



## **Collective Bargaining Agreement**

**Between**

**Southern Will County Cooperative for Special Education**

**And**

**SOWIC Council AFT / IFT Local 604**

**2020-2024**

Member Districts:

| CHANNAHON 17 | TROY 30C | LARAWAY 70C | UNION 81 | ROCKDALE 84 |  
| BEECHER 200U | ELWOOD 203 | PEOTONE 207U | WILMINGTON 209U | REED-CUSTER 255U |

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## **ARTICLE I INTRODUCTION**

### ***1.1 Preamble***

This Agreement is entered into this 1<sup>st</sup> day of July, 2020, by and between the Board of Education of Troy Community Consolidated School District 30C Will County, Illinois, as Administrative District for the Southern Will County Cooperative for Special Education, Will County, Illinois (hereinafter referred to as the “Board,” and the SOWIC Council of A.F.T. – Local 604 (hereinafter referred to as the “Union”).

### ***1.2 Recognition***

The Board recognizes the Union as the sole and exclusive bargaining representative with respect to rates of pay, wages, hours and the terms and conditions of employment for all full-time and regularly employed part-time teachers, speech-language pathologists, psychologists and social workers (hereinafter referred to as “teachers,” specifically excluding the Executive Director, Program Administrators, secretarial staff and teacher assistants.

### ***1.3 Scope of Agreement***

- A. It is the intention of this Agreement to provide for all the rates of pay, wages, hours and other terms and conditions of employment of the aforesaid teachers.
- B. This Agreement and its provisions shall supersede any and all prior contracts of employment agreements and policies regarding rates of pay, wages, hours and other terms and conditions of employment as set forth herein.

## **ARTICLE II GRIEVANCE**

### ***2.1 Definitions***

- A. A grievance shall mean a complaint that there has been an alleged violation, misinterpretation or misapplication of any of the provisions of this Agreement.
- B. All time limits contained herein shall consist of calendar days and shall be computed by excluding the first day and including the last day unless the last day is Saturday or Sunday or a legal holiday, and then it shall also be excluded.

## **2.2 General Provisions**

- A. A grievance may be initiated and/or conducted by:
  - 1. An employee in his or her own behalf,
  - 2. An employee accompanied by a Union representative or
  - 3. The Union as the sole and exclusive representative of the employee or employees.
  
- B. Every teacher covered by the Agreement shall have the right to present grievances in accordance with these procedures. Nothing contained in this Article or elsewhere in this Agreement shall be construed to prevent any individual employee from discussing a problem with the Administration and having it adjusted without representation of Union representatives.
  
- C. The failure of a teacher or the Union to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and the administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
  
- D. Any teacher has the right to be represented in the grievance procedure. The teacher shall be present at any grievance discussion when the Administration and/or the Union deem it necessary. When the presence of a teacher at a grievance hearing is requested by either party, illness or other incapacity of the teacher shall be grounds for any necessary continuance of said hearing.
  
- E. In any instance where the Union is not represented in the grievance procedure, the Union will be notified of the final disposition of the grievance, which shall not be in conflict with any of the terms or conditions of this Agreement.
  
- F. Hearings and conferences under this procedure shall be conducted at a time which shall afford an opportunity for all persons, including witnesses entitled to be present to attend and will be held insofar as possible after regular school hours, or during non-teaching time of personnel involved. When such hearings and conferences are held, at the option of the Administration during school hours, all employees whose presence is required shall be excused, with pay for that purpose.

- G. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or Union shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff. The Union is responsible for the elimination of nuisance grievances.
- H. No materials relevant to grievances shall be inserted in the employee's personnel file.

### **2.3 Grievance Procedure**

- A. Step 1: An attempt shall be made to resolve any grievance through informal verbal discussion between the grievant and the person or persons against whom the grievance is lodged.
- B. Step 2: In the event that the matter is not resolved informally, the grievant or the Union shall file a written grievance within twenty-one (21) days of the alleged violation of this Agreement. The written grievance shall state the nature of the grievance, the specific clause or clauses of this Agreement which are alleged to have been violated and the remedy which is sought. The Director or his designee shall, within fourteen (14) days of receipt of the grievance, confer with the grievant and/or the designee shall render his or her written decision. Nothing contained herein shall prohibit the Director and the Union from meeting prior to the conference for the purpose of disclosing to each other the evidence upon which each intends to rely.
- C. Step 3: Within thirty (30) days of the date of the Director's decision the Union or the grievant may submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of American Arbitration Association (AAA). The Arbitrator shall follow the standard rules of the AAA and his or her decision shall be binding upon the parties; provided however, that the Arbitrator shall not have the authority to amend, modify, nullify, ignore or add to the provisions of the Agreement. The Arbitrator's authority shall be strictly limited to rendering a decision on the issue or issues presented to him or her, and the Arbitrator's decision must be based solely upon his or her interpretation of the meaning or application of the express language of this Agreement. Expenses for the Arbitrator which are common to both parties to the arbitration shall be borne equally by the Board and the Union. Each party shall be responsible for compensating its own representatives and witnesses.

**ARTICLE III  
WORKING CONDITIONS**

**3.1 Teaching Assignments**

Teachers shall be given notice by June 15 of their tentative assignments for the forthcoming school year. The Director shall not make any further change in assignment until he/she has made an effort to meet and consult with the teacher so affected and the Union President, if requested by the teacher.

**3.2 Teaching Hours**

- A. Teachers shall maintain the same daily schedule as is the policy of the school district and school building where the classes are located. However, the work day of a teacher will not be less than 7.5 hours daily, which is inclusive of a 7 hour work day and a 30 minute duty free lunch.
- B. Teachers will work the same number of days as the other teachers do in their assigned building(s). In the event that any teacher is required to work more than 181 days in his/her assigned buildings(s), he/she shall be paid for each additional day on a per diem basis.
- C. SOWIC Psychologists and Social Workers will work 190 days per school year. SOWIC Psychologist and Social Worker's annual number of days required to work may also be reduced at the request of the employee but not less than 185 days upon approval of the Executive Director.
- D. Teachers shall be required to attend up to two (2) SOWIC meetings each school year during the term of this agreement. The meetings shall be after the regular school day as scheduled by the Director or designee. Such notification for each meeting shall be provided to the affected staff at least two (2) weeks in advance of the scheduled meeting.
- E. Each teacher shall be provided a thirty (30) minute, duty free lunch period equal to that provided to other teachers employed in his/her respective school building.
- F. Each teacher shall be provided with a planning period equal to that which is provided to other teachers employed in his/her respective building. If a teacher is employed in a SOWIC tuition program (i.e., SOWIC Education Center, Joseph E Fisher, Education and Life Skills Programs, Communications and Adaptive Behavior Program, Early Childhood) he/she will be provided one (1) planning period per day of not less than 30 minutes.

