the leave will be available to the teacher upon return to employment (less any sick leave used during the leave, not to exceed thirty (30) working school days without additional medical documentation of the necessity).
- (d) Insurance premiums will not be paid by the Board during the period of any leave, but the teacher may maintain insurance in force by making timely payments of premiums to the District.
- (e) Upon completion of the term of the leave, the teacher may return and be assigned to the same position which was held at the time the leave commenced if that position is available, or, if that position is no longer available, to any substantially equivalent position which the teacher is qualified to hold, in the sole discretion of the Board; provided, however, that nothing contained in this paragraph shall affect the Board's right not to re-employ non-tenured teachers, and provided further that the provisions of this sub-paragraph 6.5(e) shall be subject to the provisions of Article 7 of this Agreement (Reduction-in-Force/Seniority Policy) and to the provisions of sub-paragraph 6.5(f).
- (f) Each teacher on parental/child-rearing leave pursuant to this paragraph 6.5 shall give written notice to the superintendent on or before March 1 preceding the school year in which the teacher intends to resume his/her duties, of his/her intent to resume his/her duties at that time. The District will send a certified letter by February 15th reminding the teacher of their duty to respond by March 1st of their intent to return. The teacher's failure to provide timely written notice by March 1st of their intent to return to their teaching position after completion of the leave shall be considered the teacher's resignation from employment with the District.
- (g) In the event of a stillbirth or death of a child, or in the event an anticipated adoption

for which leave was requested fails to occur, the teacher may, upon written request, return to employment before the end of the requested leave on the same terms as provided in sub-paragraph 6.5(e).

- (h) Any unpaid leave of absence of ninety (90) consecutive employment days or more shall not be counted in determining seniority as set forth in Section 7.1(d)1.
- (i) The provisions of this paragraph shall apply equally to male and female teachers.

#### 6.6 General Leave of Absence

The Board may grant a leave of absence without pay to a teacher for a purpose it, in its discretion, deems appropriate and beneficial to the School District for a period of up to one (1) school year upon such terms and conditions as the Board may elect. The granting, withholding, or conditioning of such leave of absence will be non-precedential with respect to any other request for such leave by such teacher or any other teacher.

#### 6.7 Bereavement Clause

Teachers will be allowed two (2) days leave per year with pay to attend funerals.

#### 6.8 Family and Medical Leave Act (FMLA)

Eligible teachers shall be granted FMLA leave in accordance with Board Policy.

## ARTICLE 7 - REDUCTION-IN-FORCE/SENIORITY POLICY

### 7.1 Definitions

- (a) Teacher is defined under this Article as an employee regularly required to be certified under The School Code, including administrators and employees holding school service personnel certificates.
- (b) Teacher Service shall be deemed to include service in both teaching and administrative positions.
- (c) Legal Qualifications or Legally Qualified includes all statutory and regulatory prerequisites for teaching service in a specific position, including the certification requirements of Article 27 in The School Code, the academic experience requirements of the State Board of Education Document No. 1 (or its successor or supplementary regulations), and any additional job description qualifications for the position established on or before May 10 prior to the school year during which the sequence of dismissal list is determined under Section 7.2.
- (d) Seniority shall be defined as follows:
  - 1. Total years of continuous teaching service in the School District; provided, however, that less than full-time service shall be computed on a pro-rata basis and that unpaid leaves of absence of one hundred twenty (120) consecutive employment days or more shall not be counted in determining seniority.
  - 2. If the years of total continuous teaching service with School District 231 are equal between two or more teachers, then seniority shall be determined by total teaching service in the School District, whether or not continuous. Such service shall be computed in the manner described in (1) above.
  - 3. If the years of total teaching service with School District 231 are equal between two or more teachers, then seniority shall be determined by other factors selected by the Board of Education. These include, in order, teaching service outside District 231, placement on the

salary schedule, i.e., the teacher with the higher salary, not including extra-curricular assignments, shall be deemed the most senior, and hours of recognized education credit earned.

4. If two or more teachers remain equal after application of the factors set forth in (3) above, then seniority shall be determined by lot.

(e) Vacant or Open Position is deemed under this Article to include all full-time and part-time teaching positions, but does not include any substitute position or any short-term position becoming vacant because of leaves, whether paid or unpaid, of less than ninety (90) days duration.

