

**A G R E E M E N T**

**BETWEEN**

**BOARD OF EDUCATION OF  
OHIO COMMUNITY SCHOOL DISTRICT # 17**

**AND**

**BOARD OF EDUCATION OF  
OHIO COMMUNITY HIGH SCHOOL DISTRICT # 505**

**AND**

**OHIO FEDERATION OF TEACHERS COUNCIL,  
AFT LOCAL #604**

**2021-2026**

**TABLE OF CONTENTS**

**OHIO FEDERATION OF TEACHERS COUNCIL, AFT LOCAL #604**

<b><u>ARTICLE</u></b>	<b><u>PAGE</u></b>
TITLE PAGE -----	1
TABLE OF CONTENTS -----	2
ARTICLE I - PARTIES, RECOGNITION, JURISDICTION & SCOPE -----	3
ARTICLE II - UNION RIGHTS AND RESPONSIBILITIES -----	4
ARTICLE III - BOARD RIGHTS -----	6
ARTICLE IV - FAIR SHARE AND DUES DEDUCTIONS -----	7
ARTICLE V - NO STRIKES -----	8
ARTICLE VI - TEACHER WORKING CONDITIONS -----	9
- Internal Substitution -----	10
- Workshops/Conferences -----	12
ARTICLE VII - ACADEMIC WORKING CONDITIONS -----	13
- Education Development Committee -----	13
- Academic Freedom -----	13
ARTICLE VIII - SENIORITY, REDUCTION IN FORCE, EVALUATION -----	15
- Teacher Evaluation -----	15
ARTICLE IX - ASSIGNMENTS, PROMOTION AND VACANCIES -----	18
ARTICLE X - LEAVES -----	19
ARTICLE XI - PERSONNEL FILES -----	21
ARTICLE XII - GRIEVANCE PROCEDURE -----	22
ARTICLE XIII - SALARY AND FRINGE BENEFITS -----	24
SALARY REDUCTION CONTRIBUTIONS -----	25
- Teachers Retirement System (TRS) -----	26
- Salary Schedules -----	29
- Extra Duty Pay Schedule -----	34-38
ARTICLE XIV - DURATION -----	39

## ARTICLE I

### PARTIES, RECOGNITION, JURISDICTION AND SCOPE

#### Parties to the Agreement

THIS AGREEMENT is made and entered into this Twenty Second (22) day of June 2021 by and between the Board of Education of Ohio Community School District 17 and 505, Bureau County, Illinois, hereinafter referred to as the “Board” and the Ohio Federation of Teachers Council, AFT Local #604, hereinafter referred to as the “Union” or “Federation.”

#### Recognition

Section 1: The Board recognizes the Ohio Federation of Teachers Council, AFT Local #604 as the exclusive bargaining representative for all full and part-time professional employees of the Board except the Superintendent and Principals during the term of this agreement.

Section 2: The Board and Union agree to negotiate in good faith with respect to wages, hours and other terms and conditions of employment as required by law, provided that such obligation does not compel either party to agree to a proposal or require the making of a concession.

#### Jurisdiction and Scope

Section 1: In the event that any of the provisions of this agreement shall be or become legally invalid or unenforceable, such invalidity or unenforceability shall not affect the remainder of the provisions hereof. Either party, upon written notice, may request negotiations of the subject held legally invalid or unenforceable.

Section 2: Waiver: This agreement constitutes the entire agreement between the parties and it is acknowledged that during the negotiation which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter within the area of collective bargaining.

Each party expressly waives, for the term of this agreement, any right otherwise existing to demand negotiations with respect to any subject or matter within the area of collective bargaining which was raised or not raised during the negotiations leading to this agreement, but concerning which no understanding is reflected herein. This does not, however, preclude the parties from amending or modifying this agreement by mutual consent during its term. However, in the event the Board unilaterally grants an increase in fringe benefits applicable to all eligible employees covered by this agreement, such increases shall be made applicable to employees covered by this agreement.

## ARTICLE II

### UNION RIGHTS AND RESPONSIBILITIES

Section 1: The Union agrees to represent, equally and without prejudice, all teachers.

Section 2: There shall be no discrimination against teachers because of Union membership or lawful Union activity.

Section 3: Upon forty-eight (48) hours' notice, when space is available and at no additional expense to the Board, the Union shall have the use of school buildings for regularly scheduled meetings and other such meetings as shall be necessary for the conduct of Union business.

Section 4: At no additional cost to the Board, and without disrupting the educational process or interfering with district office business, the Union shall have the right, for the conduct of regular business, to use school duplicating facilities. The President or his/her designee of the union shall have the right to use the faculty mailboxes for the distribution of appropriate announcements relating to Union business. Such material shall be identified as an official union publication and notification of distribution of said material shall be given to the Principal or Superintendent at that time. A copy of the material distributed shall be provided to the Principal and Superintendent.

Section 5: A representative of the union shall be granted time at building meetings (when time is available), orientation meetings, and general faculty meetings, to briefly explain business pertaining directly to the Union.

Section 6: The Board shall make available to the Union President the following documents and kinds of information as they are received, completed or compiled:

- a) Agenda of Board meetings;
- b) Official minutes of Board meetings;
- c) Monthly budget summaries;
- d) Board Policy Manual and revisions;
- e) Annual auditor's report;
- f) Current and proposed fiscal budget.

The Board shall make available, to the Union President statistical information, not including teachers' names, pertaining to teachers' step placement, salary lane placement, extracurricular assignment compensation schedules, and fringe benefits of teachers by November 1<sup>st</sup> of each year.

Section 7: The Superintendent or his/her representative and the Union President or his/her representative shall meet and confer about the school calendar for the following school year at a mutually convenient time. The Board shall consider the recommendations of the Union and the Superintendent before adopting the school calendar.



Section 8: Names and addresses of newly hired teachers shall be made available promptly to the Union after approval of their contracts by the Board.

Section 9: When any teacher is called before the Board of Education for the purposes of a disciplinary conference, the teacher shall be given written notice of the purpose of the meeting. He/she shall be entitled to have a union representative and/or legal counsel of his/her choosing to accompany him/her. A “disciplinary conference” shall be defined as a meeting/conference that could lead to disciplinary action.

Section 10: A copy of the written report prepared by an administrator which is directed toward any Union teacher, and which is critical of any aspect of the teacher’s performance, shall be given to the Union on the written request of the teacher.

Section 11: The Board and the Union agree that neither one shall initiate or solicit student support in any dispute between the parties.

Section 12: The President of the Union, or his/her designee, shall have the right to be present at all Board meetings that are open to the public. The President of the Union shall have the right to present the Union position on all matters affecting teachers in the District. The Union may request to be placed on the Board agenda on any matter provided that the request is in writing to the Superintendent seventy-two (72) hours prior to the meeting.

Section 13: The representative to official Union activities or functions shall be excused from school to attend to union business. This leave shall be with pay; however, the teacher shall pay the substitute’s pay to the District. The use of such leave shall not exceed a total of two (2) days between Districts 505 and 17.

### ARTICLE III

#### BOARD RIGHTS

The Board, by mutual agreement with the Union, commits itself to such Union rights and other conditions of employment as incorporated in this agreement. The Board, on behalf of the electors of the district, retains and reserves unto itself the ultimate responsibilities for proper management of the school district conferred upon and vested in it by the School Code and the Constitutions of the State of Illinois and the United States, including the responsibility and the right:

- a) To maintain executive management and administrative control of the school system and its properties and facilities, and the professional activities of its employees as related to conduct of school affairs;
- b) To hire all employees and to determine their qualifications, and the conditions for their continued employment, or their suspension, dismissal, or demotion; and to promote and transfer all such employees.
- c) To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board.
- d) To delegate authority through recognized administrative channels and methods of instruction according to current written Board policy; the selection of textbooks and other teaching materials; and the utilization of teaching aids of all kinds.
- e) To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and non-classroom assignments, and the terms and conditions of employment.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited, abridged or modified, only by the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Illinois, and the Constitution and laws of the United States. Nothing contained herein shall be construed to deny or restrict the Board of its rights, responsibilities, and authority under the Illinois School Code or any other national, state, county, or local laws or regulations as they pertain to education.

## ARTICLE IV

### FAIR SHARE AND DUES DEDUCTION

Section 1: Dues Deduction: The Board shall, upon written authorization of an employee, withhold from the compensation of that employee any dues, payments or contributions payable by such employee to the Union. Such authorization shall remain in effect until revoked by written notice to the district and the Union. Revocation of dues deduction can only occur from August 1 to August 31 in any given year. The Union shall submit to the District by August 25 of any year an affidavit that specifies the amount to be deducted from each paycheck September through June.

The Board shall remit the dues to the Union on the 10<sup>th</sup> and 25<sup>th</sup> of each month from September through May. Any remaining dues that have not been collected will be remitted by June 20<sup>th</sup> of each year.

## ARTICLE V

### NO STRIKES

During the term of this agreement, neither the Union, nor its agents, nor any employee for any reason will authorize, institute, aid, condone or engage in a slowdown, work stoppage, strike or any other interference with work and statutory functions or obligations of the Board. The Union agrees to notify all local officers and representatives of their obligation and responsibility to remain at work during any interruption that may be caused or initiated by others, and to encourage employees violating this Article to return to work. The Board agrees not to lock out the bargaining unit members while this agreement is in effect.

ARTICLE VI

TEACHER WORKING CONDITIONS

Section 1: Faculty Meetings: Faculty meetings shall not be scheduled to conflict with Union meetings.

Section 2: Mutual Respect: Teachers and administrators shall exhibit mutual respect for one another, particularly when students and others are present.

Section 3: Teachers Leaving School Buildings: Teachers may leave the building during non-teaching periods for good cause, provided they obtain the permission of the Superintendent or the Principal, if either is available. If neither is available, teachers leaving the building shall notify the Principal's office.

Section 4: Classroom Interruptions: The Board and Union agree that unnecessary classroom interruptions interfere with the instruction of students. Whenever possible, the frequency and length of announcements will be kept to a minimum.

Section 5: Commemorative Holidays: Commemorative days will be dealt with as holidays, unless emergency days are needed. They will be used according to the table:

Emergency Days

Prior to	Make up Day
Martin Luther King's Birthday	Martin Luther King's Birthday
Casimir Pulaski Day	Casimir Pulaski Day
End of School Year	Emergency Days - End of School Year

Lincoln's Birthday/President's Day shall remain a commemorative holiday and not be used as an emergency day.

There should be five (5) consecutive days of spring vacation if emergency days are not needed.

Section 6: School Year: The school year shall consist of one hundred seventy-four (174) pupil attendance days, two (2) parent/teacher conference days, four (4) teacher in-service days, plus five (5) emergency days. However, the total teacher attendance days shall not exceed one hundred eighty (180) days.