**3.3 Responsibilities**

- A. Teachers shall assume non-classroom duties on the same or equitable basis as all other teachers in their respective school building. Any teacher assigned additional duties beyond the teacher work day shall be compensated by the respective school district in accordance with the housing district's policy and on the same or equitable basis as all the other teachers in his/her respective school building.
  
- B. Attendance Recording
  - 1. Teachers will accurately record daily student attendance forms provided by the Director. The monthly report should be sent to the SOWIC office the last school day of each month or as requested by the Director.
  - 2. The teacher shall report the absences of any student who is absent three (3) to five (5) consecutive days to the building principal.
  - 3. As soon as is possible, the teacher is required to report to the SOWIC office the day a student enters or withdraws from class.
  
- C. Whenever a teacher is required to give up his/her planning period, the affected teacher will be paid \$35 during the term of this Agreement prorated to the quarter hour. Teachers shall not be pulled from their regular assignment for substitution, except in cases of emergency.



### **3.4 Seniority**

- A. Seniority shall commence on the date that the employee in question is officially hired by the Board and is defined as the length of continuous service. For all purposes except placement on the salary schedule, no employee transferring into or becoming employed shall be placed higher on the seniority list than an employee already having seniority.
- B. In the event that seniority between two (2) or more employees is equal, then seniority shall be determined by the following steps:
  - 1. Computing the employee's advanced educational training for which credit is allowed on the salary schedule
  - 2. Computing the employee's prior teaching experience outside the Cooperative
  - 3. Drawing lots
- C. Each school year, a list shall be prepared by the Director, categorized by position, showing the length of continuous service of each teacher who is qualified to hold any such position. Copies of the list shall be distributed to the Union by February 1 of each school year for verification.

### **3.5 Vacancies**

A list of Cooperative vacancies, including the location, if known, shall be available to all members of the professional staff via the Cooperative website. The teacher shall have five (5) days to submit a letter of application. Any teacher may apply for a vacancy which he or she is qualified and certified to fill. All employees applying for vacancies shall receive written notification that their application was received.

### **3.6 Transfer / Reassignment**

- A. Teachers' requests for transfer to another build shall be submitted in writing to the Director no later than April 30.
- B. Teachers' requests for reassignment to teach a different grade level or subject area shall be submitted in writing to the Director no later than April 30.

### **3.7 Pregnancy-Related Disability Leave**

- A. Any teacher who becomes pregnant shall receive, upon request, a pregnancy-related disability leave of absence. The request to the Director shall include a physician's statement certifying the pregnancy.
- B. Teachers will be subject to continuing status reports by the teacher's physician as to her health and ability to continue teaching for a specific amount of time prior to the disability and, upon taking the disability leave and selecting a date to return or take a child care leave. Upon taking the disability leave and selecting a date to return or take a child care leave, said physician shall verify that the period of disability has ended (or is continuing beyond the anticipated date of return). The above procedure does preclude the Board's right to require a physician's certificate from a physician selected by the Board and the filing of timely reports as may be deemed necessary by the Board pursuant to Section 24-6 of the *Illinois School Code*. If a physical is required by the Board, such expense shall be paid by the Cooperative.
- C. The teacher's seniority is not affected by the pregnancy-related disability leave during the period of time mentioned above. For probationary teachers, however, disability leave in excess of accumulated sick leave may result in a loss of probationary service credit relating to accruing time toward tenure status if the length of the leave prevents a minimum employment period of seven (7) months and/or the evaluation process for a probationary teacher cannot be adequately completed, as determined by the Director.
- D. The final decisions governing the granting of probationary years of credit and tenured status shall be determined by the Board upon recommendation of the Director.
- E. The pregnancy-related disability leave shall be for a period of time as certified by the employee's doctor.
- F. Employees may use accumulated sick leave during the period of pregnancy-related disability.
- G. **General Conditions Affecting Pregnancy-Related Disability Leaves**

Notification by the teacher of her intent to return from a pregnancy-related disability leave must be according to the following timetable:

1. Prior to taking leave, the teacher will inform the Director as to her anticipated date to be physically able to return to work, as verified in writing by her physician, if a child care leave hasn't been requested.
2. Confirmation of the actual date that a teacher is released by her physician to return to work must be provided to the Director, in writing, prior to said date. Whenever possible, a five (5) working day notice of the specific date to return to work should be provided to the Director so as to insure a continuity of instruction.
3. Teachers who are returning to work immediately following a pregnancy-related disability leave shall return to their regularly assigned position.

### **3.8 Child Care Leave**

Upon written request submitted to the Director by a teacher, at least three (3) months before the leave is to begin (unless exceptions are granted by the Director), the Board will grant an unpaid child leave under the following conditions:

- A. Child care leave applies to newborn babies or newly adopted children under the age of four years.
- B. Child care leave shall be for a period of up to one full semester and any fraction of another semester. This fractional part of the semester must begin at the beginning of said leave. In the event, however that the child care leave commences in summer months such leave may be for a period of one full year. If additional child care leave is necessary, the teacher shall present in writing a request for such extension, listing reasons for the said request. Extension requests will be considered on an individual basis and determined at the discretion of the Director. Teachers are encouraged to return from child care leave for the fall semester.
- C. Salary, all fringe benefits and accumulation of seniority cease at the commencement of the child care leave; however, all insurance coverage may be kept in effect by the teacher during the term of the child care leave, so long as the teacher makes the required premium payments to the Cooperative during the leave period.
- D. For a probationary teacher, however, a child care leave may result in a loss of probationary service credit as determined by the Director. Tenured status will be determined by the Board upon recommendation of the Director.

- E. Advancement on the salary schedule will be allowed according to the following:
  - 1. If a teacher works 120 or more days of the school year, that full year will be allowed on the schedule.
  - 2. If a teacher works less than 120 days of a school year, no advancement on the schedule will be allowed.
  
- F. General Conditions Affecting Child Care Leaves
  - 1. If a teacher intends to return for the beginning of the second semester of a school year, written notification shall be made by the teacher to the Director by October 31 of the same school year.
  - 2. If a teacher intends to return for the beginning of the first semester of a school year, written notification shall be made by the teacher to the Director by March 1 of the same calendar year.
  - 3. A teacher granted a child care leave shall be entitled to a teaching position for which he/she is qualified and certified, upon his/her return from said leave.
  - 4. Failure of a teacher to notify the Director of his/her intent to return according to the provisions of this section shall be considered a resignation.

### **3.9 Leave of Absence**

- A. Leave of absence without pay for health, professional study or family care responsibilities may be granted to a tenured teacher by the Board for a period of one (1) year or less upon recommendation of the Director. "Family" shall be defined as the immediate family, as covered in Article IV, 4.8, E, of this Agreement.
  
