

RANTOUL CITY SCHOOL DISTRICT NO. 137

AND

**RANTOUL CITY SCHOOL DISTRICT EDUCATION
ASSOCIATION, IEA/NEA**

2019-2022

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ARTICLE 1

Recognition

Included: All full-time and regularly employed part-time certificated personnel.

Excluded: All managerial, supervisory, and confidential employees (specifically including the technology coordinator) and all others excluded by the Act including superintendent, principals, and any assistant principals who regularly evaluate certificated teachers.

Members of the bargaining unit are referred to in this agreement as "teachers." Persons who hold teaching certificates, but whose positions do not require certificates are not teachers for purposes of this agreement.

ARTICLE II

Negotiation Procedures

2.1 **Mediation:** If the services of a mediator are needed, a mediator shall be jointly requested by the parties.

2.2 **Attendant Costs:** Cost for consultants chosen by any party shall be paid by that party. The costs for the mediator shall be shared equally by the Board and the Association.

ARTICLE III

Professional Grievance Procedure

3.1 **Grievance Defined:** Any claim by the Association, a group of teachers, or a teacher that there has been a violation, misinterpretation, or misapplication of the terms of this agreement shall be a grievance.

3.2 **Purpose:** The purpose of this article is to secure an early and fair resolution to the issues between the parties.

3.3 **Time Limits Defined:** All time limits in this grievance procedure consist of days in which school is in session for students, except when a grievance is submitted fewer than ten (10) days before the close of the school year, during the summer, or during the first ten (10) days of the school year, then time limits shall consist of all weekdays (Monday through Friday) and all time limits shall double.

3.4 **Bypass:** Upon mutual agreement of the parties any grievance may be initiated with the Superintendent or his designee and other steps may be omitted.

3.5 **Class Grievances:** Class grievances involving one or more teachers, or one or more immediate supervisors, and grievances involving an administrator above the building level may be filed initially with the Superintendent. Grievances involving two or more administrators shall be filed with the Superintendent.

3.6 **Timely Written Responses:** If no written response has been rendered within the time limits specified, the grievance shall proceed to the next step.

3.7 **No Retaliation:** The employer shall not retaliate against a teacher for participating in a grievance.

- 3.8 **Teacher Rights and Representation:** Teachers shall have the right to Association representation at the processing of a grievance at any level. No teacher shall be required to discuss any grievance if an Association representative is not present. However, teachers are not compelled to have an Association representative present. No adjustment of grievances shall be inconsistent with the terms of this agreement.
- 3.9 **Association Representation:** The Association shall have a right to have an Association representative present at the resolution of any grievance.
- 3.10 **Time and Place:** Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons necessary to the proceedings to attend. If the processing of a grievance is held by agreement during school hours, all teachers whose presence is necessary shall be excused without loss of pay, benefits or seniority for that purpose, for such time as is necessary for testimony.
- 3.11 **Withdrawal of Grievance:** A grievance may be withdrawn at any time without establishing precedent.
- 3.12 **Informal Meeting:** A teacher may present a grievance to his or her immediate supervisor informally in an attempt to adjust the same. However, no grievance shall be deemed initiated for purposes of the time line specified in this Article Three unless it is timely filed in writing at the Supervisor Level.
- 3.13 **Level One Procedure:** Since the purpose of this procedure is to secure at the lowest level possible an equitable solution to the problems of the parties, the teacher and his/her immediate supervisor shall attempt to resolve the problem through informal communications. When requested by the teacher, an Association representative may accompany the teacher.
- 3.14 **Supervisor Level:** If the grievance is not satisfactorily resolved through an informal meeting, the grievance shall be submitted to the building principal (or immediate supervisor, if not a principal) in writing. The grievance shall specify the nature of the alleged violation, misapplication or misinterpretation, the specific provisions of this agreement that are alleged to have been violated and the remedy requested. The building principal (or supervisor) shall call a meeting within ten (10) days for the purpose of discussing the grievance. Should the principal fail to respond in writing within ten (10) days, the grievance shall proceed to the Superintendent step by filing a written appeal to the Superintendent.
- 3.15 **Superintendent Step:** The Superintendent shall arrange for a meeting within ten (10) days of his receipt of the written appeal. Should the Superintendent fail to respond in writing within ten (10) days, of the Superintendent's meeting or if the Association is not satisfied by the Superintendent's response, the Association may submit the grievance to arbitration. The Board shall not be required to arbitrate any grievance unless the Association submits the grievance to Arbitration with the American Arbitration Association (or other arbitration body agreed by the parties) within thirty (30) days from the date of the Superintendent's response or the expiration of the time limits for the same.
- 3.16 **Arbitration Step:** The arbitration shall be conducted under, and in conformance with, the Voluntary Labor Arbitration Rules of the American Arbitration Association. Upon mutual written agreement of the parties the Streamlined Labor Association Arbitration Rules of the American Arbitration Association may be used. If an arbitrator cannot be agreed upon, a panel of arbitrators will be submitted to the parties, and the parties shall alternately strike names until one remains. Each side may strike an entire panel.

The arbitrator shall submit his or her decision and remedy (if any) in writing according to the rules of the American Arbitration Association, unless the parties waive a written decision. The arbitrator may not expand upon, alter, change, modify or fail to apply any of the terms and conditions of this agreement. The arbitrator may award such remedy as will, in appropriate cases, make the grievant(s) whole.

- 3.17 **Postponement of Arbitration:** If only one party requests a postponement of an arbitration hearing, that party shall bear all costs, if any, related to the postponement. If both parties request a postponement the cost, if any, related to the postponement will be divided evenly between the parties.
- 3.18 **Costs:** Each party shall bear the full cost of its own representation in the arbitration proceedings. The cost of the arbitrator shall be shared equally between the parties.
- 3.19 **Court Reporter:** Unless agreed upon in advance, the party requesting a court reporter shall assume full responsibility for the expenses of the reporter. However, if both parties request a transcript, then the parties shall share equally the cost of the reporter.
- 3.20 **Personnel Files:** All grievance forms and responses shall be filed separately from the personnel file of the teachers.
- 3.21 **Time Bar:** Time is of the essence in the grievance procedure. All grievances must be submitted in writing to the building principal within fifteen (15) days of the date that the teacher affected knew or should have known of the alleged violation, misinterpretation or misapplication of the contract. Failure to submit a grievance in writing within this time period, or failure to timely process any other step in the grievance procedure shall serve as an absolute bar to further proceedings.
- 3.22 **Waive Requirements:** The parties may agree in writing to waive any of the requirements of this Article.

ARTICLE IV Association Rights and Responsibilities

- 4.1 **Use of Building Space:** The local Association shall have the right to request the use of school buildings for its official activities, and the right to transact official local Association business on school property. Approval of such requests shall not be unreasonably withheld. Association activities shall never interfere with or interrupt school operations, or use previously arranged by other groups or individuals. The time and space requested shall be submitted to the principal five (5) days in advance in writing, except the principal may waive this restriction. If any custodial services are required, the Board may make a reasonable charge therefore.
- 4.2 **Association Presentations/Orientation Meetings:** The Association may make presentations no longer than fifteen (15) minutes at teacher orientation meetings after the conclusion of the orientation. At other meetings the Association may request time, in advance, from the administrator in charge of the agenda specifying the nature of the presentation in writing. Whether or not such request shall be granted shall be in the exclusive discretion of the administrator. This provision shall not be deemed any limitation on the right of the District to control agendas of meetings.
- 4.3 **School Mail:** The Association shall have the right to use District mail service and mail boxes, to the extent they exist, for communications to bargaining unit members.
- 4.4 **Association Activity Postings:** Association shall have the right to post notices of its activities and matters of Association concern on bulletin boards designated by the Administration for such purposes.

These bulletin boards shall be the exclusive location for posting of Association matters. At least one such board shall be provided in each attendance center, and shall be reasonably available to bargaining unit members. Bulletin boards will normally be in teacher lounges.

- 4.5 **Requests for Information/Board of Education:** The Board agrees to make available to the Association in response to reasonable requests information regarding the financial resources of the District. Such requests may include annual financial reports and audits, the preliminary tentative budget when adopted, budget of the Board of Education, agendas and minutes of Board of Education meetings which are open to the public, treasurer's reports and a list of certified teachers. However, nothing in this paragraph shall require the Board of Education to create documents, data, statistics, or comparisons which do not otherwise exist.
- 4.6 **Requests for Information/Association:** The Association will make available any pertinent information as reasonably requested by the Board or its representatives.
- 4.7 **Payroll Deductions:** Teachers shall be permitted to authorize dues deductions for Association membership on forms to be provided by the Association. The Association shall provide to the Superintendent or designee at least ten days prior to the first payroll of the school year authorizations for dues deductions, unless the teacher has already provided written authorization to the Superintendent. Teachers may elect to have dues deducted over nine (9) months. The Administration shall have the right to adopt reasonable rules regarding the coordination of dues deduction with payroll preparation and distribution. Dues deducted shall be forwarded to the Association within ten (10) days of deduction.
- Teachers hired after the beginning of the school term who have authorized dues deduction shall have the same deducted over the remaining payroll periods, and the Association shall provide such authorizations as soon as possible before the next payroll, unless the teacher has already provided written authorization to the Superintendent.
- The Employer shall have no obligation for dues in arrears or dues not paid to the Association in any situation where net earnings are insufficient to cover the sum remaining due, or for dues (other than that regularly scheduled for deduction in the final paycheck) in case a teacher leaves service during the school year.
- 4.8 **Illegal Discrimination:** A teacher who believes the employer has engaged in illegal discrimination against him or her, on the basis of race or color, creed, sex, age, marital status, or national origin shall be afforded the opportunity to mediate the claim. The parties shall utilize the services of Federal Mediation and Conciliation Service, if available.
- 4.9 **Board Agendas:** Board agendas for meetings open to the public will be sent via email to the Association president and to each center. During the summer, such agendas shall only be emailed to the Association President. These will be processed at the same time as mailed/emailed to Board of Education members.
- 4.10 **Authorized Agents:** Authorized agents of the Association, upon notifying the school office, may meet with school teachers in the school building during duty-free times of such teachers. Preparation time is NOT duty-free time.
- 4.11 **Association Presentations/Board of Education Meetings:** The Board of Education shall afford an Association representative reasonable opportunity to address the Board during the "open forum" section of public meetings of the Board of Education. However, if an Association presentation concerns

an individual employee, or students, the Board may elect to hear the presentation in closed session, to the extent permissible under the Illinois Open Meetings Act.