## 7.2 Sequence of Dismissal List Procedures

At least 75 days before the end of each school term, the Superintendent shall establish, in consultation with the REEA, and distribute to the REEA President(s) copies of a Sequence of Honorable Dismissal list ("SOD List"), categorized by teaching positions and the RIF groupings set forth in Section 5/24-12 of The School Code. Each teacher must be categorized into one or more positions which the teacher is qualified to hold, based upon legal qualifications and any other qualifications established in a District job description. The District may move teachers from RIF group one into another RIF grouping during the period of time from 75 days until 45 days before the end of the school term.

## 7.3 Reduction-in-Force and Recall Procedures

If the Board's decision to decrease the number of teachers employed or to discontinue some type of teaching service requires the RIF dismissal of teachers, the Board shall dismiss teachers in the position(s) affected by the RIF in order of the teachers' RIF grouping, with teachers in RIF grouping one dismissed first and teachers in RIF grouping four dismissed last.

The sequence of dismissal within grouping one is at the District's discretion. Within RIF grouping two, teachers with the lowest average performance evaluation ratings based upon the teacher's previous two performance evaluation ratings will be dismissed first. Within RIF groupings three and four, the teacher with the shortest length of continuous District teaching service as defined by Section 7.1(d) shall be dismissed first.

Teachers dismissed shall receive notices of honorable dismissal at least 45 days

before the end of the school term in accordance with the requirements of Section 5/24-12 of The School Code. In addition, the Board shall hold a public hearing on the question of its dismissals prior to approving any reduction-in-force of teachers in which the number of proposed honorable dismissal notices exceeds five (5), or 150 per cent (150%) of the average number of teachers honorably dismissed in the preceding three (3) years, whichever is more.

Neither this reduction-in-force provision nor a teacher's tenure shall preclude the Board, in its discretion, from assigning or transferring teachers to positions for which they are legally qualified. If a vacancy occurs for the following school term or within one calendar year from the beginning of the school term following its reduction-in-force, the Board shall tender the vacant position to the honorably dismissed teachers in RIF groupings three or four who are legally qualified to hold the position in inverse order of RIF dismissal. A teacher in RIF grouping two will be entitled to limited recall rights pursuant to Section 5/24-12(b) of The School Code, provided the teacher meets the qualifications for limited recall rights under the statute based upon their previous performance ratings. Any recalled teacher shall retain his/her accrued rights and all accumulated seniority; however, any period after the honorable dismissal during which the tenured teacher did not teach shall not be counted toward seniority.

To be eligible for recall, an honorably dismissed teacher must provide the Board of Education, in writing prior to the last day of the school term of dismissal, with the address where the teacher may be reached. The teacher must also notify the Board of Education in writing, within ten (10) calendar days of mailing or within five (5) calendar days of receipt of the offer, whichever shall first occur, of the acceptance of any vacant position tendered to the teacher during the recall period. Failure to notify the Board of acceptance shall constitute rejection of the offer of employment. Any teacher who rejects an offer of a full-time vacant position shall be deemed to have waived his/her recall rights and will no longer be eligible for any other vacant positions that become available within the recall period.

## ARTICLE 8 - FRINGE BENEFITS

8.1 For each full-time teacher, the Board shall contribute the following amount towards the teacher's monthly single health insurance premium cost under the District's single health insurance plan options:

In 2021-2022, the Board pays the following amount per month towards each single health plan:

Plan 1 - \$667.88

Plan 2 - \$635.86

In 2022-2023 and 2023-2024, the Board pays the Board monetary contribution amount from the previous contract year, plus the first 5.0% of any single premium cost increase from the previous year; teacher pays the next 5.0% of any premium cost increase up to 10.0%, and the Board pays 50% of any premium cost increase above 10%.

(a) Each full-time teacher may choose to pay the additional cost for family coverage. Where both husband and wife are eligible Board employees, the per month teacher share will be charged to each.

(b) An insurance committee consisting of seven (7) representatives selected by the Association, including two (2) REEA representatives, and seven (7) representatives selected by the Board shall be established no later than September 15 of each school year. This committee shall meet twice per year or as necessary to consider insurance coverage deductible amount, co-pays and other factors that impact costs and, if changed, could result in cost containment. The District shall make all information related to the insurance costs, usage, and other pertinent factors available to this committee. The committee shall make recommendations to the Board for changes to the insurance plan.