- B. A teacher desiring a leave of absence shall notify the Director, in writing, of his/her desire to take such leave at least sixty (60) days prior to the date on which the leave is requested to begin; provided, however, that the Director may, in the exercise of his/her discretion, waive the sixty (60) day notice requirement in instances of emergency. The Director and teacher shall mutually agree upon the date on which the teacher is to return to work.

- C. A teacher on leave of absence may keep his/her health insurance in effect by paying the full premium.
- D. All leaves of absence shall be granted with the full understanding that the teacher may be assigned to any position for which he/she is qualified upon completion of leave. Consideration shall be given to returning the teacher to his/her former position.
- E. The Board, in its sole discretion, may extend the leave for an additional school year upon written request from the teacher and securing the recommendation to do so from the Director.
- F. A teacher who is on leave of absence will advance on the salary schedule and accrue seniority in accordance with the following:
  - 1. If a teacher works 120 or more days of a school year, that full year will be allowed on the schedule and for purposes of seniority.
  - 2. If a teacher works less than 120 days, no advancement on the schedule shall be allowed and the teacher will accrue no seniority.
- G. A teacher on leave of absence retains any unused accumulated sick leave, usable upon return to regular employment, but does not earn additional sick leave until the teacher returns to service.

### **3.10 Evaluation Procedures**

The Union and the Cooperative developed the evaluation system which conforms to state law which includes all the required components of the Performance Evaluation Reform Act.

The evaluation procedure will follow the timelines, guidelines and forms found in the official appraisal system. These timelines and guidelines can be found in Section 9: Year 1 Non-Tenured Appraisal Process; Sections 10: Year 2 Non-Tenured Appraisal Process; Section 11: Year 3 & 4 Non-Tenured Appraisal Process; Section 12A: Tenured Appraisal Process.

The Union and the Cooperative will meet annually to review the evaluation tool and procedure upon request of either the Union or Cooperative.

### **3.11 Personnel Files**

There shall be one (1) personnel file for each teacher. This file shall provide the teacher with a single point of reference at which he/she can find any and all evaluations, letters, reports, memoranda and any other documents or materials that exist in SOWIC or that have been initiated by SOWIC personnel relating to the nature and quality of his/her service and professional conduct. This personnel file shall be maintained in accordance with the following provisions:

- A. Upon written request, a teacher will have the right to review materials in his/her personnel file. Letters and materials which are confidential in nature, which consist of letters of recommendation used by the teacher to secure a position, will not be available to the teacher. Such review may take place under the supervision of the Director or designee.
- B. No materials shall be placed in the personnel file unless the teacher receives a copy of said material. A teacher will have the right to answer such material, in writing, within twenty-one (21) calendar days and his/her answer shall be attached to the corresponding file material. A teacher's written answer must specifically relate to the particular material in question.
- C. Each teacher shall have the right to insert material relevant to his/her service in the Cooperative and add statements as to his/her qualifications as a teacher. However, such material will be placed in the personnel file only if the Director determines it relevant. The insertion of such material in the personnel file does not indicate agreement with the content thereof by the Director or the Board.
- D. All materials to be placed in the official personnel file shall be inserted within thirty (30) calendar days of the discovery by the Board or Director of the event giving rise to the material.
- E. Neither a teacher's personnel file nor any of its contents shall be copied or otherwise made available to unauthorized personnel without the teacher's permission, either during or after his/her service in the Cooperative. However, it remains the responsibility of any teacher leaving the Cooperative to keep the Cooperative informed as to his/her current address and, if not available, then the decision on the availability of specific contents of the file shall remain with the Director. Authorized personnel having access to the file for the purpose of review and copies include the Board of Education of the administrative district, the Governing Board of the Cooperative, its Director or designee and the teacher's own Superintendent and/or principal(s) to which he/she is responsible, and counsel to either the Board of Education and/or the Governing Board.
- F. No person shall remove any materials from the teacher's personnel file without the mutual consent of the teacher and the Director.

### **3.12 Use of Mailboxes/Access to Information**

- A. The Union shall have the right to use SOWIC mailboxes for the purpose of communicating with SOWIC employees.
- B. Upon request, the Union shall be provided with the following information and/or statistical data:
  - 1. A copy of the Annual Audit and tentative and final budget.
  - 2. Names of employees, degrees held, years of experience and position on the salary schedule.
  - 3. Faculty lists, including home addresses and listed telephone numbers.
  - 4. Minutes and agendas of meetings of the Board of Directors.

### **3.13 Teacher Assistants**

Teachers will be notified of the interview time and place for the purpose of providing input when teacher assistants are interviewed. If a substitute is necessary, one will be provided so that the teacher can take part in the interview.

### **3.14 Workspace**

The Director in consultation with the building principal will make every reasonable effort to insure some workspace is available for each teacher to accomplish his/her assignment.

## **ARTICLE IV COMPENSATION AND BENEFITS**

### **4.1 General Limitation on Compensation Increases**

The parties agree that under no circumstances will increases in creditable earnings for teachers, who are within four (4) years of becoming eligible for retirement and could be eligible to retire under any TRS retirement program, exceed six percent (6.0%) from one year to the next. The parties agree that if, whether due to horizontal lane movement, extra duties, mentoring responsibilities, other sources of income that are considered creditable earnings, or for any other reason, the six percent (6.0%) cap might be exceeded, the Director will meet no later than April of each year with the affected teacher(s) to restructure the teacher's final SOWIC compensation for that year so that the six percent (6.0%) cap will not be exceeded. The Union will be notified of the meeting and will participate in those discussions. The parties acknowledge that the purpose of any such change in a teacher's final SOWIC compensation for a school year to assure that the six percent (6.0%) cap is not exceeded so as to avoid liability penalties to SOWIC.

## 4.2 Salary Schedule

### A. Placement

The salary schedule shall be as set forth in Appendix A, which is attached hereto and incorporated into this Agreement. For initial placement on the salary schedule, each year of outside experience granted by the Director shall equal one (1) step on the salary schedule unless unusual circumstances prevail as determined by the Director, with notification to the President of the Union within a reasonable length of time of hiring by the Board.

### B. Advancement

Horizontal advancement on the salary schedule shall be granted for graduate studies satisfactorily completed so long as such studies relate to the teacher's duties within the Cooperative and so long as the teacher has secured prior written approval for such graduate studies from the Director. Horizontal advancement on the salary schedule shall be granted during the first pay period of the school year. In order to receive horizontal advancement, the affected teacher must submit evidence of satisfactory of completed work in the form of certified transcripts from the college or university by August 1<sup>st</sup> of the upcoming school year.

### C. Speech-Language Pathologists

1. Speech-Language Pathologists with a MA degree shall remain on the Teachers' Salary Schedule. However, only thirty-two (32) hours earned in the MA program will be counted for MA lane credit. Any hours over the thirty-two (32) will be available for credit towards the MA 15 and MA 30 lanes.