If the Association plans a lengthy or detailed presentation, the Association shall notify the Superintendent reasonably in advance so the Superintendent can prepare for possible Board questions or issue.

- 4.12 **Notification of Newly Hired Bargaining Unit Members:** Names and addresses of newly hired bargaining unit members will be forwarded to the Association president within seven (7) days of employment.
- 4.13 **Association-Administration Council:** The Association shall designate two (2) representatives to meet with the Superintendent and his/her administrative designees at a minimum of four (4) mutually agreed times during the school year for the purposes of discussing district-wide issues. It is understood that the Board members may attend such meetings at their option, but that may make the meeting subject to the Open Meetings Act.

ARTICLE V

Teacher Rights and Protections

5.1 **Personnel Files:**

- A) The District shall maintain personnel files. No evaluative materials will be placed in the file unless the teacher has been offered an opportunity to read the materials.

This provision does not require that all teacher materials be kept in a single file. By way of example, and not limitation, materials relating to evaluations-in-progress, records concerning sick leave, personal leave, and payroll matters may be kept in electronic form or at the building level. This provision does not limit the right of the Employer to conduct investigations as to possible teacher misconduct nor does this provision require the employer to notify teachers or to make materials available during pending investigations or if disclosure would prevent or hinder a full and fair investigation.

No material alleging teacher misconduct shall be placed in a teacher's personnel file more than thirty (30) days following the occurrence of the event, the Administration's knowledge of the same, or the conclusion of any appropriate investigation, whichever is later.

- B) Within thirty (30) days following the placement of materials critical of a teacher's performance or misconduct is placed in the teacher's file, the teacher shall have the right to respond and such a response shall be attached to the material in the file. The teacher shall be afforded an opportunity to sign material critical of a teacher's behavior or evaluation prior to it being placed in the personnel file. If the teacher refuses to sign the administrator shall note the refusal and the date thereof.
- C) Upon appropriate written request by the teacher to the Central Office, he/she shall be permitted to examine his/her personnel files. Such examination may occur during ordinary business hours of the Central Office, as long as it does not interrupt school operations. The Administration shall have a right to have a representative present.
- D) Upon request, the Board will reproduce, at the teacher's expense, any material in his/her personnel file. This will not require the Board to produce multiple copies of the same document during the same school year.

- E) Teacher personnel files at the administrative central office will be kept locked at all times outside the regular office hours.

5.2 **Liability Protection:** District shall, in compliance with and to the extent required by law, indemnify and protect all teachers from losses resulting from suits arising out of claims for damages, resulting from alleged negligent or other wrongful acts of the teacher committed in the scope of their employment or under the direction of the Board. This provision does not require the Board of Education to indemnify teachers for willful or wanton misconduct or other intentional acts.

5.3 **Student Discipline:**

A) **Maintenance of Classroom Behavior:** The teacher has the right and responsibility to maintain a reasonable standard of orderly behavior in his/her classroom subject to and consistent with rules of the employer. Teachers shall have the right to use such reasonable force as may be necessary to protect the teacher, other teachers or students from physical assault or injury or damage to property. Teachers shall notify their principal or other immediate supervisor in case of any assault or battery or use of force by the teacher. The notification by the teacher must also include a written rationale/reason for the use of reasonable or excessive force.

1. The Administration may contact appropriate police authorities in cases where an assault or battery falls outside rules of student conduct. The teacher also has the right to contact police authorities but may not reveal the contents of student records except to the extent permitted by law.
2. Any student committing an assault or battery upon a teacher shall be disciplined in accordance with the District's discipline policy. However, students who are subject to an IEP shall be disciplined in accordance with such IEP.
3. The Board shall indemnify and reimburse any teacher for any loss, damage to or destruction of the teacher's personal property as a result of a student's assault, battery or willful act during the teacher's performance of duties at school, or during a school-sponsored activity.

B) **Responsibility For and Assistance with Discipline:** The administration shall provide reasonable assistance to teachers in cases of students who are unusually difficult to control or discipline. However, the teacher has the primary obligation to maintain discipline of students assigned to him/her, as well as students in the immediate vicinity, such as, but not limited to hall supervision, playground duty, assemblies, etc., with the exception of the teacher's thirty (30) minute duty-free lunch.

Teachers may be required to be able to provide services to students of the entire range of abilities and circumstances. The Board will provide teachers with reasonable assistance and training in respect to any student who, due to educational, medical, or social situations, requires the teacher to take substantial and unusual steps in respect to that teacher's responsibilities to that student.

C) **Court Appearance:** If a teacher is required to appear in court or otherwise testify as a result of physical assault by a student, the teacher shall not suffer any loss of pay or leave.

5.4 **Reduction in Force:**

A) **Consultation with Association:** When the Administration determines that it may be necessary to recommend to the Board of Education that the number of teachers employed by the District

be reduced because of decreased enrollment, lack of funds or other reasons, the Superintendent shall consult with the Association. The Association shall be given an opportunity to discuss with the Superintendent the number of teachers to be reduced in force, particular positions eliminated and to suggest alternatives to reduction in staff. The Board shall have no obligation to create positions, re-assign faculty, re-distribute workloads or duties among teachers, to avoid reduction-in-force, unless agreed by the parties.

B) Certification and Qualification:

1. Certification and qualification shall be based upon the provisions of the rules and regulations of the Illinois State Board of Education, current as of the date of the decision to reduce force, as published in the Illinois Administrative Code; and,
2. Opinions of the State Board of Education staff assigned the duties of interpreting the rules of certification and qualification shall be deemed determinative; and,
3. The decisions of the Board of Education or Superintendent determining qualification beyond those set forth in the rules of the State Board of Education shall be deemed final and correct; and,
4. Neither this section nor any other part of this agreement establishes any additional rights in respect to reduction in force
5. This section 5.4 shall not affect:
 - a. The right of the Board of Education or its administration to issue notices provided by the Illinois School Code.
 - b. The right of the Board of Education to dismiss teachers for reasons other than reduction in force.

C) 75 Day Lists: By 75 days before the end of school of each year, the Administration, in consultation with the Association, shall develop a list, for distribution to the Association president showing the length of continuing service and the areas of certification and qualification of each teacher. In addition, a 75 day seniority list shall be provided to the Association president at the time of distribution. A copy of the continuous service list shall be provided to the Association president at the time of distribution. The Association and teachers shall have ten (10) calendar days from the distribution date to file exceptions to either list with the Superintendent in writing. For subsequent lists, continuous service may only be challenged for the period since the last continuous service posting, or because a teacher is not shown as certified and qualified in an area in which the teacher is actually certified and qualified.

D) Re-employment Procedure:

1. **Teacher's Response to Recall:** A teacher who is offered re-employment through recall shall have ten (10) calendar days from the date of registered mailing or direct telephone contact to accept the recall offer. A teacher's failure to respond to a recall notice shall result in termination of the teacher's rights of recall for that position. It is the teacher's responsibility to provide current contact information.
2. **Reinstatement of Teachers:** Any teacher in group 3 or 4 removed or dismissed because of reduction in force shall have recall rights from the date of reduction in force notice and continuing until the day prior to the school year commencing the second year following the layoff notice based upon legal qualifications and any other qualifications established in the District on or before the May 10 prior to the date of the position

becoming available. Any teacher in group 2 who qualifies for "limited" recall rights shall exercise those rights consistent with Section 24-12 of the School Code.

3. **Reinstatement Rights:** Any teacher who is recalled under this section shall have all accumulated sick leave, salary schedule position, and continuous service as when honorably dismissed.

5.5 **Complaints:** If a building principal or superintendent receives a complaint concerning a teacher's performance or conduct, it shall be handled as follows:

- A) If the Administrator believes that the complaint is meritless, no further action shall be taken, except the Administrator may, in his or her discretion, advise the teacher that a meritless complaint has been made.
- B) If the Administrator believes the complaint may have merit, the Administrator shall conduct such investigation as he or she deems reasonable.
- C) If the Administrator believes it will be helpful to resolve conflict, the Administrator may request the complaining person to meet at a reasonable time with the teacher and if such meeting is convened the teacher shall attend. This provision shall not require notification of the teachers of allegations of criminal misconduct or other conduct harmful to children or the school district. This provision does not apply to investigations conducted by law enforcement agencies, including, by example, the Department of Children and Family Services.