8.2 In addition to each teacher's salary, the Board agrees to pay 9.4901% of the teacher's gross salary as the teacher's contribution to the Illinois Teachers' Retirement System (TRS).

8.3 All economic benefits accruing to full-time teachers pursuant to this Agreement will be prorated to regularly employed part-time teachers, including but not limited

to, compensation, fringe benefits, sick leave, and personal leave. Participation of such part-time teachers, teaching less than 30 hours per week, in any group insurance program, will be subject to reasonable enrollment and other requirements of the insurance carrier.

#### 8.4 Retirement

##### (a) Retirement Benefits

For teachers who qualify under this retirement plan and provide three (3) years' advance notice, the Board shall, for the first of the last three (3) years of service immediately preceding retirement, grant the teacher an increase in the teacher's TRS creditable earnings (including any extracurricular pay or monetary stipends) of 6% over the previous year's salary. If the teacher provides two (2) years' notice, the Board shall grant the teacher, for the last two (2) years of service immediately preceding retirement, an increase in the teacher's TRS creditable earnings (including any extracurricular pay or monetary stipends) of 6% over the previous year's TRS creditable earnings (including any extracurricular pay or monetary stipends). If the teacher provides one (1) year's notice, the Board shall grant the teacher, for the last one (1) year of service immediately preceding retirement, an increase in the teacher's TRS creditable earnings (including any extracurricular pay or monetary stipends) of 6% over the previous year's TRS creditable earnings (including any extracurricular pay or monetary stipends). The Board shall report this salary increase to the Illinois Teachers' Retirement system as part of the teacher's final years' salaries. The 6% annual retirement benefits increases shall be calculated based upon the teacher's annual salary in the teacher's school year of retirement notification, inclusive of any extracurricular pay or monetary stipends paid to the teacher. These annual retirement benefits shall be prorated over the teacher's regular pay periods.

##### (b) Qualifications and Limitations

To be eligible for the retirement benefit described in Article 8.4(a) above, a teacher must comply with all of the following requirements and limitations:

The teacher must be eligible for retirement under the Illinois Teachers'



Retirement System and apply for and receive retirement benefits commencing at the end of the final school year of employment pending completion of all Illinois Teachers' Retirement System requirements.

The teacher must have a minimum of twenty (20) years of regular full-time or part-time service with District #231 at the time of retirement and must be eligible to retire under the Illinois Teachers' Retirement System ("TRS") early retirement without discount ("ERO") or voluntary normal retirement plans without any mandatory employer contribution or ERO penalty payment requirement for the Board based upon the teacher's age and/or years of TRS creditable service.

To participate in this retirement plan, and receive benefits hereunder, the teacher must submit a letter of interest and a letter of retirement by March 1 of the third, second, or last school year preceding the teacher's final school year of employment. During the negotiations year of 2021-2022, eligible teachers who provide a retirement letter by January 20, 2022 may receive a maximum three (3) years of annual retirement benefits increases for the 2021-2022, 2022-2023, and 2023-2024 school years. Eligible teachers who provide a retirement letter by March 1, 2022 may receive a maximum three (3) years of annual retirement benefits increases for the 2022-2023, 2023-2024, and 2024-2025 school years. Eligible teachers who provide a retirement letter by March 1, 2023 may receive a maximum three (3) years of annual retirement benefits increases for the 2023-2024, 2024-2025, and 2025-2026 school years. Eligible teachers who provide a retirement letter by March 1, 2024 may receive a maximum three (3) years of annual retirement benefits increases for the 2024-2025, 2025-2026, and 2026-2027 school years.

Teachers who are otherwise eligible for participation in this retirement benefits plan shall be entitled to receive the retirement benefits described in this Section 8.4 regardless of whether or not their retirement date occurs after expiration of this 2021-2024 Collective Bargaining Agreement, provided the teacher submits their advance notice of retirement no later than March 1, 2024.

Any teacher who commences participation in this retirement benefit plan and fails to comply with the provisions herein, with the exception of the death or

total disability of the teacher during the final 2 or 1 years of employment and subsequently submits a letter to rescind the retirement and the Board accepts, shall reimburse the District for any increased salary payments granted under this provision including tax and pension withholdings. If a teacher submits a notice of retirement

and begins receiving creditable earnings increases in accordance with this provision and subsequently rescinds his/her notice of intent to retire, the amount of creditable earnings received in excess of the annual salary increase negotiated for the teacher pursuant to the teacher salary schedule will be deducted from the teacher's regular salary in equal installments for the same number of pay periods in which he/she received the creditable earnings increases under this Section 8.4.