#### 2. Additional Compensation

a. Speech-Language Pathologists will receive an annual stipend of:

<u>2020-2021</u>	\$2,700
<u>2021-2022</u>	\$2,700
<u>2022-2023</u>	\$2,700
<u>2023-2024</u>	\$2,700

b. New Speech-Language Pathologists who complete one full year of employment with SOWIC will receive a onetime signing bonus which will be paid on the last day of the first school year of employment.

<u>2020-2021</u>	\$2,000
<u>2021-2022</u>	\$2,000
<u>2022-2023</u>	\$2,000
<u>2023-2024</u>	\$2,000



- c. A one-time stipend will be paid to Speech-Language Pathologists at the end of each five (5) full years of employment. This will be paid on the last day of the fifth school year of employment.

<u>2020-2021</u>	\$2,000
<u>2021-2022</u>	\$2,000
<u>2022-2023</u>	\$2,000
<u>2023-2024</u>	\$2,000

- d. New School Psychologists who complete one full year of employment with SOWIC will receive a one-time signing bonus which will be paid on the last day of the first school year of employment.

<u>2020-2021</u>	\$2,000
<u>2021-2022</u>	\$2,000
<u>2022-2023</u>	\$2,000
<u>2023-2024</u>	\$2,000

- D. Extended School Year (summer school). Teachers will be paid their hourly rate during extended school year hours.

#### **4.3 Payroll Procedure**

Teachers shall be paid on the basis of twenty-four (24) equal installments.

#### **4.4 Teacher Contribution**

According to authority granted by the Pension Reform Act of 1974, Section 414 (h)(2) of the Internal Revenue Code, the Board shall, as a benefit to the employees, withholding nine percent (9.0%) of each employee's compensation provided herein for said employee's contribution to the Teacher's Retirement System of the State of Illinois and will shelter said contribution from the said employee's taxable income as reported to the Internal Revenue Service and the Illinois Department of Revenue.

#### **4.5 Health Insurance**

A. The Board shall contribute 90% of the annual single premium rate for single or family coverage for purchase of said health and dental insurance for current full time employees. All employees hired after June 30, 2016 will be offered participation in HMO coverage only with the option to participate in a PPO program by paying the difference in the premium. Health insurance costs that exceed 5% from the previous year will be shared equally by the Board and the Union. In the event that the Board changes this group insurance policy or the carrier, then the Union will be so informed of the anticipated changes and shall have an opportunity to review such changes or their input prior to the final decision being made by the Board.

B. A Joint Health Insurance Committee, comprising representatives from the Union and the Administration, shall be formed to review SOWIC's insurance plans if the Lincoln-Way Area Affiliation (Health Insurance Cooperative) is contemplating changes in existing coverage, benefits and/or related costs during the term of this Agreement. Any recommendations from the committee shall be submitted to the SOWIC Governing Board for their consideration prior to the Board endorsing an implementation of any changes. It is understood

that the final decision on such changes shall remain an exclusive prerogative of the Board.

C. The Board shall contribute 90% of the annual single premium rate for each current full time employee of a married or civil union status if both employees work for SOWIC and apply this amount towards family coverage. The employees will be responsible for paying for the balance of the cost of the family policy

D. The Board shall contribute 90% of the annual single premium rate in HMO only if hired after June 30, 2016 for each full time employee of a married or civil union status if both employees work for SOWIC and apply this amount towards family coverage. The employees will be responsible for paying for the balance of the cost of the family policy with the option to participate in a PPO program by paying the difference in the premium.

**4.6 Life Insurance**

The Board shall provide a term life insurance policy in the amount of \$30,000.00 for all full time teachers.

**4.7 Mileage Reimbursement**

Teachers, psychologists and social workers shall be allowed to claim mileage reimbursement at the rate allowable by the IRS at the beginning of each school year, when their personal automobile is used in the performance of assigned duties. Mileage reimbursement will be paid for the following duty assignments:

- A. Teachers -- travel between buildings where their students are located;
- B. Psychologists and Social Workers -- travel between the SOWIC schools to which they are assigned and travel from their assigned schools to facilities located outside SOWIC; and
- C. Teachers, Psychologists and Social Workers -- travel to and from professional conferences outside of SOWIC.

**4.8 Sick Leave**

A. Years of S Teachers shall be granted the following annual sick leave, to be used in conformance with the law according to his/her employment with the Board. Sick leave days shall be granted in half or full days.

<u>Years</u>	<u>Days per Year</u>
1 – 2	11
3 – 5	14
6 – thereafter	15

- B. Unused sick leave will accumulate to a total of 340 days excluding the annual sick leave allotment.
- C. Teachers with over four (4) years of service who work 186 to 205 days per year shall have one (1) additional day of accumulated sick leave.
- D. Teachers with over four (4) years of service who work more than 205 days per year shall have two (2) additional days of accumulated sick leave.
- E. Sick leave shall be interpreted as being personal illness, quarantine at home, or serious illness or death in the immediate family or household or birth, adoption or placement for adoption. The immediate family for

purposes of this section shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, sisters-in-law, brothers-in-law, sons-in-law, daughters-in-law, legal guardians and civil union partners.

- F. In the event that sick days must be used by a teacher, the teacher shall report the necessity to the appropriate Administrator of the School District to which he or she is assigned in accordance with that School District's policy. In the event that sick days must be used by social workers or psychologists, the social workers or psychologists shall report the necessity to the office of the Director of SOWIC.
- G. A teacher who exceeds his/ her sick leave shall be deducted 1/181 of the yearly salary for each day absent. A psychologist or social worker who exceeds his/her sick leave shall be deducted one (1) over the number of days in the work assignment per individual contract of the yearly salary for each day absent depending upon the individual's length of contract year.
- H. Teachers shall be notified in writing, reported on their paychecks, as to the current number of sick leave days they have accumulated.

#### **4.9 Sick Leave Bank**

- A. Any full-time teacher shall be eligible to participate voluntarily in a "Sick Leave Bank." Teachers who desire to participate in the Sick Leave Bank shall submit a written notice of intent to participate on a provided form. Said notice shall be given to the Sick Leave Bank Committee, who will administer the provisions of the Sick Leave Bank, prior to October 1 of each year. Any teacher on extended sick leave during the annual enrollment period is ineligible to join the Sick Leave Bank. Days awarded to a teacher from the Sick Leave Bank shall not count toward district seniority credit or salary schedule advancement.
- B. Participating teachers shall have deducted from accumulated sick leave one (1) day of credited sick leave each year for five (5) years as their principle contribution to the Sick Leave Bank. When the Sick Leave Bank Committee shall deem it necessary to replenish the Bank, participating members will contribute one (1) sick day from their accumulated sick leave. If a participating teacher does not have a sick leave day to contribute for that year, then the sick leave day will be contributed at the beginning of the next school year without lapse in Sick Leave Bank eligibility. No teacher who has submitted a notice of intent to retire will have a sick day automatically deducted.
- C. A participant may cancel membership by so indicating in writing directed to the attention of the chairperson of the Sick Leave Bank Committee. Cancellation of membership, regardless of reason, shall mean forfeiture of any claim to contributed days and benefits of membership.
- D. Authorized withdrawal by participating teachers from the Sick Leave Bank shall be made only upon approval of the majority of members of the Sick Leave Bank Committee. The Sick Leave Bank Committee members shall be chosen by the Union. The Committee will consist of four (4) full-time teachers. The Director or his/her designee will also serve on the Sick Leave Bank Committee.