5.6 **Job Descriptions and Evaluations:**

- A) **Job Descriptions:** The District shall provide a description of each teacher's duties and responsibilities in the form of a job description. Job descriptions are not incorporated into this agreement. The Association shall be given the opportunity to provide input in the development of each job description, but the final determination of job descriptions is reserved to the Board of Education.
- B) **Job Performance Prior to Evaluation:** Nothing in this agreement or the evaluation plan prohibits an administrator from noting an area of concern prior to evaluation. The teacher may be informed orally or in writing.
- C) **Evaluation Procedures:** Evaluation procedures will be followed as stated in the board approved Rantoul City Schools Evaluation Plan.
- D) **Rating System:** Teachers shall be evaluated as excellent, proficient, needs improvement, or unsatisfactory.

5.7 **Teacher Discipline:** Suspension of a teacher for a period longer than five (5) days without pay shall be preceded by an opportunity for the teacher to be heard before the Board of Education. The majority decision of the Board shall be final, but such decision shall be subject to the grievance procedure. This paragraph has no effect upon dismissals under 24-12 of the School Code, or suspension by the Board pending dismissal.

5.8 **Right of Teacher to Association Representative at Disciplinary Meeting:** In the event that an administrator or the Board requires a teacher to attend a meeting for the purpose of disciplining a teacher, the teacher may be represented by another teacher or the Association representative. The teacher shall be given prior written notice of the reasons for such a meeting two (2) days in advance.

ARTICLE VI

Teacher Working Conditions

- 6.1 **Requisitions:** Each teacher shall be given the opportunity to submit requisition requests for instruction materials and supplies when needed.
- 6.2 **Unsafe or Hazardous Conditions:** No teacher shall be required to work under conditions which are hazardous or unsafe. However, this provision shall not have any application to persons who have unique illnesses or conditions which prevent them from performing or reduce their effectiveness in performing essential job duties.

EXAMPLE: A teacher suffers from agoraphobia (an irrational fear of being in places or situations from which escape might be difficult or embarrassing). As a result of this condition the teacher is unable to perform his or her duties because it requires being in the presence of large numbers of persons in public places. Since the condition is real one, the teacher is entitled to sick leave benefits (to the extent sick leave is available) but the teacher is not deemed to be working in an unsafe or hazardous condition or perform tasks which endanger his or her health because there is nothing in the teacher's work environment which would be unhealthful or dangerous to a person without agoraphobia. This is true even though being in a public place causes real symptoms and the condition of agoraphobia is well recognized in scientific literature.

EXAMPLE: A teacher suffers from an allergy to fragrances of all kinds. The teacher is unable to be in the presence of the general public (such as the student population) because fragrances are present on their clothing, hair, bodies, etc. The presence of fragrances is not an unsafe or hazardous condition nor do the teacher's work duties endanger his health because there is nothing in the teacher's work environment which would be unhealthful or dangerous to a person without allergies to fragrances. This is true even though being in the presence of fragrances causes real symptoms, and allergies to certain fragrances are well recognized as medical conditions.

Nothing in this provision affects the right or the obligation of the employer to make reasonable accommodations to persons with disabilities. No statute respecting disability is made part of this agreement.

- 6.3 **Calendar:** The Association may propose a calendar for consideration per state statute by the administration and Board of Education. The calendar, when adopted, shall include not more than one hundred eighty (180) days. Teachers shall not have more than one hundred eighty teacher responsibility days. Unused emergency days will be removed from the calendar as an unscheduled spring break or at the end of the year. The Board of Education reserves the right to adopt the final calendar. The Board of Education reserves the right to amend the calendar from time to time as is necessary to insure one hundred eighty (180) responsibility days, or the number of days required per state statute.
- 6.4 **Class Size:** Management and the Association agree that lower class sizes are preferred for our students. The following guidelines will be in effect regarding class sizes beginning with the 2019-2020 school year and are subject to change based on mutual agreement of the district's class size committee. Enrollment data will be pulled (after kindergarten registration) no later than May 1 of the current school year to determine optimal staffing for the subsequent school year. Kindergarten enrollment for the subsequent school year will be based on the currently enrolled kindergarten students or the number from kindergarten registration, whichever is higher. The district's class size committee will meet to review

optimal staffing projections. The district will make every effort to meet optimal staffing levels prior to the start of the subsequent year.

By September 15 of the current school year, the district's class size and committee will meet to determine if maximum class sizes have been exceeded based on September 15 enrollment. Once the class size reaches the maximum number, the next enrolled child will require a remedy. The class size committee will meet to determine the most appropriate and practical remedy.

Remedies may include:

- Allotment of ESP staff time.
- Intra-building reassignment or rescheduling of students.
- Intra-district transfer.
- Provision of additional teaching staff.
- Discontinuing or combining classes with small enrollment.
- Overload stipend to classroom teacher.
- Other reasonable remedies as agreed to by the Class Size Committee

Either party of the Class Size Committee may request a meeting to review any unusual or emergency situations regarding enrollment.

6.4.5 **EJHS Instructional Load:** Due to junior high block scheduling, junior high instructional load will be assigned proportionately in accordance with students' needs and assessment data. The administration shall be responsible for all assignments.

6.5 **Teacher Day/Preparation Time:**

- A) The length of the assigned school day for teachers shall not exceed seven and one-half hours or an average thirty-seven and one half (37.5) hours per week. The work day shall begin no earlier than 7:30am (Eater 7:25am). The Administration shall assign duties among teachers during that workday. Teachers shall devote such additional time as may be necessary to the school improvement and assessment activities, Parent-teacher conferences and meetings, faculty meetings, student supervision, PTO meetings, school sponsored events, IEP and multidisciplinary conference meetings, special education hearings, and emergencies defined by the Administration. Administration may schedule after school meetings up to twice a month with an end time of up to 30 minutes after contractual hours. The Administration shall notify teachers when possible forty-eight (48) hours in advance of the need for duties or meetings beyond the regular workday.
- B) Full-time teachers shall have regularly scheduled preparation time as follows. Travel time is not considered preparation time.
1. Teachers shall have preparation time totaling 40 minutes per day, or an average of two hundred (200) minutes per week, excluding early dismissal/late start days and any school improvement days. No more than two plan periods in a typical five-day work week will be used for scheduled meetings.
 2. Teachers who lose an assigned preparation period in order to internally substitute for that period due to the absence of the regularly assigned teacher for the period of at least 40 minutes shall be paid \$20.00, or for a partial period (at least 20 minutes) shall be paid \$10.00.

3. Preparation time is not guaranteed in all situations, due to reasons such as shortened school day, special activities, field trips, special education IEP meetings, and other activities that alter the routine of the teacher's normal schedule.

C) **Special Education Meetings:**

For special education meetings scheduled to start 30 minutes or more past the end of the contractual work day, any teacher covered by this collective bargaining agreement who is required to attend said special education meeting and attends the entire meeting shall be paid \$30. The case manager shall make every effort to schedule special education meetings during the contractual workday. If a meeting is required to start 30 minutes or more past the end of the contractual work day, this meeting must be pre-approved by the building principal, director of special education, or designee.

- 6.6 **Lunch Period:** Every teacher regularly assigned to work more than five consecutive clock hours per day shall be allowed a duty-free lunch period of not less than thirty (30) consecutive minutes. Teachers shall be permitted to leave the building during said lunch period.
- 6.7 **Student Teacher:** If a teacher requests supervision of a student teacher and that teacher's request is denied by the Administration, the Administration shall provide the teacher with a reason for the denial.
- 6.9 **Vacancies and Transfers:**
 - A) The administration will post internal and external vacancy notices of certified positions via email and district website when the administration determines there is a vacancy. No position will be permanently filled within ten (10) days of posting. During the posting period teachers may apply for a vacancy in writing to the principal of the building in which there is a posting as well as notifying the employee's current building principal. If principal is unavailable, notify the Human Resources Administrative Assistant.
 - B) The Board of Education and administration reserve the right to fill vacancies and to transfer teachers as they determine in their discretion is in the best interest of the District.
 - C) When it is necessary to involuntarily transfer or reassign teachers, volunteers shall first be considered unless it creates a hardship to fill the volunteer's current position. When an adequate number of volunteers are not obtainable, seniority will be strongly considered when involuntarily transferring or reassigning teachers.
 - D) Once a coach/sponsor has completed a season activity in a manner deemed satisfactory, he/she could be reappointed to their position for the coming year. The coach/sponsor should be informed, within a reasonable amount of time at the conclusion of their season/activity or end of the school year, that he/she will not be rehired and a vacancy will be posted. Any vacancies would be posted internally first. If the position is not filled internally, it will be posted externally.
- 6.10 **Degree/Endorsement Bonus:** The Board will give a teacher a bonus for completing the first master's degree and/or an ESL endorsement.
 - A) Teachers must submit a letter of intent to the superintendent for approval prior to beginning the master's degree or endorsement program.
 - B) Teachers who began their master's degree or endorsement program prior to employment by RCS and will complete their master's degree or endorsement while at RCS must also submit letter of intent to the superintendent for approval.

- C) Teachers must submit a written request for the bonus and provide an official transcript upon completion of the master's degree or endorsement.
- D) The bonus shall be paid at the beginning of the school year following receipt of the master's degree or endorsement. If the teacher leaves the district prior to completing the school year in which the bonus was paid to the teacher, the teacher shall repay the district 100% of the bonus received. This will be deducted from the remaining paychecks until the end of June. The teacher shall execute a bonus agreement upon payment of the bonus.
- E) The bonus for completing the first master's degree is \$3,500 and the bonus for completing the ESL endorsement is \$2,500. If the master's degree includes an ESL endorsement, the maximum bonus is \$3500. In that scenario, a teacher will receive \$2,500 upon completion of the ESL endorsement and the remaining \$1,000 upon the completion of the master's degree, if obtained. If an ESL endorsement is obtained separately from the master's degree (and bachelor's degree), the bonus is \$2500.