## ARTICLE 9 - SALARY SCHEDULE

9.1 For the 2021-2022, 2022-2023, and 2023-2024 school years, teachers will be compensated according to the schedule set forth in Appendix A to this Agreement. Teachers who are eligible for step movement will be granted vertical step advancement on the teacher salary schedule for the 2021-2022, 2022-2023, and 2023-2024 school years. Teachers who have advanced to the highest step (Step 20) in the MA +36 salary lane prior to 2021-2022, and are not eligible for vertical step advancement, will continue to receive the same current longevity stipend received in 2020-2021 with no increases during 2021-2022, 2022-2023, and 2023-2024. Teachers who advance to the highest step (Step 20) in the MA +36 salary lane during 2021-2022, 2022-2023, or 2023-2024, and are not eligible for vertical step advancement, will not receive any cumulative longevity stipend for the life of this agreement.

These annual longevity payments will be paid in equal installments in the teacher's regular paychecks for each school year. The base teacher salary will be increased by three point two percent (3.2%) for each of the school years covered by this Agreement.

Teachers will be compensated for extra-curricular responsibilities according to the schedule set forth in Appendix B to this Agreement rounded up to the next ten dollars (\$10.00). Nothing in this agreement is intended to mean that the Board is without power to terminate other extra-curricular activities without the necessity of further negotiations.

9.2 Teachers shall be paid on a twelve-month basis, with paydays on the 10th and 25th of each month. If the 10th or 25th of the month falls on a non-working day, then the payday shall be on the last working day prior to the 10th or 25th. During the summer, checks will be mailed the day before the payday. Any teacher choosing to pick up his/her check from the District Office may do so by informing the District Office before the checks are mailed.

9.3 Horizontal movement on the pay schedule shall be granted at the beginning of the school year. Courses are subject to the Superintendent's pre-approval and must have a direct relevance to an individual's present teaching assignment or lead

to the teacher's additional certification, or be taken pursuant to an approved Master's Degree Program. The Superintendent will consider and approve undergraduate coursework for salary schedule credit if the coursework is relevant to the teacher's teaching assignment (e.g., undergraduate language course may be relevant to a teacher's teaching assignment if the teacher has or it is anticipated that the teacher will have ESL or Bilingual students in his/her classroom). The Superintendent shall be notified of eligibility for horizontal movement on or before September 1 of the school year. Commencing with the 2001-2002 school year, teachers will be eligible for horizontal advancement to the MA+36 salary lane for hours beyond MA+30 based upon coursework taken after the effective date of the 1999-2002 Collective Bargaining Agreement. Teachers can only advance beyond the Master's lane of the teachers' salary schedule based upon coursework taken after receipt of their Master's degree.

- 9.4 If a teacher accepts an assignment to substitute for another teacher and forego their scheduled planning period as a result of the internal substitution assignment, the teacher will receive \$30 per hour as additional compensation for the internal substitution period.

## ARTICLE 10 - GRIEVANCE PROCEDURE

### 10.1 Definitions

- (a) A grievance is any claim by a teacher, group of teachers, or the Association that there is an alleged violation, misinterpretation, or misapplication of the terms of this Agreement. The party or parties raising the grievance shall hereafter be termed the Grievant.
- (b) The term "school days" as used in this Article shall mean the weekdays Mondays through Fridays, inclusive, and excludes Saturdays, Sundays and holidays during which the school is closed. When a filing time period extends after the close of the school term, "school days" shall be interpreted to include regular week days, excluding Saturdays, Sundays or holidays.

### 10.2 Association Rights

- (a) Any Grievant has the right to have the Association represent him/her in the grievance procedure.
- (b) If a teacher or a group of teachers files a grievance without the Association, any grievance settlement will not be used to establish precedent as to either the Board or the Association.
- (c) The Association has the right to be present at the grievance proceedings and have access to minutes of any proceedings, provided, however, that this provision does not require the Association or Board to transcribe or retain minutes of grievance meetings or hearings.

### 10.3 Informal Grievance

Nothing contained herein shall be construed as limiting the right of any Grievant to discuss the matter informally with his or her Principal or other supervisor and having the grievance adjusted without filing a grievance in writing.