Section 7: Early Dismissal: School shall be dismissed at 2:00 p.m. on the day prior to vacations, excluding one day holidays.

Section 8: Teacher Work Day: The fulltime teacher work day shall begin at 7:40 a.m. and end at 3:30 p.m. for a total of seven (7) hours and fifty (50) minutes, except on those occasions of early dismissal (i.e., faculty meetings, vacations, etc.). The District shall retain the right to change the

beginning and ending time of the school day provided the school day shall not exceed seven (7) hours and fifty (50) minutes, unless a work day of different length is mandated by law. On Fridays, teachers shall be allowed to leave eight (8) minutes after student dismissal, if professional duties have been met. Teachers shall be granted earlier leaving times for a cause (i.e. graduate class, Dr.'s appointment, etc.), if approved ahead of time with the Principal.

Within the seven (7) hour and fifty (50) minute workday, the Junior High and High School teachers' day shall consist of eight (8) periods. Of these eight (8) periods the following shall be considered to be full-time assignments: a) five (5) teaching periods, one (1) preparation period, and two (2) student assignments; b) six (6) teaching periods and two (2) preparation periods.

Within the seven (7) hour and fifty (50) minute work day, the elementary teachers' day shall include a duty-free lunch period equal in length to the lunch period of the Junior High and High School teachers.

If a teacher accepts an additional teaching assignment, beyond the "full-time assignments" described above that teacher shall be compensated at one-eighth (1/8) of the individual teacher's compensation.

Employment shall be considered part-time if the teacher is working any fewer hours than described above. Part-time compensation shall be prorated based on the number of assigned periods.

In the event that a part-time vacancy is difficult to fill, such will be discussed with the union president prior to any decision to adjust the part-time compensation of the applicant(s). Any such compensation adjustments will not set a precedent for future part-time hires.

Section 9: Internal Substitution: The administration shall provide a substitute for regular classroom teachers and special area teachers, such as music and physical education. If no substitute is provided, teachers in the District shall be paid \$20 per internal substitution per class. Junior High and High School students may be sent to study hall with no internal substitution unless the number of additional students exceeds eight (8).

Section 10: Extra Duty: There shall be no paid extra-duty assignment except as provided in the extra-duty pay schedule. Newly instituted extra-duty assignments, with the appropriate compensation and based upon need, shall be allowable for the remainder of that current school year. Prior to the beginning of the next school year, the extra-duty assignment and compensation will be negotiated with the Union as to the duties, responsibilities, time required to conduct the assignment and stipend to be paid.

Qualified persons who are not members of the bargaining unit may be hired to perform extra-duty assignments provided that the district has first thoroughly considered the qualifications of members who have expressed interest in the positions. Positions filled by non-bargaining unit members will be released at the end of each season. All known extra-curricular positions not filled by bargaining members will be posted in the staff lounge for seven (7) days prior to the

filling of the position. Further, this last sentence shall not be construed so as to disqualify any person currently performing an extra-duty assignment who is not a bargaining unit member.

In the event an extra-duty activity becomes a cooperative activity with another district, the employee will be released from their position. Any persons from either district are eligible to apply for the extra-duty position and the higher extra-duty pay scale will be used to determine the stipend.

Section 11: The administration shall not examine or remove from a teacher's classroom any "legal" article of personal property which belongs to the teacher. It is understood by way of example that all lesson plan books, grade books and other school records are the property of the School District.

Section 12: Except in the evaluation process, the district shall not place upon a teacher requirement for continued professional development beyond those mandated by the State of Illinois.

Section 13: Student Grades: The responsibility and prerogative for assigning grades to students rests with the classroom teachers. Student grades shall not be changed unless a conference is held between the teacher and the administration. If an administrator changes a grade, he or she shall note the changed grade, by his or her signature and title next to the grade signifying that the administration takes full responsibility for that grade.

Section 14: Student Discipline: The responsibility for student discipline is jointly shared by teachers, administrators and parents. The Principal shall provide a forum to accept teacher input in disciplinary matters and in the administration of the disciplinary policy. The Superintendent shall accept and consider teacher input and recommendations regarding the formulation and revision of student disciplinary policy. The Board and Union agree that proper pupil control is the responsibility of all certified staff at times wherein students are under jurisdiction of the school, and that the final decisions regarding the formal disposition of student discipline matters are the responsibility of the Board and the administration. Each teacher shall notify the Principal as soon as possible of all serious disciplinary problems and instances of students engaging in hazardous conduct, and such incidents shall be handled in accordance with established policy. A teacher may remove a student from the classroom for disruptive behavior.

Section 15: Preparation Periods: The Board agrees that it will not decrease teachers' preparation time during the term of this contract.

Section 16: Teachers' Lounge: The District will provide a teachers' lounge with an extension telephone and enough table space and chairs to seat twelve (12) people. Teachers shall be responsible for the day-to-day cleanliness of the teachers' lounge, and the custodial staff will routinely empty the trash, clean the restroom, and wash the floors and windows as necessary. Also, the District will provide access to a private phone.

Section 17: Keys: All teachers will be given a building key, room key, desk/filing cabinet key, and any other keys deemed necessary for the performance of their duties. These keys can be



turned in at the end of the school year or termination of their contract. Under no circumstances shall a teacher allow those keys to be used by any person who is not an officer or employee of the School District. Any teacher losing his/her keys shall bear sole responsibility for the costs of changing the locks to which the key belonged if the administration determines the need.

Section 18: Pay Periods: Teachers shall be paid by electronic direct deposit twice each month on the 5th and 20th of the month. If pay days falls on a Saturday, Sunday or Holiday, teachers will be paid on the day(s) prior to the scheduled pay day. Copies of checks will be e-mailed to the teachers.

Section 19: Workshops/Conferences: Teachers may be given the opportunity to attend workshops/conferences, selected by the teacher, deemed to be educationally beneficial in helping the teacher to improve his/her performance. The workshop/conference must be related to the academic subject area taught by the teacher. Attendance at such workshops/conferences will be determined on an alternating basis with due consideration for the following:

1. The number of requests submitted;
2. The availability of substitute teachers;
3. The length of the workshop/conferences;
4. The cost of the workshop/conference and the availability of district funds.

Requests for attendance at such workshops/conferences must be submitted to the Superintendent or his/her designee for approval well in advance of the date of the workshop/conference. If and when it is necessary to deny such requests for attendance, the teacher shall be given the reason(s) for such denial.

The hiring and assignment of substitutes will be handled by the administrative office.

Section 20: Head Teacher: The head teacher shall be compensated twenty-five dollars (\$25.00) per day for administrative service rendered during the normal workday. This compensation shall be in addition to the employee's regular pay. The head teacher duties shall be directed by the Superintendent or designee. When both administrators are absent from the building, the head teacher shall be considered on duty. This position shall be filled in accordance with Article IX, Section 4: Promotion and Vacancy.



## ARTICLE VII

### ACADEMIC WORKING CONDITIONS

#### Curriculum Committee

##### Committee Organization, Operation and Role

Section 1: The Union and the Board agree that school committees shall be established.

Section 2: Each school committee shall consist of District administration and one (1) lower elementary teacher, one (1) junior high teacher and all high school staff (when appropriate).

Section 3: Each school committee shall establish its own time of meetings and rules of procedure; provided, however, meetings of each committee shall be held so as not to interfere in any way with any teacher's regularly scheduled school day.

Section 4: School committees shall discuss and consider professional matters relating to any changes or improvements of the educational programs related to that specific committee. Each school committee will seek suggestions for changes and improvements of the educational programs. Staff suggestions for changes and improvements shall contain the name of the person(s) making the suggestion(s).

Section 5: The Board is encouraged to seek, whenever practical, the appropriate committee's recommendation on Board plans or proposals relating to the curriculum, school climate and school improvement at Ohio Public Schools. The Board shall also receive and may act on plans and proposals originated by each committee.

Section 6: In any reports or recommendations from school committees to the Board, minority or differing views of individuals or groups on the school committee may be made known.

Section 7: In-service Input: The school improvement Committee shall give input to the development of in-service programs which are educationally beneficial to the staff and will be offered from time to time during the school year.

### ACADEMIC FREEDOM

Section 1: Teachers have the right to use learning materials and structured learning activities within the planned instructional program of the District as determined by normal administrative procedures. Teachers shall use their professional judgment, recognizing their responsibility to intellectual integrity and scholarly objectivity. Academic freedom exercised by a teacher requires that he/she be cognizant of the maturity of his/her students and that this be recognized in his/her instructional presentation.

Section 2: In the event of criticism of books, teaching methods, materials or contents of an educational presentation used in the District by a parent or resident who deems the contents of such to be offensive on moral, political, religious, or other grounds, the procedure shall be as follows:

Step One: Prior to any written formal complaint, the complaining party shall be urged to meet with the involved teacher(s) to resolve the problem.

Step Two: If not resolved at Step One, the criticism shall be submitted to the principal/superintendent in writing and signed by the complaining party. A copy of the signed criticism shall be given to the teacher(s) involved. The teacher(s) involved shall have the opportunity to select two (2) other teachers who will meet with the superintendent, the principal and the complaining party to further discuss the criticism.

Step Three: Subsequent to the discussion, if the problem is not resolved, the Superintendent shall bring the matter to the Board's attention. Before action is taken by the Board, the teacher shall be allowed to present his/her position to the Board. The teacher or teachers involved shall be allowed to bring a representative of his/her choice. The final decision shall be made by the Board.

Section 3: Complaint Resolution: If any substantive complaint is brought to the administration and/or Board members, the complaining party shall be urged to follow the procedure outlined in Article VII, Academic Freedom, Section 2.

## ARTICLE VIII

### SENIORITY, LAYOFF AND RECALL, EVALUATION

Section 1: That principle of employment policy which accords certain benefits and privileges among employees on the basis of length of service is accepted and endorsed by the parties hereto.

Section 2: District seniority is defined as length of continuous service in each District. Separate seniority lists shall be compiled for:

- 1) Teachers who are employed by either District 505 or District 17. Part-time teachers employed by both Districts 505 and District 17, and whose employment equal 1.0 FTE will be placed accordingly to their date of hire on the seniority list. All part-time teachers will be placed below all full-time teachers in order of hire date.

Section 3: The layoff and recall of teachers shall be governed by Section 24-12 of the Illinois School Code and by the applicable agreements of the District's Joint Committee on Layoff and Recall.

Section 4: Under no circumstances shall any teacher transferring into the District be placed higher on the District seniority list than a teacher already having seniority in the District.