6.11 **Retirement Incentive:** The Board of Education will pay an incentive for a teacher to retire into the Teachers Retirement System. To be eligible, a teacher must notify the Board of intent to retire by January 1, or at least 150 days prior to the effective date of retirement (last working day), whichever is more. The teacher must submit an irrevocable letter of resignation no sooner than 6 months before the third year prior to retirement, and no later than January 1 of the year in which salary shall be first affected. The teacher shall receive a bonus in each school year of the school years remaining prior to retirement as provided below. To be eligible for the retirement incentive the teacher must be eligible to retire into the Teachers Retirement System within 6 months of the last date of work at the District. The teacher must have 25 years total service, with the final ten years in Rantoul City Schools. A teacher electing this program will be ineligible for any other compensation benefit or program related to retirement.

An eligible teacher wishing to receive the benefit of this Section shall submit his/her letter of resignation prior to the expiration of the collective bargaining agreement (see 16.4). The District may require a standard form of contract between the District and the Teacher by which the Teacher is obligated to reimburse the District if the teacher's retirement obligates the District to pay any sum in excess of that permitted by this Section.

The bonus shall be limited so that in no circumstances shall the teacher's total creditable earnings in any school year exceed 6% of the teachers total creditable earnings of the prior school year.

After the teacher submits her or his timely irrevocable notice of intent to retire, the teacher shall no longer be paid from the salary schedule, the Extra Duty Schedule or be eligible for any District stipends. Instead, the teacher shall receive a salary for the current school year equal to 106% of that teacher's prior year's TRS creditable earnings. Thereafter, in each remaining school year, the teacher shall receive a salary 106% higher than the salary of the previous school year, subject to the other provisions of this Section. The sum of that teacher's retirement bonus limitation shall be measured by comparing the salary the teacher received under this Section with the total compensation sums the teacher would have received had the teacher not elected the Section 6.11 Retirement Incentive.

EXAMPLE 1: Teacher AB desires to retire at the end of the 2019-2020 school year. AB submits his/her notice of intent to retire on December 30, 2017.

- In 2017-2018 AB shall receive as salary 106% of AB's TRS creditable earnings for the 2016-2017 school year.

- In 2018-2019 AB's salary shall be 106% of AB's salary for 2017-2018.
- In 2019-2020 AB's salary shall be 106% of AB's salary for 2018-2019.

However, in no case shall AB's salary exceed a total of six percent (6.0%) over the sum AB would have received in each of the three years prior to retirement had AB remained on the salary schedule.

EXAMPLE 2 Teacher CD desires to retire at the end of the 2019-2020 school year. CD submits his/her notice of intent to retire on December 30, 2018.

- In 2018-2019 CD shall receive as salary 106% of CD's creditable earnings for the 2017-2018 school year.
- In 2019-2020 CD's salary shall be 106% of CD's salary for 2018-2019.

The teacher must remain in full time status.

EXAMPLE 3: Teacher EF has worked full time all years. His total creditable earnings consist only of salary. However, due to an automobile accident, EF has a disability, is able to work only ½ time his final two years of employment. The Board is able to make an accommodation, and permits EF to work ½ time both years. EF's salary is reduced to ½ of what it would have been had EF continued to work full time.

Once a teacher has become eligible for the Early Retirement Incentive, that teacher is no longer paid with reference to the salary schedule, the extra duty schedule or the extracurricular schedule, nor will the teacher receive any other stipend in addition to the retirement incentive, unless approved by the Board in advance. All the compensation of a teacher who has entered into the retirement incentive shall be encompassed within the six percent (6%) annual increases in creditable earnings.

After the teacher commences the retirement incentive, no additional duties undertaken by the teacher will be taken into account, either for salary or stipend compensation, nor for the comparison with what the teacher would have earned had the teacher not been compensated exclusively under the early retirement incentive provision.

No other provision of this agreement to the contrary, under no circumstances shall the board be required to assign a teacher to duties or employment which would result in that teacher receiving more than a 6% increase in creditable earnings in the final four years of employment.

Creditable Earnings: Notwithstanding any of the other provisions of this agreement, no teacher who is less than four (4) years from retirement eligibility may receive an overall increase in total reportable creditable earnings in excess of six percent (6%) of the previous year's total reportable creditable earnings, unless the payment causing the teacher to exceed the six percent (6%) salary threshold is specifically exempt by statute or regulation from the payment of any penalty or other monies constituting a surcharge to the Teachers' Retirement System. For the duration of the 2015-2016 agreement only, the ten year limitation period set-forth above shall be reduced to four years; therefore, no teacher who is less than four (4) years from retirement eligibility may receive an overall increase in total reportable creditable earnings in excess of six percent (6%) of the previous year's total reportable creditable earnings. Should the Illinois General Assembly or TRS enact a salary threshold greater or lesser than six percent (6%), thereby causing the payment or lifting of any penalty or other monies constituting or precluding a surcharge to TRS, then the parties agree to renegotiate this provision and establish a new contractual threshold applicable upon its effective legislative date.

- 6.12 **AED Training:** All RCS physical education teachers and certified nurses shall be required to become AED certified. The District shall be required to provide AED training or send a teacher to an AED workshop at no cost to the teacher. If the workshop occurs outside a normal workday for the teacher,

the teacher shall be paid the daily substitute pay rate. Teachers receiving training will be covered by the district's liability policy while they remain teachers.

- 6.13 **Electronic Devices - Damage:** Teachers receive electronic devices to facilitate their work. Teachers will be responsible for the cost of replacement for physical damage (not caused by student) or loss of electronic devices supplied by the Board to each teacher. Ordinary wear and tear and software installations are not included. The cost of repair will be collected from the next paycheck by payroll deduction.
- 6.14 **Mileage for Travel between Buildings:** Teachers who travel between buildings and for pre-approved conference travel will be reimbursed at the then-current IRS rate.
- 6.15 **Compensatory Time for Six Percent-Capped Teachers.** For Teachers who already receive six percent (6%) increases in TRS creditable earnings under the District's retirement incentive program at Section 6.11 are not eligible for additional compensation for activities or work for which a stipend is paid, because it will result in the District paying a "penalty" to the Teachers Retirement System for all compensation exceeding that six percent (6%). See Section 8.9. However, teachers may receive compensatory time off, not to exceed thirty-five (35) hours for professional development activities and trainings per year. Compensatory time must be scheduled with the approval of the building principal and superintendent and should be scheduled in full school days, unless the total compensatory time is less than the duration of a full school day.

ARTICLE VII

LEAVES

7.1 Sick Leave

- A) **Annual Allotment and Accumulation:** Full-time teachers shall be granted twelve (12) days of sick leave annually. Sick leave shall accumulate. Sick leave is available for personal illness of the employee or serious illness or death in the Employee's immediate family or household. In the case of birth or adoption, sick leave is available when medically necessary for the mother or the child. Sick leave may be used for maternity and or adoptive leave at the Board's discretion and according to board policy. Teachers might be eligible for Family Medical Leave Act. Teachers may use sick leave for bereavement.

Three or More Consecutive Days: Whenever a teacher is absent 3 or more consecutive days, a doctor's excuse/note may be requested upon return to work at the employee's expense pursuant to Section 24-6 of the School Code. The District may request a doctor's excuse/note for absences of less than 3 consecutive days at the District's expense when abuse is reasonably suspected and the reason provided to the employee in writing.

- B) **Sick Leave Bank:** The purpose of this sick leave bank is to provide a teacher a cushion from economic loss occasioned by catastrophic illness or injury, sufficient to allow a teacher to return to work. If it appears that a teacher will be unable to return to work, use of the sick leave bank will not be available.

The original source of additional sick days shall be those "seeded" by the Board of Education as follows: The Board shall make a one-time contribution of sick leave days into the sick leave bank equal to the number of teachers in the bargaining unit as of July 1, 2012. There shall not be additional periodic contributions to the balance of sick leave bank days by the Board of Education (unless the Board chooses to do so in its sole discretion). Rather, sick leave bank days used by eligible teachers will be restored by those teachers who have used the days, and thus made available to future teachers.

The Board may grant the use of sick leave bank days for a catastrophic accident or illness involving the teacher, his/her spouse, or his/her child.

To be eligible to draw days from the bank, the teacher must meet the following conditions:

1. The teacher must have exhausted all sick leave and personal leave days.
2. The teacher must have been unable to work for at least ten (10) consecutive work days.
3. The teacher shall not be eligible for any disability (including Teachers Retirement System disability or the teacher's private disability coverage) worker's compensation, or other income protection.
4. The teacher shall have suffered at least three unpaid days due to the circumstance leading to the sick leave bank request.
5. The teacher's sick leave bank request is supported by a physician's statement, acceptable to the Board, demonstrating the need for the sick leave bank usage.
6. The Board may, but is not required to have an examination of the employee by a physician of the Board's choosing to support the receipt or continuance of sick leave bank days.

The sick leave bank shall be administered by the Association. Teachers wishing to avail themselves of these days shall submit an application in writing to the Association President. The Association shall determine eligibility of individual cases, based upon need of the applying teacher, severity of illness or injury, likelihood that the teacher will be able to return to work as a result of utilizing the sick leave bank, potential need by other teachers, and other factors related to the best interest of the school district and its students.

A teacher who has used sick leave bank days will be required to "reimburse" the bank by contributing five (5) days per year from his or her subsequent annual allotments of sick leave, until the bank is restored by the same number of days utilized by the teacher.