The decisions of the Committee shall be final and are not subject to grievance and arbitration procedures set forth in Article II.

- E. A participating teacher may not apply for a withdrawal from the Sick Leave Bank until the teacher has, in

fact, depleted his/her accumulated sick leave and personal leave and has been absent for a minimum of twenty (20) school days with a catastrophic illness. Each withdrawal shall be no more than twenty (20) school days. A teacher may apply for additional withdrawal, if necessary, upon depletion of the initial withdrawal. Under no circumstances will a total number of days used by a participating teacher exceed one hundred (100) days in any given year. Under no circumstances shall withdrawals from the Sick Leave Bank be used to extend a participant's sick leave beyond the school year in which the leave first commenced. A teacher may not apply for future Sick Leave Bank withdrawals until he/she has completed one (1) year of active teaching service after use of the Bank.

- F. The Sick Leave Bank is available to teachers who have exhausted all of their accumulated sick leave and personal leave and suffer from a personal illness, disability, or hospitalization of a "catastrophic" nature. Catastrophic refers to a life-threatening, extraordinary, or chronically debilitating medical condition and is not intended to include commonplace or ordinary medical conditions. Examples of catastrophic medical conditions include certain cancers and pregnancy/child-birth complications that are hazardous to the life of the mother and/or unborn child. In contrast, the flu, a broken leg, and routine pregnancies are not considered catastrophic medical conditions. Generally, catastrophic medical conditions must be considered both long-term in nature and require a long-term recuperation period. A physician's statement certifying that the medical condition is life-threatening, extraordinary or chronically debilitating must be submitted with the teacher's request to access the Sick Leave Bank.
- G. The SOWIC bookkeeper shall compile a roster of participating teachers and shall submit its list to the Union President no later than thirty (30) days upon receipt of the information from the open enrollment period in any given year, or by November 1st. Additionally, the administration shall report any withdrawals to the Union President as days are withdrawn and awarded to a participating teacher.
- H. The Sick Leave Bank Committee will meet prior to November 1 each year to review the status of the Sick Leave Bank.
- I. Any teacher who is receiving disability benefits from the Teachers Retirement System or who is absent for illness or injury due to a work-related accident (which is compensable under the Illinois Worker's Compensation Act) may not avail himself/herself of any benefits of the Bank. Teachers who are on Board-approved leaves of absence, except for a temporary disability leave, shall be ineligible to withdraw days from the Sick Leave Bank.

#### **4.10 Personal Leave**

- A. Each teacher may be granted, upon approval of the Director (2) personal leave days (with pay) each school year. Personal leave shall be non-cumulative; provided, however, that any unused personal leave days shall, at the end of the school year, convert to and be added to the teacher's accumulated sick days. One (1) day of unused personal leave per year shall be rolled over to the following year. Any unused personal leave days that will result in any teacher having more than three (3) personal leave days in any given year; will be rolled over to accumulated sick leave.

**Example:** Teacher A has three (3) personal leave days in 2020-2021 school year. In August of 2020, Teacher A is entitled to two (2) more personal leave days. Two (2) days will roll over to accumulated sick days and Teacher A still has three (3) leave days.

- B. Personal leave days will not be granted during the first five (5) work days of school, last five (5) work days, and for days immediately before or after a holiday or school vacations. Specific reasons may be provided to the Director covering unusual circumstances and/or emergency situations. Such requests may be considered for approval by the Director.
- C. Notification of a personal leave day shall be made to the Director using the proper form at least five (5) working days in advance. In cases of emergency situations, exceptions may be granted.
- D. The employee shall not be required to give explanation of the reason for the leave unless such requests violate Part B and/or C above.
- E. Requests must be made in writing to the Director.
- F. Personal leave days shall be granted in half or full days.

**4.11 Professional Meetings Leave**

- A. Teachers may, without deduction in pay or reduction in other leave days, be eligible to attend professional meetings or visit other educational facilities if they submit a request when possible, within fourteen (14) days in advance of the event and are authorized to do so in accordance with the sole discretion of the Director, who shall provide a written response to requests.
- B. One union member will be allowed release time to attend each monthly Governing Board meeting. The Union President will notify the director in writing by September 1<sup>st</sup> of each school year, the schedule of which union member will attend each meeting. At no time will any union member attend more than 1 meeting per school year with the exception of the Union President. Union members will attend Governing Board meetings that are held in the district to which they are assigned so as to minimize the disruption caused by their absence from their assigned district. Exceptions may be granted upon approval of the Director.

**4.12 Jury Duty Leave**

A teacher will be excused at full pay for the purpose of fulfilling jury duty.

**4.13 Compensatory Time**

In the event that a teacher is instructed by the Director to work beyond his/her regular work day or work year, he/she shall be entitled to an amount of time off from work equal to that which he/she worked beyond his/her regular work day or work year.

**4.14 Payroll Deductions**

Upon written request of a teacher, the Board shall make deductions from the teacher's paycheck for:

- A. Membership dues to SOWIC Council, A.F.T. - Local No. 604;
- B. Tax-sheltered annuity plans, i.e., Valic, etc.; and,
- C. Payroll savings plans;

Provided, however, that the maximum number of designated receiving agencies for such deductions for the

entire teaching staff shall not exceed ten (10) and further provided that at least three (3) teachers elect to have payroll deductions for the same designated receiving agency.

#### **4.15 Part-Time Teachers**

Any regularly employed part-time teacher who works at least one-half (1/2) of the full-time equivalency for teachers in the Cooperative shall receive a pro-rated share of the compensation and benefits set forth in this Article. Any regularly employed part-time teacher who works less than one-half (1/2) of the full-time equivalency for teachers in the Cooperative shall receive a pro-rated share of the compensation set forth in Appendix A.

#### **4.16 Section 125 Medical and Dependent Spending Account**

The Board shall maintain a said reduction plan for health insurance which meets the requirements of Section 125 of the Internal Revenue Code. The selected options shall be within the capability of SOWIC's payroll system and the Lincoln-Way Area Affiliation (Health Insurance Cooperative) as determined by the Director. SOWIC will pay the initial entry fee, along with the annual fee to operate the Plan. Each individual member will be responsible for their monthly fee to participate in the Plan.