### 10.4 Procedure

A grievance shall be processed in the following manner:

Step 1. Any Grievant who has a grievance shall submit it to the Principal or his/her appointed designee provided that said grievance shall be in writing and signed by the Grievant. It shall state the article, section and clause allegedly violated and

the specific remedy sought. The Principal shall schedule a step 1 meeting with the Grievant to review and discuss the grievance within ten (10) school days after the Principal's receipt of the written step 1 grievance. The Principal shall provide his/her written grievance response to the Grievant within ten (10) school days after the step 1 grievance meeting.

Step 2. If the grievance is not settled in Step 1 and the Grievant wishes to appeal the grievance to Step 2 of the Grievance Procedure, it shall be referred in writing to the Superintendent within ten (10) school days after the Principal's or his/her designee's answer in Step 1. The Superintendent, or his/her designee, shall discuss the grievance within ten (10) school days with the Grievant at a time mutually agreeable to the parties. If no settlement is reached, the Superintendent, or his/her designee, shall give a written answer to the Grievant within twenty (20) school days following their meeting.

#### 10.5 Arbitration

- (a) If the grievance is not settled in accordance with the foregoing procedure, the Association may refer the grievance to binding arbitration within twenty (20) school days after receipt of the Superintendent's answer in Step 2. The parties shall attempt to agree upon an arbitrator within ten (10) school days after receipt of notice of referral and in the event the parties are unable to agree upon an arbitrator within said ten (10) day period, the parties shall jointly request the American Arbitration Association to submit a panel of arbitrators. Selection of an arbitrator will be in accord with the rules and regulations of the American Arbitration Association (AAA). The arbitrator shall be notified of his selection by a joint letter from the Board and the Association requesting that he set a time and place, subject to the availability of the Board and Association. All arbitration hearings shall be held in Rochelle, Illinois, unless the parties mutually agree otherwise.
- (b) The arbitrator shall act in a judicial, not legislative, capacity and shall have no right to recommend, to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. He shall only consider and make a decision with respect to the specific issue submitted, and shall have no authority to make a decision on any other issue not so submitted to him.

In the event the arbitrator finds a violation of the terms of this Agreement, he shall fashion an appropriate remedy. The arbitrator shall be without power to make a decision contrary to or inconsistent with or modifying or varying in any way the Agreement. The arbitrator shall submit in writing his decision within thirty (30) calendar days following close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to a written extension thereof. The decision shall be based solely upon his interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. A decision rendered consistent with the terms of the Agreement shall be final and binding.

- (c) The fee and expenses of the arbitrator and the cost of a written transcript for the arbitrator shall be divided equally between the Board and the Association; provided, however, that each party shall be responsible for compensating its own representatives and witnesses and purchasing its own copy of the written transcript.

#### 10.6 Time Limit for Filing

No grievance shall be entertained or processed unless it is submitted within twenty (20) school days after the individual or individuals affected by the event giving rise to the grievance has or have become aware or should have become aware, through the use of reasonable diligence, of the occurrence of the event giving rise to the alleged grievance. If the grievance is not presented within the time limits set forth above, it shall be considered waived. If a grievance is not appealed to the next Step within the specified time limit or any agreed extension thereof, there shall be a bar to any further appeal of the grievance. If the Board or its designee does not answer a grievance or an appeal thereof within the specified time limits, the Grievant may elect to treat the grievance as denied at that Step and immediately appeal the grievance to the next Step. The time limit in each Step may be extended by mutual written agreement of the Board and the Grievant representatives involved in each Step.

#### 10.7 Bypass to the Superintendent

If the Grievant and the Superintendent agree, any Step of the grievance procedure may be bypassed and the grievance brought directly to the next Step.

10.8 Bypass to Arbitration

If the Superintendent and the Grievant agree, a grievance may be submitted directly to arbitration.

10.9 Reprisals

No reprisals shall be taken by the Board or the administration against the Grievant because of the staff member's participation in a grievance.

10.10 Withdrawn Grievance

A grievance may be withdrawn at any level, prior to final disposition, without establishing precedent and, if withdrawn, will be treated as though never having been filed.

10.11 Grievance Record

All records related to the grievance will be filed separately from the personnel files of the Grievant.

10.12 Release Time

If a teacher is required by the Board to be involved in a meeting during school hours involving the grievance, he/she will be excused for such purposes without loss of pay.