Example – Teacher XY qualifies for and uses fifteen (15) sick leave bank days in 2019-2020. XY's annual allotment of sick leave days in the next subsequent three years is used to reimburse the sick leave bank as follows:

- In 2020-21, five (5) sick leave days of XY's 2013-2014 annual sick leave allotment are used to reimburse the sick leave bank, leaving the XY owing the District ten (10) days.
- In 2021-22 five (5) more days of XY's 2014-2015 annual allotment are used to reimburse the sick leave bank, leaving XY owing five (5) days to the sick leave bank.
- The final five (5) days are repaid by XY to the sick leave bank from the XY's allotment of sick leave days for 2022-2023.

If the teacher leaves service prior to the time all days are restored, the employer shall be entitled to deduct the remaining unrestored days from the teacher's final paycheck at the teacher's then current daily rate of pay during the time the sick leave bank was utilized.

The employer shall complete a wage deduction agreement at the time of use of sick leave bank days, which will provide that the sick leave bank days are a cash advance, and authorizing the deduction from salary in case used sick leave days are not restored at the time a teacher leaves service (as provided in Title 56, Ill. Admin. Code, Part 300.750). In no circumstance may a teacher use more than forty (40) sick leave bank days, unless this restriction is waived by the Board in its sole discretion.

C. Sick Leave Reimbursement

A retiring employee will have the option of selling back to the district all accumulated sick leave days in excess of 340 days which cannot be used to establish TRS creditable service at \$25 per day. This payment shall be paid post-retirement, i.e., after the employee's last day of service and after the employee receives his or her final paycheck for services.

7.2 **Personal Leave:** Teachers shall be granted three (3) days of personal leave annually, which may accrue to a total of six (6), not to be used in more than three (3) consecutive days. After a teacher has accumulated six (6) personal leave days any additional days accumulated may be converted to sick leave. Notice of personal leave shall be submitted in Skyward as early as possible and, except in emergency situations, shall be given at least two (2) school days prior to the day of the leave. Unused personal leave may accumulate as sick leave. No more than two (2) teachers per building may be absent due to personal leave on a given day. This limitation may be waived in the discretion of the superintendent. If more than two (2) teachers per building request personal leave for the same day, the leave shall be granted in order of date of submission into Skyward. However, if the teacher's absence utilizing personal leave would create an operational hardship for the school district, then the Superintendent at his or her discretion may deny the use of personal leave by providing the teacher with the reasons for same in writing.

The Superintendent may waive these restrictions in his/her discretion. Personal leave is unavailable:

- to extend any school holiday, vacation or break
- during the first and last two (2) weeks of school
- during parent teacher conferences, teacher in-services, and half-day school improvement dates.
- during the one (1) week of the main state testing administration period established by the first school day in September, or whenever ISBE makes the date public.

7.3 **Jury Duty/Court Leave:** A teacher who is called for jury service or subpoenaed to testify to appear in a matter in which neither the teacher nor the Association is a party of interest during his or her scheduled working hours shall receive his/her full salary for the time served or subpoenaed to appear in court. The teacher shall surrender to the employer all payments received as a juror or witness except mileage allowance, meal allowance and parking fees.

7.4 **Military Leave:** RCS will follow all federal and state laws and current board policy in regards to military leave.

7.5 **Professional Leave:** Professional leave will be granted at the discretion of the Superintendent. Meals, mileage, conference and hotel fees will be reimbursed as provided in Board policy.

7.6 **Association Leave:** The Association shall be granted up to twelve (12) teacher days annually district-wide for leave for Association business. The Association shall certify the dates on which leave is requested at least five (5) school days in advance of such leave. The Superintendent may waive notice requirements in case of emergency, such as an alternate replacing an original delegate to the IEA convention. The cost of all substitutes after four (4) days shall be paid by the Association. Up to three IEA members may be absent on the same day.

EXAMPLE: A teacher attends the IEA/NEA representative assembly and is absent from his/her duties for three (3) days. One (1) paid teacher day remains. Eight teachers may take one additional day each, at full pay, but the Association pays the District for the cost of substitutes.

7.7 **Unpaid Leave of Absence:**

A teacher may apply for leave for absence without pay for a period not in excess of one (1) year. Reasons for such leave request may include, but are not necessarily limited to, birth or adoption of a child or other child-care leave, family emergency, leave for educational reasons, and emergencies

The Board of Education shall grant such leaves as are in the best interest of the District. Leaves of less than three (3) months duration where dates are approved by the Administration in advance need not be approved by the Board of Education. If eligible for FMLA leave, all accrued leave must be used first. If no accrued leave is available then the leave will be unpaid.

A teacher who, due to illness or other disability, is unable to work and who has exhausted all available sick leave shall apply for a leave of absence. Leave of absence due to disability shall normally be granted for periods of up to one (1) year. Teachers may request leave of absence for periods in excess of one (1) year. Such leaves shall be granted only when there is reason to believe that the teacher will be able to return to work as an active teacher at the end of the leave.

Teachers on unpaid leave of absence may continue insurance benefits at their own expense, subject to carrier restriction.

Teachers shall not be eligible for any paid leave which occurs during an unpaid leave of absence, but this shall not prohibit a teacher from seeking an unpaid leave of absence following or immediately preceding use of paid leave under this agreement.

A tenured teacher who takes an unpaid leave of absence shall receive one (1) year of continuous service credit if the teacher works (or is on paid leave allowed by this contract) for ninety (90) or more days. If the teacher works (or is on paid leave) for fewer than ninety (90) days, the teacher shall receive no continuous service credit for the year. Number of days worked shall be determined by the District's records prepared for or submitted to Teachers' Retirement System. Sick leave may be used for maternity disability if supported by physician's statement. This paragraph is not a waiver of the School Board's rights under School Code Sections 24-5 or 24-6. This paragraph does not control whether a leave of absence causes a school year not to count toward the acquisition of tenure for non-tenured teachers. Non-tenured teachers must work a minimum of 120 school days during the school year and return to work the following school year to avoid a break in continuous service and have the year count toward contractual continued service.

7.8 **School-Sustained Injuries Leave:** RCS will follow workman's compensation law as required. An injury/accident report form must be completed and submitted to Administration.

7.9 **Family and Medical Leave Act:** For purposes of the Family Medical Leave Act the year shall be a rolling year from the employee's first day of FMLA leave. Both the employer and eligible teachers retain their rights under the Family Medical Leave Act. Refer to the Family Medical Leave Act board policy.

7.10 **Bereavement:** Each full-time teacher shall be allowed three (3) days of absence per year without loss of pay upon the death of a member(s) of the immediate family or households defined as the following: parents, spouse, domestic partner, brothers, sisters, children, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, step-parents, step-children, aunts, uncles, and grandparents of either the Employee or Employee's spouse. A miscarriage shall be considered a death of a member of the immediate family or household. Up to two additional paid days may be allowed in the discretion of the superintendent.

ARTICLE VIII Fringe Benefits

8.1 **Group Health Insurance**

A. For the 2019-2020, 2020-2021, and 2021-2022 school year the Board shall contribute toward the monthly cost of available district group health plan coverage for each eligible teacher who works full time a sum equal to the single premium cost of the plan selected, less nine (9%) percent of the base premium for the group health plan selected. Eligible teachers means a full-time employee of the employer. Part-time and seasonal employees are not eligible for health insurance. Full time employee means a person who is regularly scheduled to work a minimum of thirty (30) hours per week and who is on the permanent payroll of the employer. Teachers eligible for coverage under the group health plan, who work less than a full school year, shall be entitled to a pro-rated Board contribution toward the cost of single health coverage.

The Board is not obligated to make any contribution for teachers less than full time, even if eligible. Teachers may pay for district health plan premiums not paid by the Board by payroll deduction.

When the Board employs both husband and wife, one spouse may elect to apply the Board contribution toward teacher/spouse or family coverage. In no case shall the board contribution be more than the applicable premium.

Teachers and dependents of teachers whose employment in the District terminate (including the teacher's death, retirement, reduction-in-force or termination) may be eligible to continue group health coverage for themselves or their dependents at the employee's or dependents' sole expense. The group health plan provides continuation coverage as required by applicable law. Information regarding continuation coverage is available at the websites of the United States Department of Labor and the Illinois Department of Insurance. The District may establish uniform rules or procedures from time to time regarding payments of premiums and other matters regarding continuation coverage.

8.2 **Dental Insurance:** This District shall contribute 100% of the single employee dental insurance per month. The employee has the option to add dependent or family to the plan at their own expense. Any remaining premium will be paid via payroll deduction. The Board of Education shall seek Association input prior to changing the dental insurance provider or modifying the level of benefits. Participation in the dental insurance program shall be voluntary at the teachers' discretion. When the Board employs both husband and wife, one spouse may elect to apply the Board contribution toward family dental coverage.

8.25 **Vision Insurance:** District shall choose to provide vision insurance as an option, at a rate determined by the board, at the employee's own expense and paid via payroll deduction.

8.3 **Life Insurance:** District shall maintain a group life insurance program providing a Twenty-Five Thousand Dollar (\$25,000) death benefit, double indemnity in case of accidental death, without cost to eligible teachers. The District shall endeavor to maintain such coverage with a carrier which allows optional additional coverage. Any such additional coverage shall be at teacher expense, and paid via payroll deduction. The amount of the policy may be subject to change per carrier's age restriction.