#### **4.17 Retirement Incentives**

- A. Any full-time teacher eligible to retire under TRS, with the required amount of service with SOWIC, for whom the Board is not required to pay any TRS penalty whatever may access the retirement incentives contained herein.
- B. Qualifications and Procedures Required For All Retirement Incentives.

Full-time teachers desiring to participate in a retirement incentive program must:

1. Be eligible for non-discounted/non-early retirement option under TRS and have been employed by SOWIC full-time for fifteen (15) years.
  2. Submit to the SOWIC Board, through the Director, a letter requesting participation in a retirement program (four, three, two, or one year) and irrevocably resigning effective at the close of their last year of employment. Such written notice shall be filed no later than June 1st prior to the teacher's first year in a retirement incentive program.
  3. Not elect any TRS retirement incentive or option which requires a contribution to TRS by the Board.
  4. Submit at the time of notice of retirement, a TRS statement of benefit or other TRS documentation confirming the teacher's total years of service and creditable earnings each year.
- C. Six Percent (6%) in TRS Creditable Earnings. As a retirement incentive, teachers who meet the qualifications and conditions set above in sub-section 2 will have up to their last four (4) years of service to SOWIC increased by six percent (6.0%) over their previous year TRS creditable earnings. Creditable earnings are defined as the total TRS creditable earnings from all sources each year. Additional conditions related to a six percent (6.0%) cap are contained in Article IV, 4.1, of this Agreement.

D. Post-Retirement Non-Pensionable/Non-Creditable Distribution.

The Board will provide a retired teacher, who has given a four (4) year notice to retire, a post retirement one-time non-pensionable/non-creditable distribution of \$8,000 payable in July following retirement after the last day of work and separate from and after the final paycheck for regular earnings. In the event the Teacher Retirement System (TRS), litigation from the state and/or federal courts, and/or legislation imposes future regulations, restrictions, changes, and/or penalties affecting SOWIC that are related to this post retirement distribution, then the \$8,000 distribution shall be held in abeyance pending the outcome of impact negotiations that will be legally acceptable and not provide any penalty to SOWIC.

E. The Board shall pay the Employee portion of the single health insurance premium for the TRIP Benefit Choice Options up to a maximum of \$100/month until the age of Medicare eligibility. In the event the Teacher Retirement System, state and/or federal litigation, decisions from state and/or federal agencies, and/or legislation imposes regulations, restrictions, changes and/or penalties related to this specific postretirement benefit, then the monthly distribution to retirees shall be held in abeyance pending the outcome of impact negotiations that would be within acceptable legal guidelines and not provide any TRS penalty to SOWIC.

F. It is recognized by the parties that future adopted rules and regulations by the Illinois Teachers Retirement System, litigation and/or legislation could void out some or all of the above incentives and/or regulations or provide further exemptions. If that situation occurs, then SOWIC is no longer obligated to provide a six percent (6.0%) increase or other affected programs for teachers eligible for the retirement incentives described above or if further exemptions are allowable; in either situation, the Governing Board of SOWIC and the Union shall meet and discuss the impact of such decisions within thirty (30) days of their finalization for purpose of renegotiating these benefits.

**4.18 Tuition Reimbursement for Required Courses**

A. The Director reserves the right to require a teacher, not on a remediation plan, to take a graduate course that the Director deems necessary to improve the teacher's instructional skills in their current assignment. The time line to take the identified course and selection of the university or college shall meet with the approval of the Director. When such direction is given to a teacher not on a remediation plan, the affected teacher shall receive full payment for the tuition. A teacher who fails to complete the course with an "A" or "B" shall be required to reimburse the Cooperative for the full course amount of the tuition.

B. Reimbursement for Graduate Level Courses:

SOWIC teachers will be reimbursed up to a maximum of \$1400 per year for coursework completed in each year of this Agreement per Cooperative fiscal year (July 1 to June 30) for graduate level courses pre-approved by the Director which are directly related to their current teaching assignments. Certified transcripts are required to be submitted to SOWIC prior to reimbursement. A teacher who fails to complete the course with an A or a B shall not be reimbursed.

**4.19 Classroom/Professional Expenses**

Each teacher will receive an allowance of \$350 for supplies annually. Each teacher will receive an allowance of \$350 per workshop/conference attendance annually. Teachers will submit their items to be ordered on the SOWIC forms provided or in the case of personal purchases, the receipts must be turned in to SOWIC for reimbursement.

**4.20 Mentorship Program**

The SOWIC Mentoring Program provides new employees with professional development and mentorship in the first year of employment. Those employees in mentoring positions will be expected to attend all meetings and fulfill the requirements of the program. Mentors will be compensated with a six hundred dollar (\$600.00) stipend. However, SOWIC, in its sole discretion, reserves the right to terminate or suspend the mentoring program.

## **ARTICLE V MISCELLANEOUS PROVISIONS**

### **5.1 *Complete Understanding***

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions contained herein may be modified only through the written mutual consent of the parties.

### **5.2 *Savings Clause***

Should any article, section or clause of this Agreement be declared illegal by a Court of competent jurisdiction, then said article, section or clause shall be deleted here from, but the remaining articles, sections and clauses shall remain in full force and effect.

### **5.3 *Terms of Agreement***

This Agreement shall be for four (4) years, effective July 1, 2020 and shall continue in effect until June 30, 2024. Negotiations shall commence prior to April 1, 2024 or on a mutually agreed later date.

### **5.4 *No Strike***

No teacher covered by this Agreement nor the union shall ever, during the term of this Agreement, promote, sponsor, engage in or condone any strike, concerted stoppage of work, refusal to render full and complete services to the Board, or any other interruptions of educational services of the Cooperative for the duration of this Agreement. It is understood and agreed that any teacher violating this provision shall be subject to discipline as deemed appropriate by the Board. Additionally, the Board agrees that during the term of this Agreement, it will not conduct nor condone any lockout of its teachers.

### **5.5 *Management Rights***

It is expressly understood and agreed that all functions, rights, powers or authority of the Administration of the Cooperative and the Board of Directors which are not specifically limited by the express language of this Agreement are retained by the Board; provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.

### **5.6 *Meetings***

The Director shall meet, as needed, with representatives of the Union to discuss matters relating to the implementation of this Agreement



**5.7        *Deductions on Behalf of the Union***

- A. By September 15<sup>th</sup> of each year, the SOWIC Council shall certify to the Cooperative in writing the amount of annual membership dues, assessments and fees (collectively referred to as “dues”) to be deducted from bargaining unit employees who decide to become dues paying members of the SOWIC Council. This certification shall be accompanied by a list of the employees who have individually authorized such deductions in writing. The Cooperative shall deduct from regular pay of such employees the amount of dues certified by the SOWIC Council on a schedule agreed to by both the Cooperative and the SOWIC Council. The first dues remittance each September from the Cooperative will include the following information: job title, worksite location, employee identification number, work e-mail address, date of hire, and, if on file with the Cooperative, the home and cellular phone numbers, and home email address. In addition within ten (10) business days from date of hire, the Cooperative shall provide to the SOWIC Council via email, the same information about new employees. The aggregate deductions of the employees shall be remitted in an Excel file to the SOWIC Council on a monthly basis together with a statement identifying the amount deducted from each employee. Deductions shall remain in effect until the Cooperative receives notice from the SOWIC Council that an employee has revoked or changed his or her authorization in writing in accordance with the terms of the authorization. Employee requests to authorize, revoke, cancel or change authorizations for payroll deductions received by the Cooperative shall be directed to the SOWIC Council.
  