## **ARTICLE 11 - NO STRIKE CLAUSE**

11.1 During the term of this Agreement, neither the Association nor its official agents or employees, nor any teacher, for any reason, will authorize, institute, aid, condone or engage in a slowdown, work stoppage, strike, or any other interference with the work and statutory functions or obligations of the Board.

## **ARTICLE 12 - EVALUATION PROCEDURES**

12.1 The Board shall develop, in cooperation with the Association, an evaluation plan for all teachers in contractual continued service, as required by law. The procedures set forth in the evaluation plan for evaluating teachers shall be deemed to be a part of this Agreement and a failure by the Board or administration to follow the procedures for evaluation set forth in the evaluation plan shall be a proper subject for a grievance pursuant to Article 10 of this Agreement; provided, however, that the grievance procedure set forth herein shall not be available to resolve a dispute concerning the substantive evaluation of a teacher, as opposed to the procedures followed in arriving at that substantive evaluation.


## ARTICLE 13 - ENTIRE AGREEMENT

- 13.1 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.
- 13.2 This Agreement may only be amended during its term by the mutual agreement of both parties in writing.
- 13.3 This Agreement contains the entire agreement between the parties hereto and neither party shall be bound by any statement, representation, agreement, stipulation or provision made prior to the execution hereof and not set forth herein; provided, however, that nothing contained herein is intended to diminish or abrogate the provisions of Section 4 of the Illinois Educational Labor Relations Act which requires the Board to bargain collectively with regard to policy matters directly affecting wages, hours, and terms and conditions of employment as well as the impact thereon upon request by the Association.
- 13.4 This Agreement terminates and cancels all prior collective bargaining agreements made between the parties hereto.
- 13.5 Should any Article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, said Article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining Articles, sections and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted Article, section or clause.

This agreement is entered into and executed on January 11, 2022.


**ROCHELLE ELEMENTARY  
EDUCATION ASSOCIATION,  
IEEA/NEA**

**BOARD OF EDUCATION  
ROCHELLE ELEMENTARY SCHOOL  
DISTRICT #231 ROCHELLE, ILLINOIS**

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

**APPENDIX A**

**ROCHELLE ELEM. SCHOOL DIST. NO. 231  
SALARY SCHEDULE 2021-2022 (3.2% BASE)**

<b>STEP</b>	<b>BA</b>	<b>BA+6</b>	<b>BA+12</b>	<b>BA+18</b>	<b>BA+24</b>	<b>MA</b>	<b>MA+6</b>	<b>MA+12</b>	<b>MA+18</b>	<b>MA+24</b>	<b>MA+30</b>	<b>MA+36</b>
1	34,199	35,567	36,935	38,303	39,671	40,966	42,334	43,702	45,070	46,438	47,806	49,174
2	35,396	36,764	38,132	39,500	40,868	42,163	43,531	44,899	46,267	47,635	49,003	50,371
3	36,593	37,961	39,329	40,697	42,065	43,360	44,728	46,096	47,464	48,832	50,200	51,568
4	37,790	39,158	40,526	41,894	43,262	44,557	45,925	47,293	48,661	50,029	51,397	52,765
5	38,987	40,355	41,723	43,091	44,459	45,754	47,122	48,490	49,858	51,226	52,594	53,962
6	40,184	41,552	42,920	44,288	45,656	46,951	48,319	49,687	51,055	52,423	53,791	55,159
7	41,381	42,749	44,117	45,485	46,853	48,148	49,516	50,884	52,252	53,620	54,988	56,356
8	42,578	43,946	45,314	46,682	48,050	49,345	50,713	52,081	53,449	54,817	56,185	57,553
9	43,775	45,143	46,511	47,879	49,247	50,542	51,910	53,278	54,646	56,014	57,382	58,750
10	44,972	46,340	47,708	49,076	50,444	51,739	53,107	54,475	55,843	57,211	58,579	59,947
11		47,537	48,905	50,273	51,641	52,936	54,304	55,672	57,040	58,408	59,776	61,144
12			50,102	51,470	52,838	54,133	55,501	56,869	58,237	59,605	60,973	62,341
13				52,667	54,035	55,330	56,698	58,066	59,434	60,802	62,170	63,538
14					55,232	56,527	57,895	59,263	60,631	61,999	63,367	64,735
15						57,724	59,092	60,460	61,828	63,196	64,564	65,932
16						58,921	60,289	61,657	63,025	64,393	65,761	67,129
17						60,118	61,486	62,854	64,222	65,590	66,958	68,326
18						61,315	62,683	64,051	65,419	66,787	68,155	69,523
19						62,512	63,880	65,248	66,616	67,984	69,352	70,720
20						63,709	65,077	66,445	67,813	69,181	70,549	71,917