8.4 **Cancer Indemnity and Hospital Intensive Care:** The District will arrange payroll deduction for any teacher wishing to participate in a cancer indemnity and hospital intensive care insurance program. Participation in the program will be voluntary among teachers and no contributions shall be paid by the District. Premiums shall be paid by individual teachers through payroll deduction.

8.5 **Section 125 Flexible Benefits Plan:** The Board of Education shall reasonably cooperate with the Association in maintaining a Section 125 Flexible Benefits Plan, with the intent that teacher salary deduction toward flexible benefits be sheltered from federal income taxation. The Board shall select a third party administrator, but will permit input from the Association regarding selection. Should the Board determine to replace a third party administrator, the Association shall be notified of the change, and the reasons. Any such plan shall be available to all teachers, and not only members of the bargaining unit. The cost of plan maintenance and set up shall be borne by the Association and participating teachers. The risk of loss (third party administrator error or failure) shall be borne by the Association.

The obligation of this paragraph 8.5 shall cease to exist if Section 125 or its implementing regulations are substantially modified or if the plan imposes costs upon the school district.

8.6 **403(b) Personal Retirement Savings:** The Board shall provide an opportunity for teachers to enroll in a 403(b) Personal Retirement Savings Plan, (formally often called “tax-sheltered annuity program.”). Teachers who wish to join or alter their participation will be permitted to do so by notifying the Central Office. The administration may establish reasonable rules limiting changes. There shall be no more than fifteen (15) annuity company payees. Participation in 403 (b) Personal Retirement Savings shall be voluntary for teachers. The District has no obligation to contribute to the program. Companies which fail or refuse to comply with District’s requirements, including calculating maximum contributions, shall be eliminated from the program.

8.7 **Insurance Committee:** By March 1 the Association may make specific recommendations to the Board of Education and/or Administration concerning specific insurance coverage benefits and carriers, as well as the content of plans. The Superintendent will prepare insurance specifications and bid documents; and when bids are received, meet with the Association president, or designated person, to review the same.

8.8 **Board Contribution to T.H.I.S.:** Beginning with the 2005-2006 school term the Board of Education shall pay 100% on behalf of all teachers.

8.9 **Retiree Insurance:**

Dental Insurance: Teachers who have retired on or before June 30, 2014 may continue to participate in the Board's Dental program up to age 70 at their own expense. Coverage will end the date of the retiree's/spouse's birthdate. Retirees shall pay dental premiums to the Human Resources Office in advance. The Board shall not be obligated hereunder to advance premiums for any retired teacher nor to continue coverage upon the failure of any person to make timely payment. Failure to submit timely premium payments will result in cancellation of coverage.

ARTICLE IX COMPENSATION

9.1 **Salary Compensation:** The Salary Schedule is a part of this Agreement and is attached as Appendix A, B, and C.

9.2 **Extra-Duty Compensation:** The Extra-Duty Schedule is a part of this Agreement and is attached as Appendix D, E, and F.

9.3 **Extra-Curricular Payments:**

- A) **Annual and Coach/Sponsor Stipends** (i.e. coaching, mentoring, yearlong committees): Annual stipends will be divided in half and paid twice a year, once midyear and once at the end of the school year. Coach/sponsor stipends will be paid upon completion of the season.
- B) **Event/Hourly Stipends** (i.e. scorekeeping, After School Program): Teachers will submit the stipend form, or online process if in place, upon completion of duties. Payments will be processed in accordance with payroll periods. Payroll dates are the 15th and the 30th of the month (or last day of the month if there is no 30th). If the payroll date falls on a Saturday or Sunday, the payroll date will be a Friday. If the payroll date falls on a holiday, then the payroll date will be the working day before that holiday.
- C) **Additional Assigned Duty Compensation:** When a teacher performs professional duties (i.e. committee and training purposes), approved by administration, outside the teacher's responsibilities as defined in this agreement (6.5A) or outside the 180 teacher responsibility days, the stipend shall be \$30.00 per hour for work requiring a teaching certificate and \$15 per hour for work not requiring a teaching certificate. These are for board-approved positions. Payments will be processed in accordance with payroll periods. Payroll dates are the 15th and the 30th of the month (or last day of the month if there is no 30th). If the payroll date falls on a Saturday or Sunday, the payroll date will be a Friday. If the payroll date falls on a holiday, then the payroll date will be the working day before that holiday. The stipend pay is only for assignments that do not qualify for Board Credit 9.10 and must be preapproved by Administration, unless there is a pre-approved grant specifically used to pay stipends for professional development purposes.

9.4 **TRS Creditable Compensation Contingency:** The purpose of this section entitled "TRS Creditable Compensation Contingency" is to avoid in all circumstances (including as specified in section 6.11 regarding retirement incentive) any payment by the District of a board-paid penalty or fee to TRS or board liability to fund any portion of a teacher's TRS annuity due to increase in compensation from one year to the next.

No teacher's creditable TRS earnings from employment in this school district, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, may exceed the amounts specified here. No teacher's TRS creditable earnings from employment in this school district, including but not limited to:

- Vertical and horizontal salary schedule movement
- Stipends
- Salary increases
- Retirement incentives
- Extra-duties or
- Changes in position

shall increase from one school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the district for any portion of a teacher's retirement annuity, or result in any district-paid penalty or fee to TRS. If the threshold amount which triggers any obligation for the district to pay additional amounts to cover all or part of a teacher's retirement annuity or cover any district-paid penalty or fee to TRS decreases, then the maximum of the teacher's creditable TRS earnings from employment in this school district shall similarly decrease so as to avoid any district-paid penalty or fee.

9.5 **Payroll Dates:** All employees will be paid in 24 paychecks unless grandfathered in before June, 2014 for 19 paychecks. Wages shall be paid via direct deposit to an institution directed by each employee

with the evidence of a pay stub provided to each employee by electronic delivery through the employee database system. Refer to staff handbook or website for payroll dates.

- 9.6 **Years of Experience and Coursework Verification for New Hire:** Teachers are responsible for ensuring prior years of qualifying teaching and coursework (official transcripts) are submitted to the Central Office by September 1 of year hired or within three weeks of hire date in order to receive credit on the salary schedule. These forms must be completed, signed and submitted by previous employers only. In the event the Sept 1 (or three weeks from hire date) is missed, the employee must contact the superintendent within the first week of school (or 1st week of work) for an approved extension.
- 9.7 **Coursework/Board Credit Lane Movement:**
- A. Coursework:** Teachers are responsible for submitting official transcripts of qualifying coursework to the Central Office to substantiate placement in the respective lane of the salary schedule by September 1 of the school year in order to receive credit towards salary. Lane movement only occurs at the beginning of each school year, not mid-year. In the event the September 1st deadline will be missed, the employee must contact the superintendent within the first week of school for an approved extension.
- B. Board Credit:** Teachers are responsible for submitting board credit documentation to the Central Office to substantiate lane movement on the salary schedule by September 1 for the applicable school year. Lane movement only occurs at the beginning of each school year, not mid-year.
- 9.8 **Professional Development:** For those employees requiring professional development credit outside district provided CPDU's for continued certification/licensing, the district will cover the cost of preapproved professional development.
- 9.9 **Board Credit:** An employee who participates in district-sponsored professional development beyond contractual hours, pre-approved by central office administration, and provided and/or supported by district personnel shall receive Board credit on the salary schedule based on the following parameters:
1. Ten (10) clock hours is equivalent to one (1) Board Credit.
 2. One (1) Board Credit is equal to one (1) hour of movement on the salary schedule.
 3. Board Credit also counts towards CPDUs/continuing education credit on ELIS.
 4. Board Credit can be used in addition to or in combination with college credit for lane movement.
 5. Due to the change from 12 to 10 clock hours being equivalent to one board credit, any board credit already submitted for lane movement for the 2018-19 school year and earlier, are already considered submitted and will not be recalculated at a different rate.
 6. Board credit from another district will not be accepted.
 7. Teachers are responsible for submitting board credit documentation to the Central Office to substantiate lane movement on the salary schedule by the first day of school for the applicable school year. Lane movement only occurs at the beginning of each school year not mid-year.
 8. Previously accrued board credit not yet submitted to Central Office for lane movement will be calculated at the new rate of 10 clock hours per 1 board credit.
- 9.10 **Longevity Bonus for Hard to Fill Positions-ESL/Bilingual:** Teachers receiving this stipend prior to the 2019-2020 school year are the only teachers eligible for this stipend. Upon completion of two (2) full years of employment, an ESL/bilingual teacher shall have included with her/his first pay of the third year of employment a longevity bonus of \$1000.00. Upon completion of three (3) full years of employment, an ESL/bilingual teacher shall have included with his/her first pay of the fourth year of employment and every year thereafter an annual longevity bonus of \$2000.00.

- 9.11 **Bilingual Coordinator(s) Stipend:** Bilingual Coordinator(s) shall be responsible to coordinate the bilingual program at the district level and provide assistance with grant writing, state/federal reports, assessments, evening parent meetings, and curricular needs. The annual stipend for these duties is \$4,000 each with one assigned K-5 duties and one assigned jr high duties. The need for these stipend positions is determined by administration annually. The bonus shall be limited so that in no circumstances shall the teacher's total creditable earnings in any school year exceed 6% of the teacher's total creditable earnings of the prior school year.
- 9.12 **Social Worker, Psychologist, Speech Pathologist Lane Designation**
The initial placement on the Salary Schedule of a Social Worker shall be on the MS+30 lane. The initial placement on the Salary Schedule of School Psychologist shall be at the MS+45 lane. Speech and Language Pathologist with a Master's Degree shall be at the MS+30 lane. One year of service credit will be granted for completion of an approved university internship for these positions.
- 9.13 **Substitute Teacher Shortage**
If a substitute teacher cannot be obtained and classes have to be split amongst other teachers for the majority of the day, the teacher sub pay of \$120 will be split amongst those teachers taking on extra students. The class being divided is not to be divided by more than 3 teachers. This is different from giving up your plan period to cover a class and receive a stipend as stated in the CBA.