- B. The SOWIC Council shall indemnify and hold harmless the Cooperative, the Cooperative’s Board and its members, officers, agents, administrators and employees from and against any and all claims, demands, actions, complaints, suits, grievances, attorneys’ fees, costs, expenses or other forms of liability or losses directly or indirectly resulting from, by reason, or by connected with any Cooperative action arising from this Section.

**APPENDIX A**

<b>SOWIC TEACHERS SALARY SCHEDULE</b>						
<b>2020-2021</b>						
STEP	BA	BA 15	MA	MA 15	MA 30	EdD/Phd
1	42977	43791	45742	47605	49693	51185
2	43820	44650	46639	48538	50668	52189
3	44467	45309	47328	49255	51416	52960
4	45124	45979	48028	49983	52176	53742
5	45769	46636	48714	50698	52922	54511
6	46401	47280	49387	51398	53653	55263
7	46918	47806	49936	51970	54250	55877
8	47440	48338	50492	52547	54854	56499
9	48026	48935	51115	53196	55531	57197
10	48677	49598	51809	53918	56283	57972
11	49605	50545	52798	54943	57357	59077
12	50533	51413	53788	55969	58430	60183
13	51462	52436	54778	56994	59503	61288
14	52390	53383	55766	58021	60576	62393
15	53319	54330	56757	59048	61647	63498
16	54245	55275	57745	60074	62720	64603
17	55137	56070	58572	60935	63621	65528
18	56045	57106	59659	62064	64802	66743
19	56975	58085	60755	63270	66004	67985
20	57908	59066	61850	64474	67211	69229
21	58838	60044	62941	65680	68417	70471
22	59771	61019	64040	66884	69622	71710
23	60855	62161	65335	68277	71363	73145

Each teacher beyond range of the salary schedule shall receive a 4.00% raise over their 2019-2020 salary, plus any appropriate lane advances.

Each off schedule teacher shall receive the dollar increase between the last step on the salary schedule of the teacher's current column and the last step of the column on the salary schedule the teacher is advancing to for horizontal advancement

SOWIC TEACHERS SALARY SCHEDULE						
2021-2022						
STEP	BA	BA 15	MA	MA 15	MA 30	EdD/Phd
1	43837	44667	46657	48557	50687	52209
2	44696	45543	47572	49509	51681	53232
3	45572	46436	48505	50480	52694	54276
4	46246	47122	49221	51226	53473	55078
5	46929	47818	49949	51983	54263	55892
6	47600	48502	50663	52726	55039	56691
7	48257	49171	51362	53454	55799	57474
8	48795	49719	51934	54048	56420	58112
9	49338	50271	52512	54649	57048	58759
10	49947	50892	53160	55324	57752	59485
11	50624	51582	53881	56074	58535	60291
12	51589	52566	54910	57141	59651	61440
13	52554	53469	55940	58208	60767	62590
14	53520	54534	56969	59274	61884	63739
15	54485	55518	57997	60342	62999	64889
16	55452	56503	59027	61410	64113	66038
17	56415	57486	60054	62477	65229	67187
18	57343	58312	60915	63373	66166	68149
19	58287	59390	62045	64547	67394	69413
20	59254	60409	63185	65800	68644	70704
21	60224	61428	64324	67053	69900	71998
22	61192	62446	65458	68307	71153	73290
23	62161	63460	66602	69560	72407	74579

Each teacher beyond range of the salary schedule shall receive a 4.00% raise over their 2020-2021 salary, plus any appropriate lane advances.

Each off schedule teacher shall receive the dollar increase between the last step on the salary schedule of the teacher's current column and the last step of the column on the salary schedule the teacher is advancing to for horizontal advancement

SOWIC TEACHERS SALARY SCHEDULE 2022-2023						
STEP	BA	BA 15	MA	MA 15	MA 30	EdD/Phd
1	44669	45515	47543	49479	51650	53201
2	45502	46364	48430	50402	52613	54193
3	46395	47273	49380	51390	53645	55255
4	47304	48200	50348	52398	54697	56339
5	48003	48912	51092	53172	55505	57171
6	48713	49635	51847	53958	56325	58016
7	49409	50345	52588	54729	57130	58845
8	50091	51040	53314	55485	57919	59658
9	50649	51608	53907	56102	58564	60320
10	51212	52181	54507	56726	59216	60992
11	51845	52826	55180	57426	59946	61745
12	52548	53542	55928	58205	60759	62582
13	53550	54564	56997	59313	61918	63775
14	54551	55501	58065	60420	63076	64968
15	55554	56606	59134	61526	64235	66162
16	56556	57628	60201	62635	65393	67355
17	57559	58650	61270	63744	66550	68548
18	58559	59670	62336	64851	67707	69740
19	59522	60528	63230	65781	68680	70739
20	60502	61647	64403	66999	69955	72050
21	61506	62704	65586	68301	71253	73391
22	62513	63763	66769	69601	72556	74734
23	63517	64818	67946	70903	73857	76075

Each teacher beyond range of the salary schedule shall receive a 3.80% raise over their 2021-2022 salary, plus any appropriate lane advances.

Each off schedule teacher shall receive the dollar increase between the last step on the salary schedule of the teacher's current column and the last step of the column on the salary schedule the teacher is advancing to for horizontal advancement.

SOWIC TEACHERS SALARY SCHEDULE 2023-2024						
STEP	BA	BA 15	MA	MA 15	MA 30	EdD/Phd
1	45518	46380	48447	50419	52631	54211
2	46367	47245	49350	51360	53613	55222
3	47231	48126	50270	52317	54612	56252
4	48157	49070	51256	53343	55683	57355
5	49102	50032	52261	54389	56775	58479
6	49827	50771	53033	55193	57614	59344
7	50564	51521	53817	56008	58466	60221
8	51286	52258	54586	56809	59301	61081
9	51995	52979	55340	57593	60120	61925
10	52574	53569	55956	58234	60790	62613
11	53159	54164	56578	58881	61466	63310
12	53815	54834	57277	59609	62224	64092
13	54545	55577	58054	60417	63068	64960
14	55584	56637	59163	61566	64271	66199
15	56624	57610	60272	62716	65473	67437
16	57665	58757	61381	63864	66676	68676
17	58705	59818	62488	65015	67878	69914
18	59746	60879	63599	66166	69078	71153
19	60784	61938	64705	67316	70280	72390
20	61784	62828	65632	68281	71290	73427
21	62801	63990	66850	69545	72613	74788
22	63843	65087	68078	70896	73961	76180
23	64888	66186	69306	72246	75313	77574

Each teacher beyond range of the salary schedule shall receive a 3.80% raise over their 2022-2023 salary, plus any appropriate lane advances.