**ROCHELLE ELEM. SCHOOL DIST. NO. 231  
SALARY SCHEDULE 2022-2023 (3.2% BASE)**

STEP	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36
1	35,293	36,705	38,117	39,529	40,941	42,201	43,613	45,025	46,437	47,849	49,261	50,673
2	36,528	37,940	39,352	40,764	42,176	43,436	44,848	46,260	47,672	49,084	50,496	51,908
3	37,763	39,175	40,587	41,999	43,411	44,671	46,083	47,495	48,907	50,319	51,731	53,143
4	38,998	40,410	41,822	43,234	44,646	45,906	47,318	48,730	50,142	51,554	52,966	54,378
5	40,233	41,645	43,057	44,469	45,881	47,141	48,553	49,965	51,377	52,789	54,201	55,613
6	41,468	42,880	44,292	45,704	47,116	48,376	49,788	51,200	52,612	54,024	55,436	56,848
7	42,703	44,115	45,527	46,939	48,351	49,611	51,023	52,435	53,847	55,259	56,671	58,083
8	43,938	45,350	46,762	48,174	49,586	50,846	52,258	53,670	55,082	56,494	57,906	59,318
9	45,173	46,585	47,997	49,409	50,821	52,081	53,493	54,905	56,317	57,729	59,141	60,553
10	46,408	47,820	49,232	50,644	52,056	53,316	54,728	56,140	57,552	58,964	60,376	61,788
11		49,055	50,467	51,879	53,291	54,551	55,963	57,375	58,787	60,199	61,611	63,023
12			51,702	53,114	54,526	55,786	57,198	58,610	60,022	61,434	62,846	64,258
13				54,349	55,761	57,021	58,433	59,845	61,257	62,669	64,081	65,493
14					56,996	58,256	59,668	61,080	62,492	63,904	65,316	66,728
15						59,491	60,903	62,315	63,727	65,139	66,551	67,963
16						60,726	62,138	63,550	64,962	66,374	67,786	69,198
17						61,961	63,373	64,785	66,197	67,609	69,021	70,433
18						63,196	64,608	66,020	67,432	68,844	70,256	71,668
19						64,431	65,843	67,255	68,667	70,079	71,491	72,903
20						65,666	67,078	68,490	69,902	71,314	72,726	74,138

**ROCHELLE ELEM. SCHOOL DIST. NO. 231  
SALARY SCHEDULE 2023-2024 (3.2% BASE)**

STEP	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36
1	36,422	37,879	39,336	40,793	42,250	43,476	44,933	46,390	47,847	49,304	50,761	52,218
2	37,697	39,154	40,611	42,068	43,525	44,751	46,208	47,665	49,122	50,579	52,036	53,493
3	38,972	40,429	41,886	43,343	44,800	46,026	47,483	48,940	50,397	51,854	53,311	54,768
4	40,247	41,704	43,161	44,618	46,075	47,301	48,758	50,215	51,672	53,129	54,586	56,043
5	41,522	42,979	44,436	45,893	47,350	48,576	50,033	51,490	52,947	54,404	55,861	57,318
6	42,797	44,254	45,711	47,168	48,625	49,851	51,308	52,765	54,222	55,679	57,136	58,593
7	44,072	45,529	46,986	48,443	49,900	51,126	52,583	54,040	55,497	56,954	58,411	59,868
8	45,347	46,804	48,261	49,718	51,175	52,401	53,858	55,315	56,772	58,229	59,686	61,143
9	46,622	48,079	49,536	50,993	52,450	53,676	55,133	56,590	58,047	59,504	60,961	62,418
10	47,897	49,354	50,811	52,268	53,725	54,951	56,408	57,865	59,322	60,779	62,236	63,693
11		50,629	52,086	53,543	55,000	56,226	57,683	59,140	60,597	62,054	63,511	64,968
12			53,361	54,818	56,275	57,501	58,958	60,415	61,872	63,329	64,786	66,243
13				56,093	57,550	58,776	60,233	61,690	63,147	64,604	66,061	67,518
14					58,825	60,051	61,508	62,965	64,422	65,879	67,336	68,793
15						61,326	62,783	64,240	65,697	67,154	68,611	70,068
16						62,601	64,058	65,515	66,972	68,429	69,886	71,343
17						63,876	65,333	66,790	68,247	69,704	71,161	72,618
18						65,151	66,608	68,065	69,522	70,979	72,436	73,893
19						66,426	67,883	69,340	70,797	72,254	73,711	75,168
20						67,701	69,158	70,615	72,072	73,529	74,986	76,443