ARTICLE X

Effect of Agreement

- 10.1 **Savings Clause:** If any provision of the Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law by a body of competent jurisdiction, then such provision shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions shall continue in full force and effect.
- 10.2 **No Strike or Lock Out:** During the term of the Agreement neither the Association nor its members shall participate in or encourage, either directly or indirectly, a strike or another form of interference with the normal operations of the school system or any of its programs. The Board shall not lock out the Association or its members during the term of this Agreement. Nothing prevents strike or lockout after the expiration of this Agreement, to the extent otherwise permitted by law.
- 10.3 **Distribution:** Upon the ratification of the Agreement, the District agrees to prepare, collate, print, and distribute the Agreement with the cost to be shared jointly by the Association and the Board.
- 10.4 **Duration and Retroactivity:** Agreement shall be effective August 13, 2019 and upon execution of the parties, and shall terminate at 11:59pm on the day before the first day of attendance of the 2022-2023 school year.
- 10.5 **Management Rights:** Except as is expressly limited by specific provisions of this agreement, the Board of Education and Administration retains all rights, powers authorities and privileges to operate the school district. Such rights include, but are expressly not limited to:
- A. Adoption and enforcement of reasonable rules;
 - B. Suspension of teachers with pay on a non-disciplinary basis, pending investigation of allegations of wrongdoing, or other reason related to the best interest of the schools as determined by the Board of Education; except that investigations by the Administration regarding possible teacher misconduct shall be handled reasonably and expeditiously, in keeping with thorough and fair determination of fact.
 - C. Suspension of employment without pay for violation of rules;

- D. Determination of attendance center usage, staffing patterns, and curriculum;
- E. Exercise of discretion or policy, including functions of the employer, standards of services, overall budget, organizational structure, selection of new teachers and direction of teachers.
- F. Making of accommodation for persons with disabilities, upon representation to the Association that a change is necessary due to disability, including changes in terms and conditions of employment occasioned by the making of such accommodation.

However, no exercise of management rights shall permit any violation of the express terms of this agreement.

- 10.6 **Whole and Entire Agreement:** This agreement constitutes the whole and entire agreement of the parties. No other agreement, document, course of dealing or practice, negotiation or understanding forms a part of this agreement except if expressly incorporated into this agreement.
- 10.7 **Waiver of Additional Bargaining:** The parties agree that during the course of negotiations each had the unlimited right to raise and to negotiate about any topic of bargaining. Therefore, for the term of this agreement the Association waives any right to negotiate with the Board concerning any mandatory or permissive topic of collective bargaining which forms a part of this agreement, or which was formally proposed by the Association during negotiations, which is not expressly part of this agreement.
- 10.8 **Execution Production and Distribution of Copies:** Upon ratification of the tentative agreements by the Association and adoption by the Board, it will be the responsibility of the Superintendent (or designee) to produce and provide to the Association reasonably promptly, a draft "redline" version of the collective bargaining agreement showing all additions, deletions and other changes to the agreement, as provided in the tentative agreements. The Association shall review the redline draft with reasonable promptness, and indicate to the Superintendent, in writing, any items not consistent with the tentative agreement. After any corrections, the Superintendent (or designee) shall produce four original counterparts of the collective bargaining agreement for execution by the Board and Association. Following execution by the Association and Board, the Superintendent shall produce ten (10) copies of the collective bargaining agreement as signed and dated for use by the Association, and sufficient additional copies for Administrative and Board use. The Superintendent shall also cause the collective bargaining agreement to be posted on the District website in PDF format.

Signed this 19th day of August, 2019

RANTOUL EDUCATION ASSOCIATION, IEA

Causa Culbertson
President, RCSEA

RANTOUL CITY SCHOOL DISTRICT #137

Les Sneed
President, Board of Education

Lana Kiser
Chief Negotiator and/or Vice President, RCSEA

ATTEST:
John Brothato
Secretary

Appendix A 2019-2020 Salary Schedule

2019 - 2020 Salary Schedule							
Yrs Exp	B	B+15	M	M+15	M+30	M+45	M+60
0	40500	40986	41806	42851	44565	46347	49592
1	40662	41150	41927	43339	45072	47101	49456
2	40825	41561	42342	43768	45519	47567	49945
3	41233	41977	42968	44415	46191	48270	50684
4	41439	42481	43597	45065	46867	48976	51425
5	41853	43330	44515	45516	47336	49466	51940
6	42272	44240	45428	45970	47809	49961	52458
7	42695	44683	45878	46430	48288	50461	52983
8	44511	45464	46763	48399	50336	52600	55231
9	45401	46308	47698	49367	51343	53653	56335
10	46308	47235	48652	50355	52369	54726	57462
11	47235	48180	49625	51362	53417	55820	58611
12	48180	49143	50618	52390	54485	56937	59783
13	49528	50519	52035	53856	56010	58530	61458
14	50519	51530	53075	54933	57130	59702	62686
15	51530	52560	54137	56032	58273	60896	63940
16	52560	53612	55220	57153	59439	62113	65219
17	53612	54683	56324	58295	60627	63355	66523
18	55112	56214	57901	59928	62325	65129	68386
19	56656	57789	59059	61126	63571	66433	69753
20	56656	57789	59059	61126	64842	67761	71149
21	56656	57789	59059	61126	66139	69116	72572
22	56656	57789	59059	61126	67463	70498	74024
23	56656	57789	59059	61126	69351	72472	76095
24	56656	57789	59059	61126	70808	73994	77694
25	56656	57789	59059	61126	72366	75622	79403
26	56656	57789	59059	61126	74030	77361	81229
27	56656	57789	59059	61126	75806	79218	83179
28	56656	57789	59059	61126	77323	80803	84842

For those staff members that move off of the salary schedule and are not entitled to the retirement incentive, the salary increase will be 2.5%

For staff members earning or entering with a Doctorate in after the 2018-2019 school year: These staff members will be placed on the salary schedule at the appropriate step in the MA+60 lane and receive an additional \$5000 to be spread across all the pays for the school year. Any staff member with a Doctorate prior to the end of the 2018-2019 school year, will receive a 2.5% increase.

Appendix B 2020-2021 Salary Schedule

2020 - 2021 Salary Schedule

Yrs Exp	B	B+15	M	M+15	M+30	M+45	M+60
0	41513	42011	42851	43922	45679	47506	50832
1	41715	42216	43060	44136	45902	47738	51080
2	41882	42384	43185	44639	46425	48514	50939
3	42049	42808	43613	45081	46884	48994	51444
4	42470	43236	44257	45747	47577	49718	52204
5	42682	43755	44905	46416	48273	50446	52968
6	43109	44630	45851	46881	48756	50950	53498
7	43540	45568	46791	47350	49244	51460	54032
8	43976	46023	47255	47823	49736	51975	54572
9	45846	46828	48166	49851	51846	54178	56888
10	46763	47698	49129	50848	52883	55263	58025
11	47698	48652	50112	51865	53941	56368	59186
12	48652	49625	51113	52902	55019	57495	60369
13	49625	50617	52136	53961	56120	58645	61577
14	51014	52035	53596	55471	57691	60286	63302
15	52035	53075	54667	56581	58844	61493	64567
16	53075	54137	55761	57713	60021	62722	65858
17	54137	55220	56876	58867	61222	63976	67175
18	55220	56324	58014	60044	62446	65256	68519
19	56766	57901	59638	61726	64194	67083	70437
20	58355	59523	60831	62960	65478	68426	71846
21	58355	59523	60831	62960	66788	69794	73283
22	58355	59523	60831	62960	68123	71189	74749
23	58355	59523	60831	62960	69487	72613	76244
24	58355	59523	60831	62960	71432	74647	78378
25	58355	59523	60831	62960	72932	76214	80024
26	58355	59523	60831	62960	74537	77890	81785
27	58355	59523	60831	62960	76251	79682	83666
28	58355	59523	60831	62960	78081	81594	85674

For those staff members that move off of the salary schedule and are not entitled to the retirement incentive, the salary increase will be 3%.

For staff members earning or entering with a Doctorate in after the 2018-2019 school year: These staff members will be placed on the salary schedule at the appropriate step in the MA+60 lane and receive an additional \$5000 to be spread across all the pays for the school year. Any staff member with a Doctorate prior to the end of the 2018-2019 school year, will receive a 3% increase.