Section 5: Should a conflict arise concerning two or more teachers with identical seniority, ties shall be broken on the following basis:

- a) First day of work;
- b) Date of Board action;
- c) Date of employee signature on contract;
- d) Date of earliest application on file;

Section 6: Notification:

- a) By February 1 of each year the administration shall furnish District Seniority Lists to the Union.
- b) District Seniority Lists shall show the names of all teachers in the District in the order of their continuous service in the school district, with separate lists as set forth in Section 2 of this Article for full time and part-time teachers.

### EVALUATION, PROFESSIONAL GROWTH PLAN, CONSULTING TEACHERS, AND REMEDATION

Section 7: Teacher Evaluation:

A) Evaluations of certified teaching staff shall be done by administrators who have completed the in-service workshop on evaluation of certified teachers conducted by the Illinois State Board of Education. Such a qualified administrator is hereinafter referred to as "evaluator."

B) The evaluator shall acquaint teachers with the evaluation procedures, standards, and instruments to be used (and advise teachers as to who shall observe and evaluate performance) within one (1) month after the start of the school term.

C) Non-tenured teachers shall be formally evaluated a minimum of two (2) times during the school year. Teachers in contractual continued service (tenured) shall participate in the Professional Growth Plan as part of the tenured teacher evaluation process. The Professional Growth Plan shall follow requirements of School Code or statute.

D) When an evaluator plans to visit a teacher for the purpose of a formal evaluation, the evaluator shall notify the teacher at least one (1) day before the visitation, and shall make his/her presence known to the teacher upon entering the classroom or work area. A visitation for the purpose of a formal evaluation shall be defined as an observation of not less than twenty (20) continuous minutes. This clause in no way limits the ability of administrators to visit classes on occasions other than formal evaluations and to make observations that may be included in the next written evaluation.

E) Following each formal evaluation visitation, the evaluator shall complete a written evaluation of the observation. Within seven (7) school days of the visitation, the evaluator shall furnish the teacher with a copy of the written evaluation and hold a conference with the teacher no later than fourteen (14) school days after the evaluation. The evaluation conference shall include a discussion of the written evaluation including strengths and weaknesses, and the evaluator shall identify deficiencies in the teacher's performance and recommend and provide help when appropriate. Both the evaluator and the teacher shall date and sign all copies of the written evaluation. The signature of the teacher shall not necessarily indicate agreement with the written evaluation, but rather indicate that the conference and discussion have been held and that the teacher is in receipt of a copy of the written evaluation.

F) If the teacher feels his/her formal evaluation is incomplete, inaccurate or unjust, the teacher may put his/her objections in writing. Both the teacher and evaluator shall date and sign all copies of the written objection. The signature of the evaluator shall not necessarily indicate agreement with the written objection, but rather shall indicate that the evaluator is in receipt of a copy of the written objection. A copy of the written objection shall be attached to the written evaluation.

G) A copy of all formal written evaluations and any attached written objections shall be placed in the teacher's official personnel file.

H) If the Board requires a consulting teacher as part of the evaluation and instructional improvement process, the Board will provide the Union with a list of all qualified candidates. The Board will update the qualified consulting teacher list as needed. When a consulting teacher is needed and written notice of such is delivered to the Union, the Union shall submit to the

Administration a roster of at least five (5) qualified teachers or all such qualified teachers if that number is less than five (5). Should the Union fail to submit a roster within seven (7) school days of receipt of request for such roster, then the Administration may select the consulting teacher, provided that the selected consulting teacher is not a newly eligible teacher that was unknown to the Union. Any teacher may decline to serve as a consulting teacher. To the extent possible, consulting teachers shall be selected on a rotating basis.

I) A consulting teacher shall receive released time (schedule to be worked out as part of any remediation plan) to perform his/her duty as a consulting teacher and shall receive an annual stipend as set forth in the extra duty pay schedule.

J) Any tenured teacher who receives an overall evaluation composite rating of unsatisfactory, and the reasons for such rating are deemed remediable, shall be placed upon "remediation status." Within thirty (30) days of being placed upon remediation status, a remediation plan shall be developed for implementation to correct the remediable deficiencies cited. Participants in the plan shall include the teacher, a qualified evaluator, and a consulting teacher. The written remediation plan shall be dated and signed by all the participants, with one (1) copy placed in the teacher's official personnel file and one (1) copy sent to the Union.

K) Any teacher on remediation status shall be formally evaluated and rated once every thirty (30) school days for the ninety (90) school day remediation period immediately following receipt of a remediation plan. While the consulting teacher shall participate in the drafting and implementation of the remediation plan, and shall provide advice and counsel to the teacher rated unsatisfactory on how to improve teaching skills and to successfully complete the remediation plan, the sole responsibility for the formal evaluations shall rest with the evaluator. If the teacher on remediation status is subsequently evaluated with an overall rating of satisfactory or better, the teacher shall be reinstated to a schedule of biennial evaluation, and following the teacher's next two (2) consecutive evaluations with an overall rating of satisfactory or better, the remediation plan and previous unsatisfactory evaluation shall be removed from the teacher's official personnel file. If the teacher on remediation status is still evaluated with an overall rating of unsatisfactory at the end of the ninety (90) school day remediation period, the Board shall automatically institute dismissal procedures against the teacher in accordance with the School Code.

L) The Board, in consultation with the Union, reserves the right to alter official evaluation forms from time to time as deemed appropriate. Teachers shall be notified when such changes occur.

M) Teacher evaluations shall be conducted in accordance with IL School Code (105 ILCS 5/24A) and Title 23 of the IL Administrative Code Part 50 – Evaluation of Certified Employees.

## ARTICLE IX

### ASSIGNMENTS, PROMOTION AND VACANCIES

Section 1: Assignment: Teachers shall be given notice by July 1 as to any change in their teaching assignment for the next school term. A teacher's regular teaching assignment shall not be changed during the regular school year without the teacher's consent unless it is necessary to do so due to an emergency. Any teacher who objects to a change in his/her teaching assignment may discuss the matter with the Superintendent.

Section 2: Voluntary Change in Assignment: Teachers may request a voluntary reassignment. Such requests must be made by April 1, preceding the school term for which the reassignment is requested. The Superintendent will consider such request if a vacancy occurs due to retirement, lay-off or resignation that would allow for such a reassignment. If more than one teacher requests a voluntary re-assignment under this clause, then seniority, qualifications and other merit factors will be considered.

Section 3: Involuntary Change in Assignment: The District shall attempt to avoid involuntary changes in assignment. If such a change in assignment is determined to be necessary in the best interest of the school, then the teacher shall receive written notification from the Superintendent of the contemplated change in assignment fifteen (15) working days in advance of the Board's final decision. The teacher may request and receive a meeting with the Superintendent to discuss the change in assignment. If unsatisfied with the results of the Superintendent's decision, the teacher may request and receive a meeting with the Board of Education to present reasons why the involuntary change in assignment should not be acted on. The decision of the Board shall be final except that any teacher who refuses to accept the change in assignment shall be released at the teacher's request from his/her contract with the Board. For purposes of this Section, the Board shall consider seniority, qualifications and other merit factors.

Section 4: Promotion and Vacancy: All known openings in teaching and extra-curricular positions should be posted in the staff lounge for the next seven (7) days prior to the filling of the position. Should the vacancy occur over the summer months when school is not in session, the Superintendent will mail a notice of such a vacancy to the Union President or his/her designee and to any teacher who has notified the Superintendent that he/she wants to be made aware of vacancies that occur over the Summer. Members of the teaching staff may at any time file with the Superintendent a notice of any change they may desire in their teaching assignment so that the Superintendent may consider such request as he/she deems appropriate.

Section 5: Resignation: Teachers shall give at least 30 days written notice of their intent to resign any employment position with the school district. Teachers who give notice to resign their teaching position with the district less than 30 days before the start of the school year shall be responsible for up to \$500.00 actual costs to advertise and secure the services of a suitable replacement.



## ARTICLE X

### LEAVES

Section 1: Sick Leave: For personal illness or illness in his/her immediate family (as defined by the state), each teacher will be allowed fifteen (15) days of paid sick leave per year or as mandated by State law. Unused sick leave shall accumulate to a maximum of three hundred forty (340) days. Teachers shall be notified in writing by September 30<sup>th</sup> of each year as to the current number of sick days they have accumulated. The Board may require a physician's certificate, or the certificate of a spiritual advisor, or practitioner of the teacher's faith, if treatment is by prayer or spiritual means, as a basis for pay when a teacher is absent for three (3) days or more, or in other cases where the Board deems such a certificate necessary. In addition, sick leave may be used for birth, adoption or the placement for adoption.

Sick leave usage may be used in 1/8 day increments. The 1/8<sup>th</sup> day usage is limited to the first eight (8) in each school year only.

Section 2: Bereavement Leave: Sick leave may be used for bereavement leave as provided in Section 5/24-6 of the School Code, except that for purposes of this section, "immediate family" shall be construed to include the immediate family of a teacher's spouse.

Section 3: Emergency/Personal Leave: Each teacher shall be entitled to three (3) emergency/personal leave days per school term without loss of pay for the purpose of conducting personal or legal business which cannot be conducted on any day other than a school day. Advance notice of the need for emergency leave shall be given to the Superintendent as soon as possible. Except for unusual circumstances, which shall be explained to and approved by the Superintendent in advance, emergency leave may not be used the day immediately prior to or following a vacation period, holiday, institute or in-service day, nor during the first three (3) or last three (3) days of the school term. Unused emergency leave days will automatically be converted to sick leave after they accumulate to six (6). The employee may request emergency/personal leave days be converted to sick leave days prior to the individual reaching six (6) accumulated emergency/personal leave days.

Section 4: Extended Personal Illness Leave: A teacher undergoing an extended personal or family illness may take an unpaid leave after all accumulated sick leave has been exhausted. The duration of such leave shall be determined prior to its commencement and shall be subject to the approval of the Superintendent and the Board. Any teacher who does not return from leave on the agreed upon date shall be deemed to have terminated his/her employment by resignation as of that date, unless an extension has been granted by the Superintendent and the Board.

Section 5: Family Leave: Unpaid family leave shall be granted for a period of not more than one (1) calendar year. The teacher shall be allowed to continue her/his insurance benefits at her/his own expense. A written request for family leave must be made to the Superintendent at least sixty (60) days before the leave is to commence.

Section 6: Extended Professional/Personal Leave: The Board may grant an unpaid sabbatical leave or extended personal leave of absence to a teacher performing contractual continued service, for a period of at least four school months but not in excess of one fiscal year (school term).

Section 7: Unpaid Leaves: Salary Schedule, Advancement, Benefits, and Early Return: Teachers on unpaid leave shall not advance on the salary schedule for any school year during which the employee has actually performed less than one hundred (100) days of regular work services. Fringe benefits under this agreement shall cease while a teacher is on unpaid leaves, except that a teacher on unpaid leave, at his/her option and subject to the approval of the insurance carrier, may continue his/her insurance benefits at his/her expense. If the reason for which an unpaid leave was requested shall terminate and the teacher wishes to return to work prior to the expiration of the leave, subject to the teacher's qualifications, scheduling efficiency, the continuity of instruction, and the Superintendent's consent, the teacher will be assigned to an available vacancy. All eligible teachers on an unpaid leave of absence will pay the full cost of their continued insurances. No paid benefits will be provided to any teacher on an unpaid leave of absence.