**APPENDIX B  
EXTRA-CURRICULAR PAY SCHEDULE**

<b><u>ACTIVITY</u></b>	<b><u>% of BASE</u></b>
RMS athletic director .....	8.5
RMS noon supervision .....	8.5
Mentor committee chair .....	8.5
RMS girls – VB.....	6.5
RMS inter-scholastic BB .....	6.5
RMS head wrestling.....	6.5
RMS cheerleading/pom pom .....	5.5
RMS inter-scholastic soccer, head coach .....	5.5
RMS track .....	5.5
Curriculum committee leadership .....	5
Band instruction .....	4.25
Head cross country coach .....	4.25
RMS athletic games supervision .....	4
Scholastic bowl coach .....	3.25
RMS AM & PM supervision .....	3.25
RMS interscholastic soccer, assistant coach .....	3
Art supervisor.....	3
RMS natural helpers .....	3
RMS head math coach.....	3
RMS choral director .....	3
String orchestra director .....	3
RMS Student council advisor .....	2
Speech and dramatics team coach, 2 per grade level.....	2
Builder’s Club.....	2
Unity Club .....	2
Assistant cross country coach .....	1.75
Speech and dramatics team coach, 5 <sup>TH</sup> Grade, 1 each bldg.....	1
RMS yearbook coordinator.....	1



**APPENDIX C  
EXTRA-CURRICULAR ACTIVITY  
STIPEND SCHEDULE**

<b>1-3* years</b>	<b>4-6** years</b>	<b>7-9 years</b>	<b>10+*** years</b>
<b>8.50%</b>	<b>8.65%</b>	<b>8.80%</b>	<b>8.95%</b>
<b>8.00%</b>	<b>8.15%</b>	<b>8.30%</b>	<b>8.45%</b>
<b>6.50%</b>	<b>6.65%</b>	<b>6.80%</b>	<b>6.95%</b>
<b>6.00%</b>	<b>6.15%</b>	<b>6.30%</b>	<b>6.45%</b>
<b>5.50%</b>	<b>5.65%</b>	<b>5.80%</b>	<b>5.95%</b>
<b>5.00 %</b>	<b>5.15%</b>	<b>5.30%</b>	<b>5.45%</b>
<b>4.50%</b>	<b>4.65%</b>	<b>4.80%</b>	<b>4.95%</b>
<b>4.25%</b>	<b>4.40%</b>	<b>4.55%</b>	<b>4.60%</b>
<b>4.00%</b>	<b>4.15%</b>	<b>4.30%</b>	<b>4.45%</b>
<b>3.25%</b>	<b>3.40%</b>	<b>3.55%</b>	<b>3.70%</b>
<b>3.00%</b>	<b>3.15%</b>	<b>3.30%</b>	<b>3.45%</b>
<b>2.00%</b>	<b>2.15%</b>	<b>2.30%</b>	<b>2.45%</b>
<b>1.00%</b>	<b>1.15%</b>	<b>1.30%</b>	<b>1.45%</b>

- \* Athletic coaches and extracurricular activity sponsors with three (3) years or less District coaching or extracurricular activity sponsor experience, effective commencing the 2007-2008 school year, shall be placed in this lane. Coaches and sponsors will not be eligible for advancement to the 4-6 years' experience lane until they complete three (3) additional years of service as a coach or sponsor.
- \*\* Athletic coaches and extracurricular activity sponsors with four (4) or more years of District coaching or extracurricular activity sponsor experience, effective commencing the 2007-2008 school year, shall be placed in this lane. Coaches and sponsors will not be eligible for advancement to the 7-9 years' experience lane until they complete three (3) additional years of service as a coach or sponsor.
- \*\*\* "Years" includes total years of District athletic coaching or extracurricular activity sponsor experience in the same coaching or extracurricular activity position, regardless of whether service years are continuous.