Appendix C 2021-2022 Salary Schedule

2021 - 2022 Salary Schedule

Yrs Exp	B	B+15	M	M+15	M+30	M+45	M+60
0	42550	43061	43922	45020	46821	48694	52102
1	42758	43271	44136	45240	47049	48931	52357
2	42966	43482	44352	45460	47279	49170	52612
3	43138	43656	44481	45978	47817	49969	52468
4	43311	44093	44921	46433	48291	50464	52987
5	43744	44533	45585	47119	49004	51210	53770
6	43963	45068	46252	47809	49722	51959	54557
7	44402	45969	47226	48288	50218	52478	55103
8	44846	46935	48195	48770	50721	53004	55653
9	45295	47404	48672	49257	51228	53534	56209
10	47222	48233	49611	51347	53401	55804	58595
11	48166	49129	50603	52373	54469	56920	59766
12	49129	50111	51615	53421	55559	58059	60961
13	50111	51114	52647	54489	56670	59219	62180
14	51114	52136	53701	55580	57803	60404	63424
15	52544	53596	55204	57135	59421	62095	65201
16	53596	54668	56307	58278	60610	63338	66504
17	54668	55761	57434	59444	61822	64604	67834
18	55761	56876	58583	60633	63058	65896	69190
19	56876	58014	59754	61845	64319	67213	70575
20	58469	59638	61427	63578	66120	69095	72550
21	60106	61308	62656	64849	67443	70478	74001
22	60106	61308	62656	64849	68791	71887	75482
23	60106	61308	62656	64849	70167	73325	76992
24	60106	61308	62656	64849	71571	74791	78532
25	60106	61308	62656	64849	73575	76886	80730
26	60106	61308	62656	64849	75120	78501	82425
27	60106	61308	62656	64849	76773	80227	84238
28	60106	61308	62656	64849	78539	82072	86176

For those staff members that move off of the salary schedule and are not entitled to the retirement incentive, the salary increase will be 3%.

For staff members earning or entering with a Doctorate in after the 2018-2019 school year: These staff members will be placed on the salary schedule at the appropriate step in the MA+60 lane and receive an additional \$5000 to be spread across all the pays for the school year. Any staff member with a Doctorate prior to the end of the 2018-2019 school year, will receive a 3% increase.

Appendix D Extra-Curricular Stipends 2019-2020

POSITION	Amt	# of Positions
Jr High		
Basketball/Volleyball: Timer/Scorer/Libero Tracker	\$45	1/Date
Ticket Seller Athletic Event	\$45	1/Date
Scholastic Bowl Moderator	\$30	1/Date
Event Supervisor or Track Event Worker	\$45	As Assigned
Extra-Curricular Event All Day	\$15/hr	<i>(Event hosted by RCS held for 6 or more, paid hourly)</i>
Cross Country	\$1435	1
Girls Basketball 6 th gr	\$1993	1
Boys Basketball 6 th gr	\$1993	1
Girls Basketball 7/8 th gr – Head	\$3388	1
Girls Basketball 7/8 th gr – Assistant	\$2392	1
Boys Basketball 7/8 th gr – Head	\$3388	1
Boys Basketball 7/8 th gr – Assistant	\$2392	1
Girls Volleyball Head	\$3388	1
Girls Volleyball Assistant	\$2392	1
Boys Baseball Head	\$1793	1
Boys Baseball Assistant	\$1296	1
Girls Softball Head	\$1793	1
Girls Softball Assistant	\$1296	1
Track Head	\$3388	1
Track Assistant	\$2392	2
Cheerleading	\$1594	2
Athletic Director	\$4000	1
Student Council	\$1594	3
Speech	\$1056	up to 2/gr level
<i>Based on number of students. If 10 or less events, only one coach needed per grade level.</i>		
<i>If more than 10 events and/or choral event, then 2 coaches needed per grade level.</i>		
Play/Theater	\$1056	2
Music (Band and Chorus)/Reg Yr	\$1355	2
<i>1 band and 1 chorus IF performance/events beyond school performances (such as conference, district)</i>		
Instrumental Music/8 wks Summer	\$3587	1 <i>(If less than 8 weeks = prorated)</i>
Scholastic Bowl Coach	\$916	2
National Junior Honor Society	\$1594	2
Team Facilitator	\$1400	1/gr level
Lead Lunchroom Supervisor	\$1400	1/gr level

Other

Association Council	\$1514	2
Summer Evaluations	\$350/eval	Based on Need
Teacher Mentors	\$600	Based on Need <i>(includes SLP who have CFY supervision)</i>

Based on need determined by number of new teachers and determined by administration.

Technology Assistants	\$1545	1/Elem Bldg and 2/Jr High
Clubs	\$1060	

After-school and athletic clubs must be preapproved by administration. Year-long clubs must meet a minimum of once per week and must start no later than the first week of October or be prorated accordingly.

Summer Camps will receive prorated Club Stipends.

Teachers receiving the \$165 longevity stipend before the 2019-20 school year are the only teachers eligible for this stipend.

Appendix D Extra-Curricular Stipends 2020-2021

<u>POSITION</u>	<u>Amt</u>	<u># of Positions</u>
<u>Jr High</u>		
Basketball/Volleyball: Timer/Scorer/Libero Tracker	\$45.45	1/Date
Ticket Seller Athletic Event	\$45.45	1/Date
Scholastic Bowl Moderator	\$30.30	1/Date
Event Supervisor or Track Event Worker	\$45.45	As Assigned
Extra-Curricular Event All Day	\$15.15/hr	(Event hosted by RCS held for 6 or more, paid hourly)
Cross Country	\$1449	1
Girls Basketball 6 th gr	\$2013	1
Boys Basketball 6 th gr	\$2013	1
Girls Basketball 7/8 th gr – Head	\$3422	1
Girls Basketball 7/8 th gr – Assistant	\$2416	1
Boys Basketball 7/8 th gr – Head	\$3422	1
Boys Basketball 7/8 th gr – Assistant	\$2416	1
Girls Volleyball Head	\$3422	1
Girls Volleyball Assistant	\$2416	1
Boys Baseball Head	\$1811	1
Boys Baseball Assistant	\$1309	1
Girls Softball Head	\$1811	1
Girls Softball Assistant	\$1309	1
Track Head	\$3422	1
Track Assistant	\$2416	2
Cheerleading	\$1610	2
Athletic Director	\$4040	1
Student Council	\$1610	3
Speech	\$1067	up to 2/gr level
<i>Based on number of students. If 10 or less events, only one coach needed per grade level.</i>		
<i>If more than 10 events and/or choral event, then 2 coaches needed per grade level.</i>		
Play/Theater	\$1067	2
Music (Band and Chorus)/Reg Yr	\$1369	2
<i>1 band and 1 chorus IF performance/events beyond school performances (such as conference, district)</i>		
Instrumental Music/8 wks Summer	\$3623	1 (If less than 8 weeks = prorated)
Scholastic Bowl Coach	\$925	2
National Junior Honor Society	\$1610	2
Team Facilitator	\$1414	1/gr level
Lead Lunchroom Supervisor	\$1414	1/gr level

Other

Association Council	\$1529	2
Summer Evaluations	\$354/eval	Based on Need
Teacher Mentors	\$606	Based on Need (includes SLP who have CFY supervision)

Based on need determined by number of new teachers and determined by administration.

Technology Assistants	\$1560	1/Elem Bldg and 2/Jr High
Clubs	\$1071	

After-school and athletic clubs must be preapproved by administration. Year-long clubs must meet a minimum of once per week and must start no later than the first week of October or be prorated accordingly.

Summer Camps will receive prorated Club Stipends.

Teachers receiving the \$165 longevity stipend before the 2019-20 school year are the only teachers eligible for this stipend.

Appendix D Extra-Curricular Stipends 2021-2022

POSITION	Amt	# of Positions
Jr High		
Basketball/Volleyball: Timer/Scorer/Libero Tracker	\$45.90	1/Date
Ticket Seller Athletic Event	\$45.90	1/Date
Scholastic Bowl Moderator	\$30.60	1/Date
Event Supervisor or Track Event Worker	\$45.90	As Assigned
Extra-Curricular Event All Day	\$15.30/hr	(Event hosted by RCS held for 6 or more, paid hourly)
Cross Country	\$1463	1
Girls Basketball 6 th gr	\$2033	1
Boys Basketball 6 th gr	\$2033	1
Girls Basketball 7/8 th gr – Head	\$3456	1
Girls Basketball 7/8 th gr – Assistant	\$2440	1
Boys Basketball 7/8 th gr – Head	\$3456	1
Boys Basketball 7/8 th gr – Assistant	\$2440	1
Girls Volleyball Head	\$3456	1
Girls Volleyball Assistant	\$2440	1
Boys Baseball Head	\$1829	1
Boys Baseball Assistant	\$1322	1
Girls Softball Head	\$1827	1
Girls Softball Assistant	\$1322	1
Track Head	\$3456	1
Track Assistant	\$2440	2
Cheerleading	\$1626	2
Athletic Director	\$4040	1
Student Council	\$1626	3
Speech	\$1078	up to 2/gr level
<i>Based on number of students. If 10 or less events, only one coach needed per grade level.</i>		
<i>If more than 10 events and/or choral event, then 2 coaches needed per grade level.</i>		
Play/Theater	\$1078	2
Music (Band and Chorus)/Reg Yr	\$1383	2
<i>1 band and 1 chorus IF performance/events beyond school performances (such as conference, district)</i>		
Instrumental Music/8 wks Summer	\$3660	1 (If less than 8 weeks = prorated)
Scholastic Bowl Coach	\$934	2
National Junior Honor Society	\$1626	2
Team Facilitator	\$1428	1/gr level
Lead Lunchroom Supervisor	\$1428	1/gr level

Other

Association Council	\$1544	2
Summer Evaluations	\$358/eval	Based on Need
Teacher Mentors	\$612	Based on Need (includes SLP who have CFY supervision)

Based on need determined by number of new teachers and determined by administration.

Technology Assistants	\$1576	1/Elem Bldg and 2/Jr High
Clubs	\$1082	

After-school and athletic clubs must be preapproved by administration. Year-long clubs must meet a minimum of once per week and must start no later than the first week of October or be prorated accordingly.

Summer Camps will receive prorated Club Stipends.

Teachers receiving the \$165 longevity stipend before the 2019-20 school year are the only teachers eligible for this stipend.