Section 8: Part-time: Part-time personnel serving the District on a non-daily or daily basis shall be entitled to sick leave and other short-term leaves on a pro-rata basis. The average number of days worked each week will be determined for the employee, converted to a percentage of the total possible work time, and this percentage used to pro-rate the number of sick days allowed. Fifteen (15) days per year will be used as the base.



## ARTICLE XI

### PERSONNEL FILES

Section 1: Teachers shall have the right upon request and within forty-eight (48) hours to review the contents of their personnel files, except for pre-employment references. Only one (1) official file shall be kept for each teacher. Each teacher shall have the right to insert material relevant to his/her service in this school or his/her qualifications in general. A teacher shall have the right to attach dissenting material to any item in his/her file. Within forty-eight (48) hours, requests by teachers for single copies of materials in their official file, except privileged information, will be honored by the administration.

Section 2: Every teacher shall immediately be given a copy of any material added to his/her official Board file, except pre-employment references.

Section 3: Disciplinary materials contained in a personnel file shall not be divulged to any third party prior to written notice to the teacher. Such notice shall be sent by first class mail to the teacher's last known address. Disciplinary materials are defined for the purpose of this section as notices to remedy, and notices of other than honorable dismissal. This section shall not apply:

- A. When a teacher has waived notice in an application for employment with another employer;
- B. Where the disclosure is in response to an order or a request to produce documents in a court action or arbitration;
- C. Where information is requested by a government agency in relation to an administrative or criminal investigation; and
- D. The inspection of the file by Board members or agents of the Board.

Section 4: Any documents or the contents thereof relating to teacher evaluation and performance and all material placed in a teacher's file by an administrator will be respected by the teacher and administrator as confidential, vis-a-vis students and the general public, except as may be required by the Union or the teacher for purposes of representation of the teacher in the implementation of this agreement, or by the Board in bringing charges.

## ARTICLE XII

### GRIEVANCE PROCEDURE

Definition: A "grievance" shall mean a complaint by a teacher, group of teachers, or the Union that there has been a violation, misapplication or misinterpretation of the provisions of this agreement.

Abandonment-Extension: If the grievant or the Union fails to pursue the grievance to the next step within the prescribed time limits, the grievance shall be dropped.

If the employer fails to respond within the prescribed time limits, the grievance will automatically proceed to the next step. The prescribed time limits may be extended by mutual consent of the Union and Employer.

Step 1: Within five (5) days of knowledge of the occurrence of an event giving rise to a grievance, an employee shall file a written summary of the grievance to the immediate supervisor. The immediate supervisor, for purposes of this procedure, shall be that supervisor with primary responsibility to resolve the grievance.

No grievance shall be processed or entertained unless it has been filed within five (5) days of knowledge of the occurrence of the event giving rise to the grievance. The summary of the grievance shall describe the concern or problem; specify the contract term or terms which have allegedly been violated, misinterpreted or misapplied; and the remedy being sought. Said supervisor shall reply in writing to the grievance by the end of the fifth (5th) workday following the day the grievance is presented.

Step 2: If there is not a satisfactory adjustment of the matter in Step 1, or if the immediate supervisor fails to respond in writing within the specified time, the grievance shall be signed by the grievant and presented to the Superintendent. Such written grievance shall be submitted within five (5) working days of the supervisor's reply to Step 1, or in the absence of such reply, within five (5) working days of the date the reply was due.

Step 3: If the matter is not satisfactorily adjusted at Step 2 or the Superintendent does not respond in writing within five (5) working days of his/her notification, it may be submitted to the Board of Education by written notice with a request for a meeting by the Union with the Board. At the Board's option, the Board may hear the presentation of the grievant and the Union representative at the next regular Board meeting, or decide within five (5) working days not to hear the Appeal. The Board shall notify the Union in writing within five (5) working days of their decision following their Board meeting.

Arbitration: If the grievance is not settled in accordance with the foregoing procedure, the Union (but not the teacher) may refer the grievance to arbitration within ten (10) working days after receipt of the Board's answer in Step 3. The Union or the Board may submit the grievance to final and binding arbitration under the Rules of the American Arbitration Association (or the

I.E.L.R.B., subject to the mutual consent of both parties), which shall act as the administrator of the proceedings.

The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this agreement. He/she shall consider and decide only the specific issues submitted to him/her in writing and shall have no authority to make any decision or recommendation on any other issue not so submitted to him/her.

The arbitrator shall submit in writing his/her decision within thirty (30) days following close of the meeting or the submission of briefs by the parties, whichever is later. The arbitrator's decision shall be based solely upon his/her interpretation of the meaning or application of the specific terms of this agreement involved in the facts of the grievance presented. The decision of the arbitrator shall be final and binding on both parties. The parties will share the cost of arbitration equally. Employees participating in this grievance procedure shall not be subject to discipline or reprisals.

## ARTICLE XIII

### SALARY AND FRINGE BENEFITS

#### A. FRINGE BENEFITS

Section 1: Hospitalization: The Board shall provide to full-time teachers a hospitalization and major medical plan and the Board shall contribute no more than \$772.50 toward a PPO single medical premium for said plan for each full-time employee. Full-time teachers who elect a PPO are responsible for any additional costs over the Board contribution. For those full-time employees choosing an HSA plan, the Board shall contribute \$840 annually on September 1 to an HSA account. A part-time teacher will be eligible for fringe benefits if he/she meets the minimum weekly clock hours as defined by the insurance provider. The Board's premium contributions for eligible, part-time employees shall be prorated accordingly.

The Boards of Education District #17 and #505 shall determine the medical/hospitalization insurance carrier. The Board shall establish a Medical Insurance Committee consisting of two board members, the Superintendent and Principal, and four Union representatives two from each district, one of which is the president of the local bargaining unit. The purpose of the Medical Insurance Committee will be to study and seek bids from various reputable medical insurance carriers for comparison purposes. The Committee shall meet whenever insurance is open for negotiations. After a thorough investigation of all bids, the Committee shall make their recommendation to both Boards of Education. The selected insurance carrier's coverage must be comparable to the current insurance plan.

Section 3: Life: The Board shall provide each full-time teacher with life insurance benefits in the amount of \$30,000 at no cost to the teacher. The amount paid by the Board for life insurance shall be exclusive of the amounts paid for health insurance in calculating the maximum health insurance paid under Section A.1 of this Article XIII.

Section 4: Cash Option: Employees employed by the districts, who choose not to carry the hospitalization and major medical plans, are provided a cash option of Board paid \$140.00 per month. This money shall be subject to all applicable deductions for taxes. All other employees covered by this agreement will have the option to participate or not participate in the districts' health insurance program.

Section 5: Benefits Notification: New employees will be provided with factors regarding insurance coverage at the time of employment.

It is the districts' responsibility to provide all insurance information to all employees.

All parties covered by insurance shall be notified in writing of any changes in policy rates within 5 days of receipt of said change.

Section 5: Benefit Election: An employee's initial benefit election shall be made as part of his/her Application to Participate. Thereafter, an employee may change his/her benefit election for a

subsequent contract year by providing written notice thereof to the Board on a form acceptable to the Board at least fifteen (15) days prior to the first day of the contract year for which such change is to be effective. An employee's benefit election for any contract year shall be irrevocable during the contract year, except for, to the extent permitted by law, the possible adjustment provided herein above and except that in the event that there is a change in an employee's marital status or number of dependents or there is termination of employment of the employee's spouse or the insurance carrier is changed during the contract year, an employee shall be entitled to change his benefit election in a manner that is consistent with such change in marital, dependent, employment status, or carrier change by providing written notice thereof to the Board, on a form acceptable to the Board. Any such change shall be effective for the latter of (a) the first day of the first calendar month beginning not less than thirty (30) days after the date such employee's written notice is received by the Board or; (b) the first day of the first calendar month in which such change occurs.

Section 5: Flex-Benefit Plan – The Board will adopt and establish a plan in compliance with Section 125 of the Internal Revenue Code, which plan shall provide for insurance premiums not paid under the District's insurance plan plus non reimbursed medical and dental fees, and approved child care facility fees. The Board shall be responsible for payment of all initial startup expenses and the employee will be responsible for the monthly fee incurred in the administration of the plan.

Section 7: Mileage Allowance: Teachers who are required to use their personal vehicles in the course of their employment or in other authorized service to the School District shall be reimbursed at the Internal Revenue Service rate.

Section 8: Pay Schedules: Teachers shall be paid on a twelve (12) month schedule.

Section 9: Passes: Both Boards of Education District #17 and #505 will admit all teachers and spouses free of charge to all home volleyball and basketball events sponsored by District #17 and #505. School plays and tournaments are not included as home events. Sponsors for these activities are not required to pay for their admission.

## B. SALARY REDUCTION CONTRIBUTIONS

Section 1: Dependent Health Care Deductions: Each employee may designate a portion of his/her compensation for each contract year as salary reduction contributions to the extent an employee so elects to pay the employee's share of the cost of dependent coverage under any existing Board sponsored health, medical dependent hospitalization insurance plan for employees. To the extent permitted by law, this amount may be adjusted by the Board if there is a change in the cost of the particular type of coverage selected by the employee. An employee may not change coverage during a contract year because of a change in the cost of coverage. Salary reduction contributions shall reduce the employee's compensation on a pro-rata basis on each payday during the contract year.

### C. TEACHERS RETIREMENT SYSTEM CONTRIBUTION:

Section 1: Board Contribution: The Board agrees to pay on behalf of the teachers employed by the District to TRS a sum equal to 9.8901% of the total compensation received by said teacher and the 1.12% of the Member T.H.I.S. Retirement Health Insurance. The Board will consider as excludable for income tax purposes the amount paid by the Board to the Illinois Teachers Retirement System. The Board will not report the excludable income to the Internal Revenue Service, unless otherwise specifically required by the Internal Revenue Code, as amended.

### D. TUITION REIMBURSEMENT

Section 1: The Board will reimburse no more than \$200 per semester hour toward continuing education reimbursement of receipted tuition, books and fees for academic graduate or undergraduate level courses taken to improve professional competence, at a grade of "B" or better, as approved by the superintendent or his/her designee. A maximum of nine (9) semester hours will be reimbursed per year per eligible teacher. The maximum number of hours reimbursed will be based on the completion date of the course. For reimbursement of courses taken during the months of June, July and August, the eligible teacher must return to the employment of the district for the following school year.