Each off schedule teacher shall receive the dollar increase between the last step on the salary schedule of the teacher's current column and the last step of the column on the salary schedule the teacher is advancing to for horizontal advancement.

<b>SOWIC PSYCHOLOGIST AND SOCIAL WORKER SALARY SCHEDULE</b>				
<b>2020-2021</b>				
STEP	MA	MA 15	MA 30	EdD/Phd
<b>1</b>	60935	63048	65305	67265
<b>2</b>	62130	64284	66585	68584
<b>3</b>	63048	65234	67569	69597
<b>4</b>	63980	66198	68568	70626
<b>5</b>	64895	67144	69548	71635
<b>6</b>	65791	68071	70508	72624
<b>7</b>	66522	68828	71292	73432
<b>8</b>	67262	69593	72086	74249
<b>9</b>	68093	70453	72977	75166
<b>10</b>	69017	71408	73966	76185
<b>11</b>	70332	72764	75338	77596
<b>12</b>	71646	74120	76708	79009
<b>13</b>	72959	75478	78080	80425
<b>14</b>	74273	76832	79454	81839
<b>15</b>	75586	78189	80829	83253
<b>16</b>	76903	79549	82202	84668
<b>17</b>	78164	80857	83550	86057
<b>18</b>	79453	82184	84924	87472
<b>19</b>	81268	84009	86742	89346
<b>20</b>	83089	85824	88561	91219

Each psychologist/social worker beyond range of the salary schedule shall receive a 4.00% raise over their 2019-2020 salary, plus any appropriate lane advances.

Each off schedule psychologist/social worker shall receive the dollar increase between the last step on the salary schedule of the psychologist/social worker's current column and the last step of the column on the salary schedule the psychologist/social worker is advancing to for horizontal advancement

SOWIC PSYCHOLOGIST AND SOCIAL WORKER SALARY SCHEDULE 2021-2022				
STEP	MA	MA 15	MA 30	EdD/Phd
1	62154	64309	66611	68610
2	63373	65570	67917	69955
3	64616	66855	69249	71327
4	65570	67843	70272	72381
5	66539	68846	71311	73451
6	67490	69830	72330	74501
7	68422	70794	73329	75529
8	69183	71581	74144	76369
9	69953	72377	74970	77219
10	70817	73271	75896	78173
11	71777	74264	76925	79232
12	73145	75675	78351	80700
13	74512	77085	79776	82170
14	75877	78497	81204	83642
15	77244	79905	82632	85112
16	78610	81317	84062	86583
17	79979	82731	85490	88054
18	81291	84091	86892	89499
19	82631	85471	88321	90971
20	84519	87370	90211	92919

Each psychologist/social worker beyond range of the salary schedule shall receive a 4.00% raise over their 2020-2021 salary, plus any appropriate lane advances.

Each off schedule psychologist/social worker shall receive the dollar increase between the last step on the salary schedule of the psychologist/social worker's current column and the last step of the column on the salary schedule the psychologist/social worker is advancing to for horizontal advancement.

<b>SOWIC PSYCHOLOGIST AND SOCIAL WORKER SALARY SCHEDULE 2022-2023</b>				
<b>STEP</b>	<b>MA</b>	<b>MA 15</b>	<b>MA 30</b>	<b>EdD/Phd</b>
<b>1</b>	63335	65531	67877	69914
<b>2</b>	64516	66752	69142	71217
<b>3</b>	65781	68061	70498	72614
<b>4</b>	67071	69396	71880	74037
<b>5</b>	68062	70421	72942	75132
<b>6</b>	69068	71462	74020	76242
<b>7</b>	70055	72483	75078	77332
<b>8</b>	71022	73484	76115	78399
<b>9</b>	71812	74301	76962	79271
<b>10</b>	72611	75127	77818	80153
<b>11</b>	73508	76056	78780	81143
<b>12</b>	74505	77086	79848	82243
<b>13</b>	75925	78550	81329	83767
<b>14</b>	77343	80014	82808	85292
<b>15</b>	78761	81480	84289	86821
<b>16</b>	80180	82941	85772	88346
<b>17</b>	81597	84407	87257	89873
<b>18</b>	83018	85874	88738	91400
<b>19</b>	84380	87287	90193	92900
<b>20</b>	85771	88719	91678	94428

Each psychologist/social worker beyond range of the salary schedule shall receive a 3.80% raise over their 2021-2022 salary, plus any appropriate lane advances.

Each off schedule psychologist/social worker shall receive the dollar increase between the last step on the salary schedule of the psychologist/social worker's current column and the last step of the column on the salary schedule the psychologist/social worker is advancing to for horizontal advancement.



3.80%				
SOWIC PSYCHOLOGIST AND SOCIAL WORKER SALARY SCHEDULE 2023-2024				
STEP	MA	MA 15	MA 30	Edd/Phd
1	64538	66776	69166	71242
2	65742	68021	70456	72570
3	66968	69289	71770	73923
4	68281	70648	73177	75373
5	69620	72033	74612	76851
6	70648	73097	75714	77987
7	71693	74178	76833	79139
8	72717	75238	77931	80270
9	73721	76277	79007	81378
10	74541	77124	79886	82283
11	75370	77982	80776	83199
12	76302	78946	81773	84227
13	77336	80016	82882	85369
14	78810	81535	84419	86950
15	80282	83055	85954	88533
16	81754	84576	87492	90120
17	83226	86093	89032	91704
18	84698	87614	90572	93289
19	86173	89138	92110	94874
20	87587	90604	93621	96430

Each psychologist/social worker beyond range of the salary schedule shall receive a 3.80% raise over their 2022-2023 salary, plus any appropriate lane advances.

Each off schedule psychologist/social worker shall receive the dollar increase between the last step on the salary schedule of the psychologist/social worker's current column and the last step of the column on the salary schedule the psychologist/social worker is advancing to for horizontal advancement.

**Board of Education of Troy 30C, Will County, Illinois, as Administrative District for the Southern Will County Cooperative for Special Education, Will County, Illinois.**

**By:** \_\_\_\_\_ **Attest** \_\_\_\_\_  
**Its President** **Its Secretary**

**SOWIC Council-American Federation of Teachers – Local No. 604, AFT/IFT, AFL-CIO**

**By** \_\_\_\_\_ **Attest** \_\_\_\_\_  
**Its President** **Its Secretary**