Section 2: All hours expressed as semester hours.

Section 3: The Board shall pay the full tuition cost for any undergraduate/graduate class the Board requests the teacher to take to meet state certification requirements. Teachers who are asked (and who agree) to take specific classes for program improvement objectives of the District will have their full tuition reimbursed. However, teachers have the right to refuse to take such classes.

Section 4: All earned education and current coursework shall be disclosed during initial employment and placement on the salary schedule. Tuition reimbursement shall be in accordance with Section 1 of this section.

### E. MOVEMENT ON SALARY SCHEDULE

Section 1: There shall be no horizontal movement unless approved in advance, in writing, by the Superintendent prior to June 1 of the previous year.

Section 2: Horizontal movement can be obtained for academic graduate or undergraduate courses on approval of the Superintendent or his/her designee.

Section 3: Movement from B+24 to B+32 must be in a graduate degree program. Movement from M to M+8 and beyond must be graduate hours.

Section 4: Any teacher who has been at the last step of a column on the salary schedule for one or more years shall be entitled to a longevity increase of \$1,250,



F. SALARY AND EXTRA DUTY PAY

Salary 2021-2026

Extra Duty Pay

2021-2022 2.6%

2022-2023 2.0%

2023-2024 2.0%

2024-2025 2.0%

2025-2026 2.0%.

G. RETIREMENT INCENTIVE

The following retirement option applies to those teachers eligible for TRS retirement with 12 or more years of service to District #17 or District #505. If the teacher elects to retire and so notifies the Board in writing, the election is irrevocable regardless of any changes in statute, regulation, law or contract. One (1) eligible employee per District will be allowed to enter the Retirement Incentive Plan per year. At the sole discretion of the Board(s), more than one eligible employee per District shall be allowed to enter into the Plan.

Only an employee who will not cost the District an ERO penalty may participate in retirement plan herein. The teacher must submit before June 30 prior to the first year of this plan an irrevocable written notice of intent to retire, specifying the year of retirement. Employees may select a plan length between one and four years. If the employee selects a four year plan, his/her total creditable earnings during the fourth year before the retirement shall be increased by six (6%) percent over what it was the previous year. During the remaining three years of employment, the employee's creditable earning shall be six (6%) percent more than it was the previous year. An employee shall be eligible to select a plan of three years or less only if the employee's increase in creditable earnings in any year used by TRS to determine pension value was no more than 6%. After selecting a plan of less than four years, the qualifying employee's creditable earnings in each of the years remaining until retirement shall be six (6%) percent greater than the previous year.

Any supplemental duties that are included in the creditable earnings in the year prior to giving notice shall be continued during the remaining years prior to retirement, or the fixed creditable earnings shall be reduced accordingly.

Payments under the terms of the plan will be made in a manner specified under the individual member's retirement/resignation contract, total payments being made on or before the member's last paycheck.

Members choosing retirement option must sign a retirement/resignation contract.

In the event the implementation of this provision would result in the Board of Education being required to pay an actuarial cost or some other additional payments to TRS, the pay increase shall be limited to the amount that is a six (6%) percent increase in TRS creditable earnings without additional payment by the Board.



		2021-2022 School Year						Down	\$940
								Across	\$940
STEP	B	B+8	B+16	B+24	B+32 or M	M+8	M+16	M+24	M+32
1	\$ 35,972	\$ 36,912	\$ 37,852	\$ 38,792	\$ 39,732	\$ 40,672	\$ 41,612	\$ 42,552	\$ 43,492
2	\$ 36,912	\$ 37,852	\$ 38,792	\$ 39,732	\$ 40,672	\$ 41,612	\$ 42,552	\$ 43,492	\$ 44,432
3	\$ 37,852	\$ 38,792	\$ 39,732	\$ 40,672	\$ 41,612	\$ 42,552	\$ 43,492	\$ 44,432	\$ 45,372
4	\$ 38,792	\$ 39,732	\$ 40,672	\$ 41,612	\$ 42,552	\$ 43,492	\$ 44,432	\$ 45,372	\$ 46,312
5	\$ 39,732	\$ 40,672	\$ 41,612	\$ 42,552	\$ 43,492	\$ 44,432	\$ 45,372	\$ 46,312	\$ 47,252
6	\$ 40,672	\$ 41,612	\$ 42,552	\$ 43,492	\$ 44,432	\$ 45,372	\$ 46,312	\$ 47,252	\$ 48,192
7	\$ 41,612	\$ 42,552	\$ 43,492	\$ 44,432	\$ 45,372	\$ 46,312	\$ 47,252	\$ 48,192	\$ 49,132
8	\$ 42,552	\$ 43,492	\$ 44,432	\$ 45,372	\$ 46,312	\$ 47,252	\$ 48,192	\$ 49,132	\$ 50,072
9	\$ 43,492	\$ 44,432	\$ 45,372	\$ 46,312	\$ 47,252	\$ 48,192	\$ 49,132	\$ 50,072	\$ 51,012
10	\$ 44,432	\$ 45,372	\$ 46,312	\$ 47,252	\$ 48,192	\$ 49,132	\$ 50,072	\$ 51,012	\$ 51,952
11	\$ 45,372	\$ 46,312	\$ 47,252	\$ 48,192	\$ 49,132	\$ 50,072	\$ 51,012	\$ 51,952	\$ 52,892
12	\$ 46,312	\$ 47,252	\$ 48,192	\$ 49,132	\$ 50,072	\$ 51,012	\$ 51,952	\$ 52,892	\$ 53,832
13	\$ 47,252	\$ 48,192	\$ 49,132	\$ 50,072	\$ 51,012	\$ 51,952	\$ 52,892	\$ 53,832	\$ 54,772
14	\$ 48,192	\$ 49,132	\$ 50,072	\$ 51,012	\$ 51,952	\$ 52,892	\$ 53,832	\$ 54,772	\$ 55,712
15	\$ 49,132	\$ 50,072	\$ 51,012	\$ 51,952	\$ 52,892	\$ 53,832	\$ 54,772	\$ 55,712	\$ 56,652
16	\$ 50,072	\$ 51,012	\$ 51,952	\$ 52,892	\$ 53,832	\$ 54,772	\$ 55,712	\$ 56,652	\$ 57,592
17	\$ 51,012	\$ 51,952	\$ 52,892	\$ 53,832	\$ 54,772	\$ 55,712	\$ 56,652	\$ 57,592	\$ 58,532
18	\$ 51,952	\$ 52,892	\$ 53,832	\$ 54,772	\$ 55,712	\$ 56,652	\$ 57,592	\$ 58,532	\$ 59,472
19	\$ 52,892	\$ 53,832	\$ 54,772	\$ 55,712	\$ 56,652	\$ 57,592	\$ 58,532	\$ 59,472	\$ 60,412
20	\$ 53,832	\$ 54,772	\$ 55,712	\$ 56,652	\$ 57,592	\$ 58,532	\$ 59,472	\$ 60,412	\$ 61,352
21	\$ 54,772	\$ 55,712	\$ 56,652	\$ 57,592	\$ 58,532	\$ 59,472	\$ 60,412	\$ 61,352	\$ 62,292
22	\$ 55,712	\$ 56,652	\$ 57,592	\$ 58,532	\$ 59,472	\$ 60,412	\$ 61,352	\$ 62,292	\$ 63,232
23	\$ 56,652	\$ 57,592	\$ 58,532	\$ 59,472	\$ 60,412	\$ 61,352	\$ 62,292	\$ 63,232	\$ 64,172
24	\$ 57,592	\$ 58,532	\$ 59,472	\$ 60,412	\$ 61,352	\$ 62,292	\$ 63,232	\$ 64,172	\$ 65,112
25				\$ 61,352	\$ 62,292	\$ 63,232	\$ 64,172	\$ 65,112	\$ 66,052



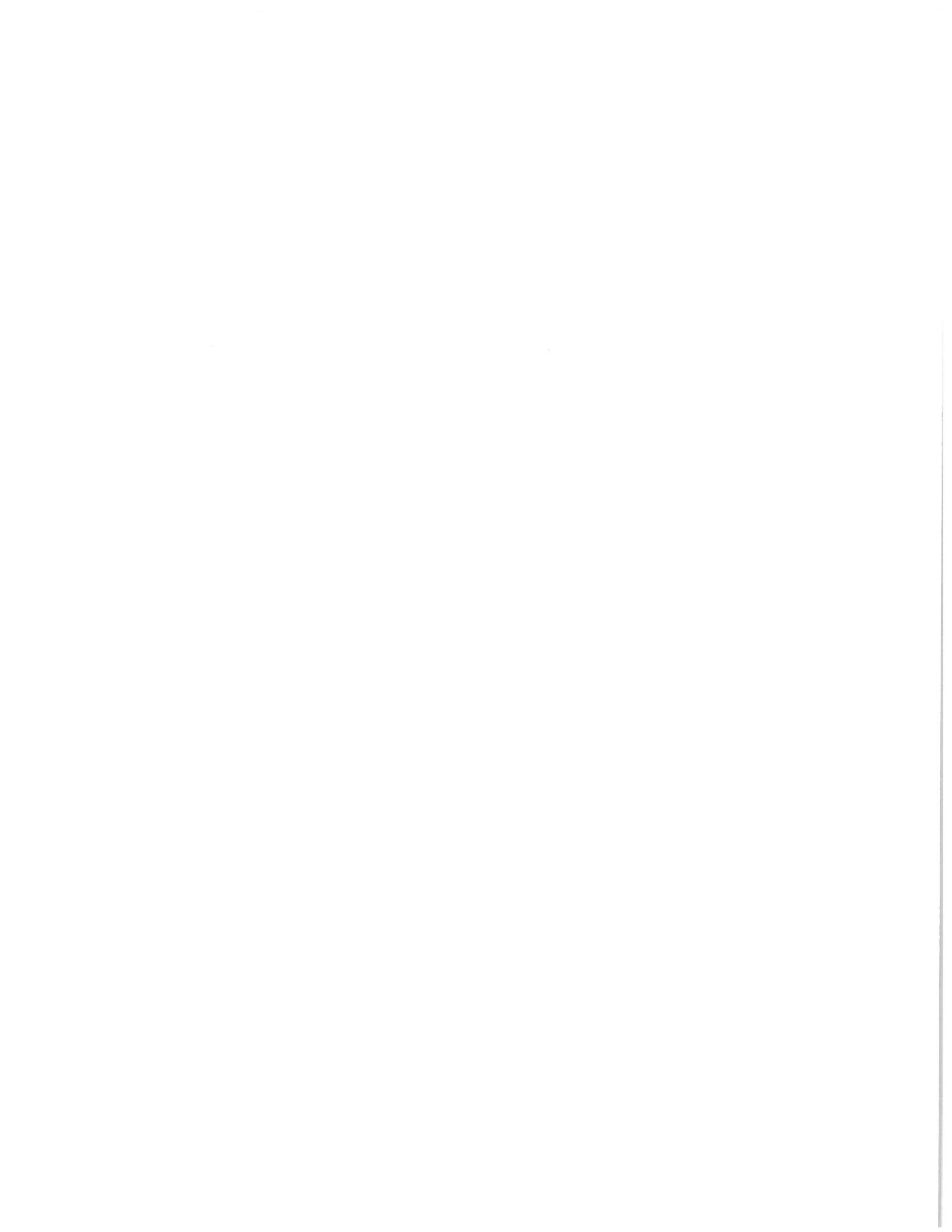
	2022-2023 School Year							Down	\$940
								Across	\$940
STEP	B	B+8	B+16	B+24	B+32 or M	M+8	M+16	M+24	M+32
1	\$36,912	\$37,852	\$38,792	\$39,732	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432
2	\$37,852	\$38,792	\$39,732	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372
3	\$38,792	\$39,732	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312
4	\$39,732	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252
5	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192
6	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132
7	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072
8	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012
9	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952
10	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892
11	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832
12	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772
13	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712
14	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652
15	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592
16	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532
17	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472
18	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412
19	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352
20	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292
21	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232
22	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172
23	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112
24	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112	\$66,052
25				\$62,292	\$63,232	\$64,172	\$65,112	\$66,052	\$66,992



		2023-2024 School Year						Down	\$940
							Across	\$940	
STEP	B	B+8	B+16	B+24	B+32 or M	M+8	M+16	M+24	M+32
1	\$37,852	\$38,792	\$39,732	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372
2	\$38,792	\$39,732	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312
3	\$39,732	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252
4	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192
5	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132
6	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072
7	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012
8	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952
9	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892
10	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832
11	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772
12	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712
13	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652
14	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592
15	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532
16	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472
17	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412
18	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352
19	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292
20	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232
21	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172
22	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112
23	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112	\$66,052
24	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112	\$66,052	\$66,992
25				\$63,232	\$64,172	\$65,112	\$66,052	\$66,992	\$67,932

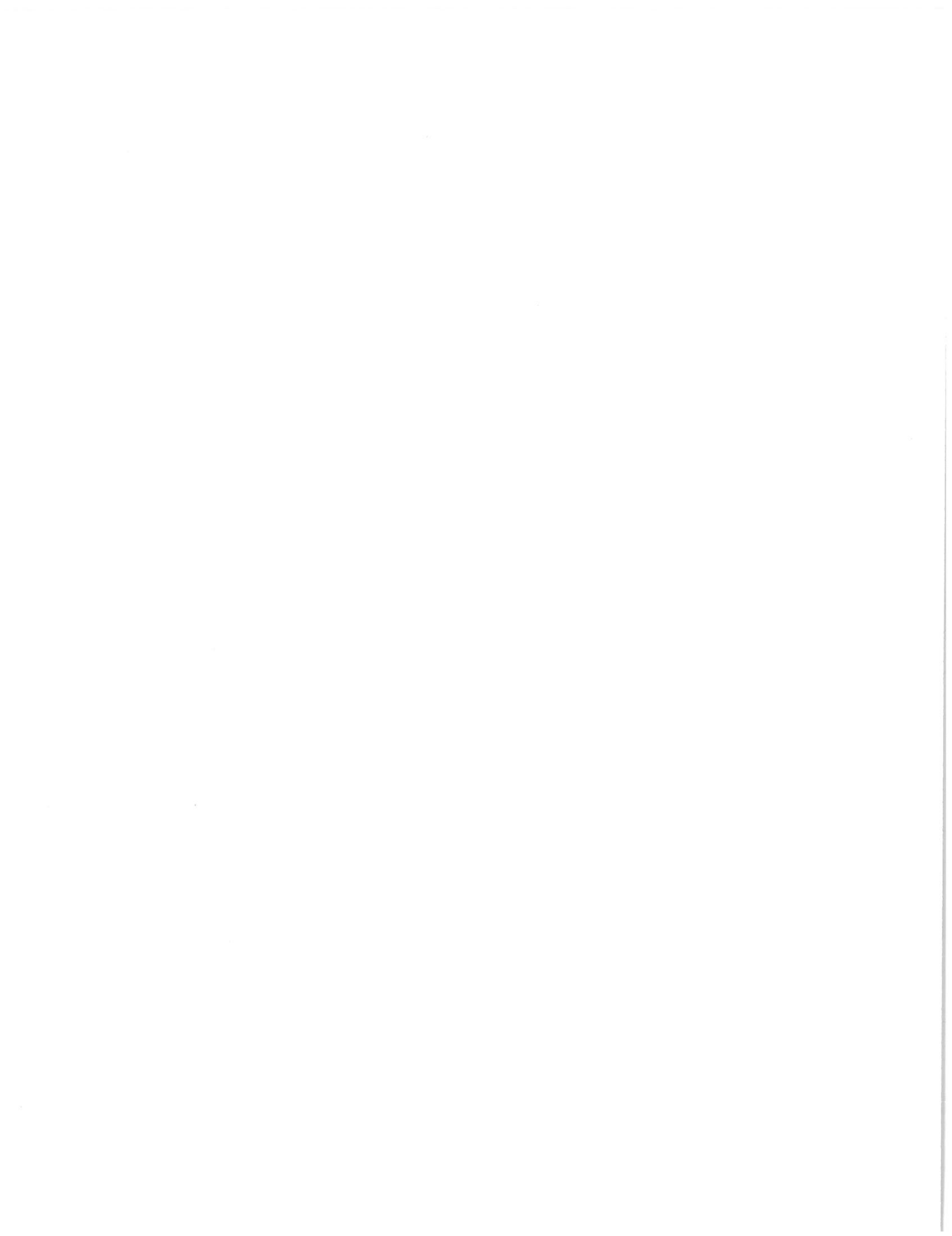


2024-2025 School Year										
									Across	\$940
STEP	B	B+8	B+16	B+24	B+32 or M	M+8	M+16	M+24	M+32	
1	\$38,792	\$39,732	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	
2	\$39,732	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	
3	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	
4	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	
5	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	
6	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	
7	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	
8	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	
9	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	
10	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	
11	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	
12	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	
13	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	
14	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	
15	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	
16	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	
17	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	
18	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	
19	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	
20	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	
21	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112	
22	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112	\$66,052	
23	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112	\$66,052	\$66,992	
24	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112	\$66,052	\$66,992	\$67,932	
25				\$64,172	\$65,112	\$66,052	\$66,992	\$67,932	\$68,872	





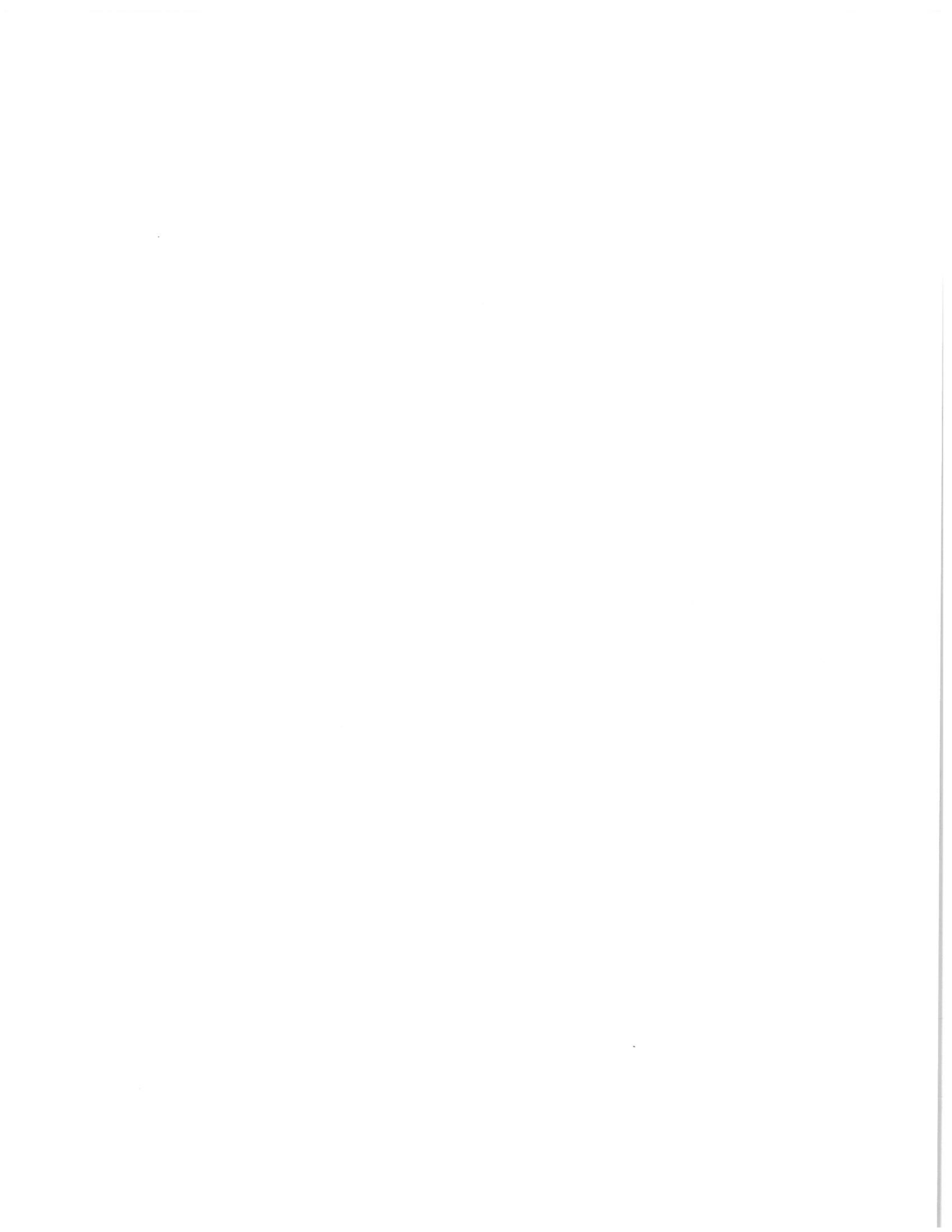
		2025-2026 School Year							
								Across	\$940
STEP	B	B+8	B+16	B+24	B+32 or M	M+8	M+16	M+24	M+32
1	\$39,732	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252
2	\$40,672	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192
3	\$41,612	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132
4	\$42,552	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072
5	\$43,492	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012
6	\$44,432	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952
7	\$45,372	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892
8	\$46,312	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832
9	\$47,252	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772
10	\$48,192	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712
11	\$49,132	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652
12	\$50,072	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592
13	\$51,012	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532
14	\$51,952	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472
15	\$52,892	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412
16	\$53,832	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352
17	\$54,772	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292
18	\$55,712	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232
19	\$56,652	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172
20	\$57,592	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112
21	\$58,532	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112	\$66,052
22	\$59,472	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112	\$66,052	\$66,992
23	\$60,412	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112	\$66,052	\$66,992	\$67,932
24	\$61,352	\$62,292	\$63,232	\$64,172	\$65,112	\$66,052	\$66,992	\$67,932	\$68,872
25				\$65,112	\$66,052	\$66,992	\$67,932	\$68,872	\$69,812



2021 2022  
EXTRA DUTY PAY SCHEDULE

<b>DIST 505 - TITLE AND POSITION</b>	<b>2021-2022</b>
Major Musical/Play	\$1,052
Marching Band/Pep Band	\$435
Music Contests	\$196
Yearbook	\$1,496
Freshman Class Sponsors	\$267
Sophomore Class Sponsors	\$267
Junior Class Sponsors	\$513
Senior Class Sponsors	\$322
Student Council	\$474
National Honor Society	\$163
Science Club	\$843
Variety Show	\$218
Consulting Teacher	\$941

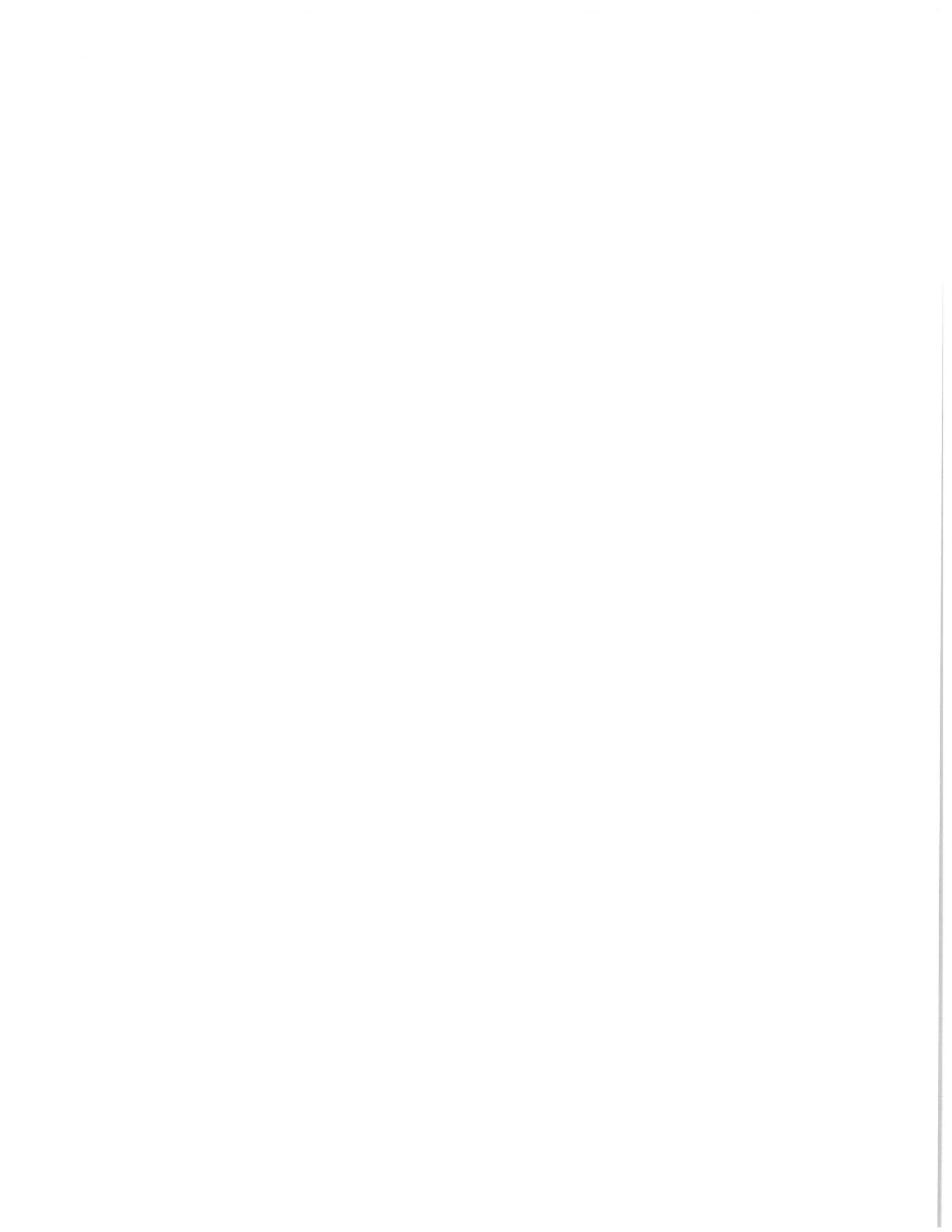
<b>DIST 17 - TITLE AND POSITION</b>	<b>2021-2022</b>
Boys' Basketball	\$1,687
Girls' Basketball	\$1,687
Girls' Volleyball	\$1,687
Track	\$1,067
Marching Band and Pep Band	\$435
Music Contests	\$196
Cheerleading	\$1,000
Seventh Grade Sponsor	\$250
Eighth Grade Sponsor	\$250
Science Club	\$212
Scholastic Bowl	\$326
Consulting Teacher	\$941



2022 - 2023  
EXTRA DUTY PAY SCHEDULE

<b>DIST 505 - TITLE AND POSITION</b>	<b>2022-2023</b>
Major Musical/Play	\$1,073
Marching Band/Pep Band	\$444
Music Contests	\$200
Yearbook	\$1,526
Freshman Class Sponsors	\$272
Sophomore Class Sponsors	\$272
Junior Class Sponsors	\$523
Senior Class Sponsors	\$328
Student Council	\$483
National Honor Society	\$166
Science Club	\$860
Variety Show	\$222
Consulting Teacher	\$960

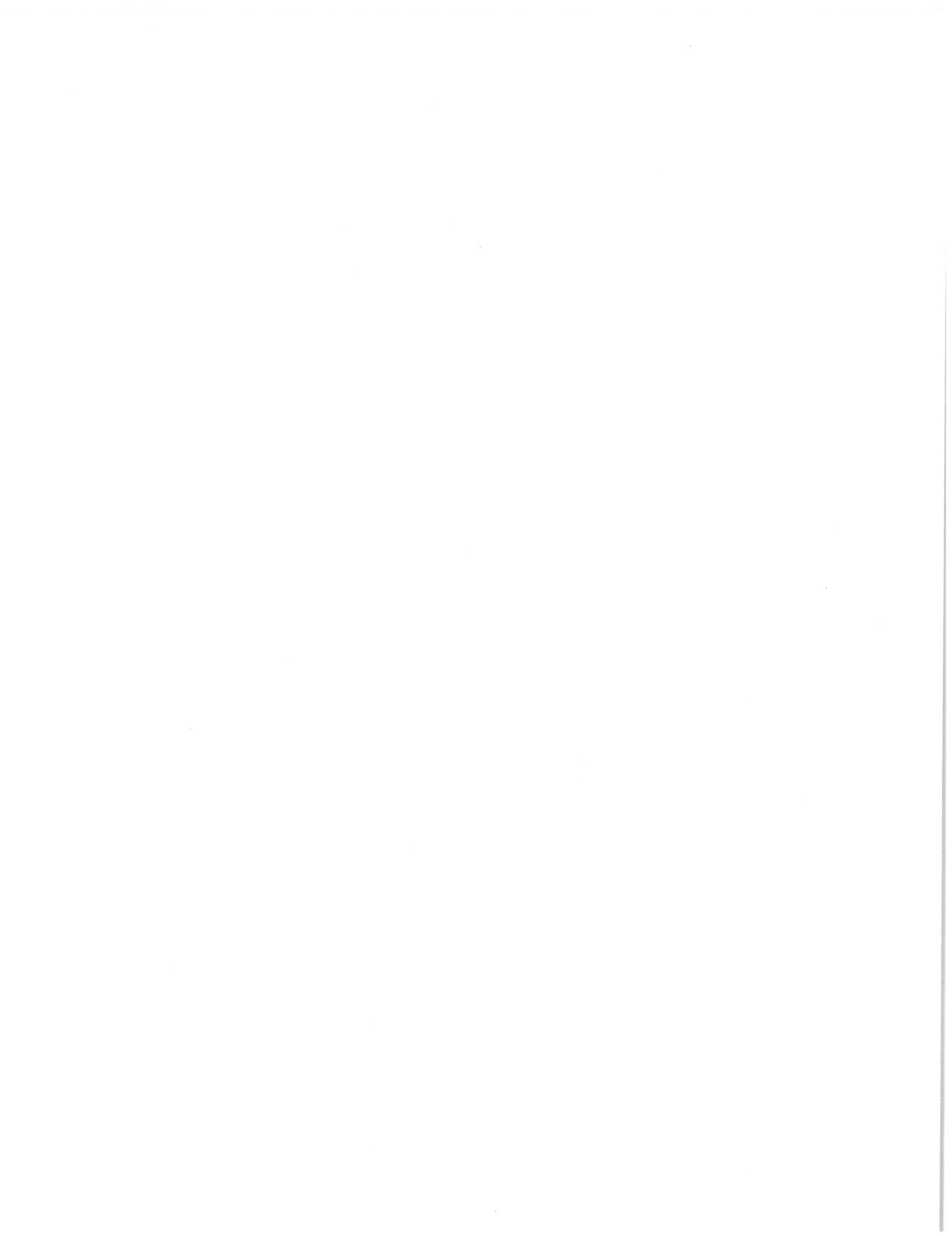
<b>DIST 17 - TITLE AND POSITION</b>	<b>2022-2023</b>
Boys' Basketball	\$1,721
Girls' Basketball	\$1,721
Girls' Volleyball	\$1,721
Track	\$1,088
Marching Band and Pep Band	\$444
Music Contests	\$200
Cheerleading	\$1,020
Seventh Grade Sponsor	\$255
Eighth Grade Sponsor	\$255
Science Club	\$216
Scholastic Bowl	\$333
Consulting Teacher	\$960



2023 -2024  
EXTRA DUTY PAY SCHEDULE

<b>DIST 505 - TITLE AND POSITION</b>	<b>2023-2024</b>
Major Musical/Play	\$1095
Marching Band/Pep Band	\$453
Music Contests	\$204
Yearbook	\$1556
Freshman Class Sponsors	\$278
Sophomore Class Sponsors	\$278
Junior Class Sponsors	\$534
Senior Class Sponsors	\$335
Student Council	\$493
National Honor Society	\$170
Science Club	\$877
Variety Show	\$227
Consulting Teacher	\$979

<b>DIST 17 - TITLE AND POSITION</b>	<b>2023-2024</b>
Boys' Basketball	\$1755
Girls' Basketball	\$1755
Girls' Volleyball	\$1755
Track	\$1110
Marching Band and Pep Band	\$453
Music Contests	\$204
Cheerleading	\$1040
Seventh Grade Sponsor	\$260
Eighth Grade Sponsor	\$260
Science Club	\$221
Scholastic Bowl	\$339
Consulting Teacher	\$979

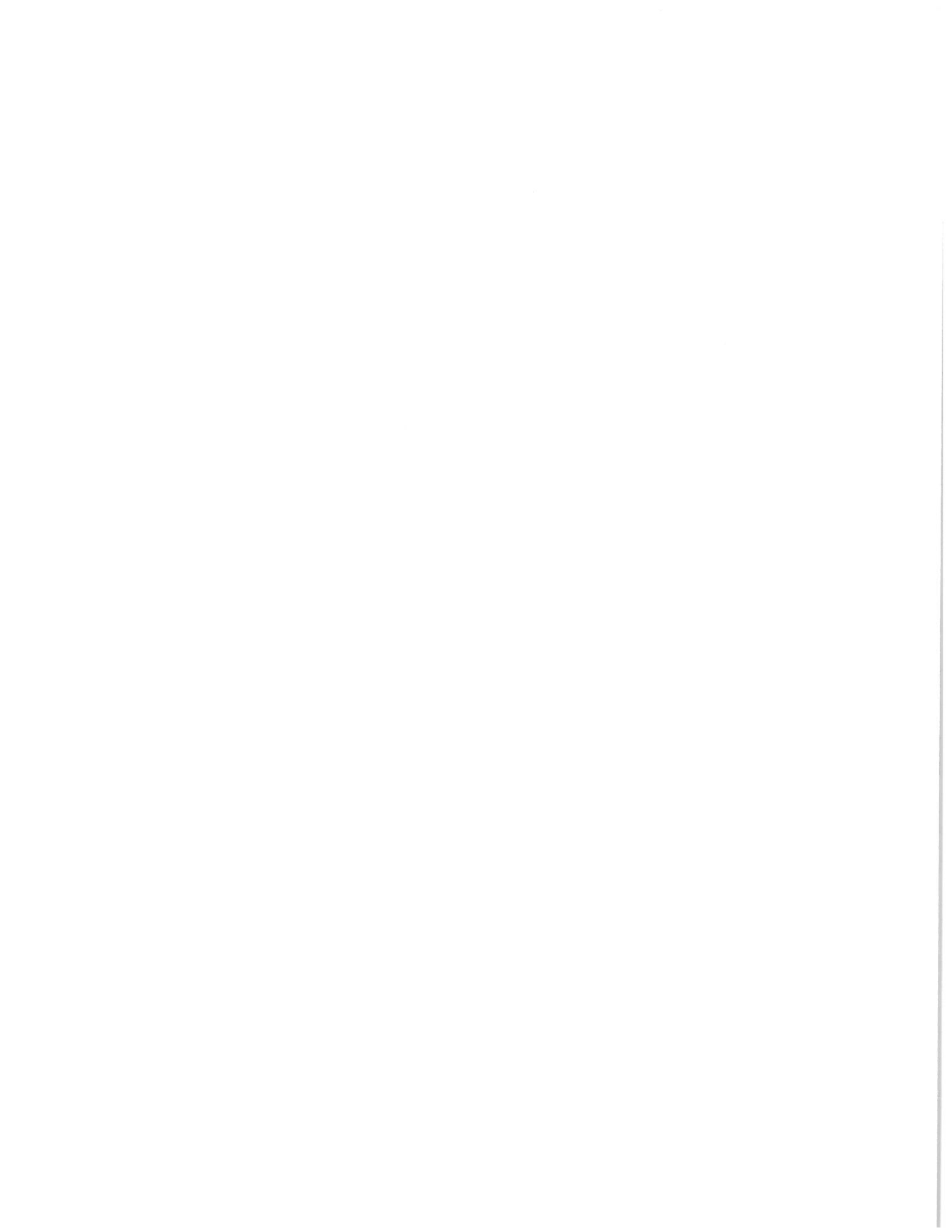




2024 - 2025  
EXTRA DUTY PAY SCHEDULE

<b>DIST 505 - TITLE AND POSITION</b>	<b>2024-2025</b>
Major Musical/Play	\$1116
Marching Band/Pep Band	\$462
Music Contests	\$208
Yearbook	\$1588
Freshman Class Sponsors	\$283
Sophomore Class Sponsors	\$283
Junior Class Sponsors	\$544
Senior Class Sponsors	\$342
Student Council	\$503
National Honor Society	\$173
Science Club	\$895
Variety Show	\$231
Consulting Teacher	\$999

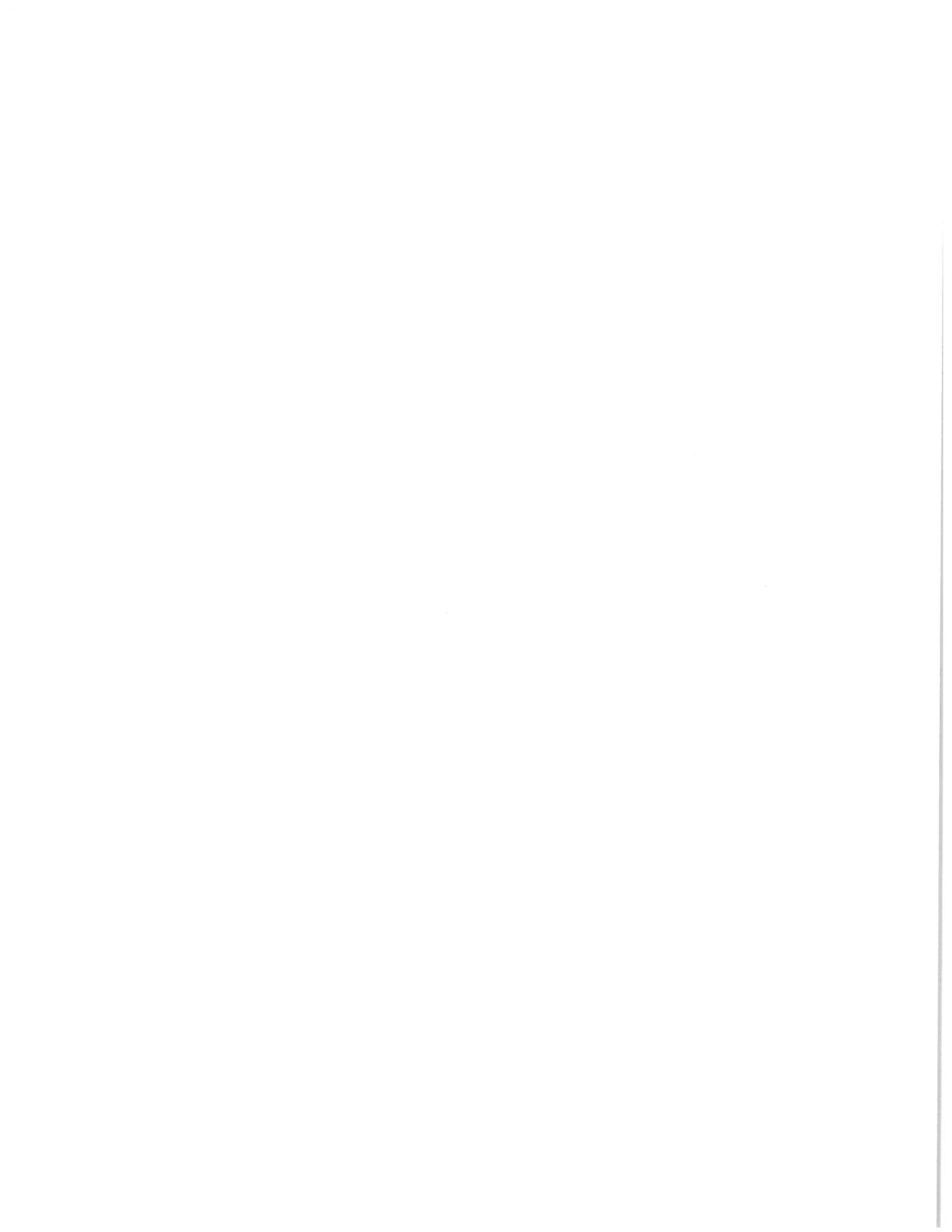
<b>DIST 17 - TITLE AND POSITION</b>	<b>2024-2025</b>
Boys' Basketball	\$1790
Girls' Basketball	\$1790
Girls' Volleyball	\$1790
Track	\$1132
Marching Band and Pep Band	\$462
Music Contests	\$208
Cheerleading	\$1061
Seventh Grade Sponsor	\$265
Eighth Grade Sponsor	\$265
Science Club	\$225
Scholastic Bowl	\$346
Consulting Teacher	\$999



2025 - 2026  
EXTRA DUTY PAY SCHEDULE

<b>DIST 505 - TITLE AND POSITION</b>	<b>2025-2026</b>
Major Musical/Play	\$1139
Marching Band/Pep Band	\$471
Music Contests	\$212
Yearbook	\$1619
Freshman Class Sponsors	\$289
Sophomore Class Sponsors	\$289
Junior Class Sponsors	\$555
Senior Class Sponsors	\$349
Student Council	\$513
National Honor Society	\$176
Science Club	\$912
Variety Show	\$236
Consulting Teacher	\$1019

<b>DIST 17 - TITLE AND POSITION</b>	<b>2025-2026</b>
Boys' Basketball	\$1826
Girls' Basketball	\$1826
Girls' Volleyball	\$1826
Track	\$1155
Marching Band and Pep Band	\$471
Music Contests	\$212
Cheerleading	\$1082
Seventh Grade Sponsor	\$271
Eighth Grade Sponsor	\$271
Science Club	\$229
Scholastic Bowl	\$353
Consulting Teacher	\$1019



ARTICLE XIV

DURATION

This agreement shall be effective when ratified by both parties and shall continue in effect until August 31, 2026

BOARD OF EDUCATION  
OHIO COMMUNITY GRADE SCHOOL  
DISTRICT NO. 17  
BUREAU AND LEE COUNTIES

BOARD OF EDUCATION  
OHIO COMMUNITY HIGH SCHOOL  
DISTRICT NO. 505  
BUREAU AND LEE COUNTIES

BY: \_\_\_\_\_  
President

BY: \_\_\_\_\_  
President

BY: \_\_\_\_\_  
Secretary

BY: \_\_\_\_\_  
Secretary

OHIO FEDERATION OF TEACHERS COUNCIL, AFT LOCAL #604

BY: \_\_\_\_\_  
President

