

COLLECTIVE BARGAINING AGREEMENT BETWEEN

**THE BOARD OF EDUCATION
RICHLAND SCHOOL DISTRICT #88-A
CREST HILL, IL 60403**

AND

RICHLAND COUNCIL AMERICAN FEDERATION OF TEACHERS LOCAL 604

2022 – 2026

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ARTICLE I – INTRODUCTION

1.1 Recognition

The Board of Education of School District 88-A recognizes the Richland Council of American Federation of Teachers – Local 604, AFL-CIO, as the sole and exclusive bargaining agent for full time and part time Certified and non-Certified Staff: Teachers, Librarian(s)/Media Specialist(s), and Paraprofessionals of District 88-A. Hereafter “Union,” shall mean Richland Council of American Federation of Teacher – Local 604, pursuant to and in compliance with the Illinois Educational Labor Relations Act.

1.2 Definition of “Employee”

When used hereinafter in this Agreement, the term “Employee” shall refer to a member of the Union as described in Section 1.1 above, except as expressly stated otherwise.

1.3 Conformity to Law

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, or in the event the Congress or the Legislature enacts a law in conflict with any article, section, or clause of this Agreement, said article, section, or clause, or as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections, or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section, or clause. If the parties disagree about which sections shall remain in full force they agree to bargain over the change, and if unable to agree, to submit the issue to an arbitrator per article V of the agreement.

1.4 Conflict Between Policy and Contract

In the event any policy, rule, or regulation of the Board conflicts with any provision of this agreement, the provisions of this Agreement shall prevail.

ARTICLE II – UNION RIGHTS AND RESPONSIBILITIES

2.1 Union And Superintendent Meetings

The Superintendent or designee shall meet once a month or at mutually agreeable times with officers of the Union to discuss matters relating to the implementation of this agreement, such meetings shall be scheduled outside of the work day. Union Officers shall be responsible to initiate and set the date and time as agreed upon.

2.2 Union Right to Information

- A. The Union will be furnished a complete copy of the agenda for every Board meeting when available for distribution. A copy of the approved Board minutes shall be available online through the District Web-Page. The local Union President, or such person as shall be duly appointed by the Union President, shall be placed on the agenda of Board meetings as an avenue of communication to be used whenever the local Union deems it necessary. If the Union wishes to be placed on the agenda a purpose must be provided to be included on the Board Agenda.
- B. The Union President shall receive a copy of Board packets, budget, annual audit, and other requested information necessary for collective bargaining as permitted by law.
- C. The Human Resources Department shall notify the President and Treasurer within ten (10) working days of the hiring of any Employee covered by this agreement. The new Employee’s name, address, date of hire, and job title shall be provided through email.
- D. The Union shall be notified within three business days of the employer’s receipt of a Freedom of Information Act (FOIA) request that asks for information about any bargaining unit member, including, but not limited to, names, email addresses, any part of a home address, or list of members of the union, dues payers, or non-members.

2.3 Use of School Equipment and Facilities

Upon request made to the Administration and provided that it does not interfere with any educational program, the Union shall be permitted the use of a school building room for the purpose of holding meetings outside of the school day hours.

2.4 Agreement Printing and Distribution

- A. The Board shall prepare a final draft of the agreement and submit a final electronic draft for approval to the Union prior to printing.
- B. The Agreement shall be reproduced by the Union as soon as possible after the date of ratification by both parties.
- C. The Board shall provide an electronic copy of the Agreement and post it on the District's website.

2.5 Dues Checkoff

The Employer shall honor employees' individually authorized deduction forms, and shall make such deductions in the amounts certified by the Union for union dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the union. In the event that an employee revokes their dues in accordance with the terms in which they authorized the dues deductions, the Union will notify the employer after the close of the revocation window.

All full-time employees covered by this Agreement who are not members of the Richland Council of AFT-Local 604 (the Union), commencing on the effective date of this Agreement, or upon their initial employment, and continuing during the term of this Agreement, and as long as they remain non-members of the Union, shall pay the Union each month, their fair share of the costs of the services rendered by the Union that are chargeable to non-members under state and federal law. Such fair share payment by non-members shall be deducted by the Board from the earnings of the non-member employees and remitted to the Union provided, however, that:

- A. The Union has posted the appropriate notices of imposition of such fair share fee in accordance with the rules and regulations of the IELRB; and
- B. The Union has annually certified in writing to the Board that amount of such fair share fee and that such notice has been posted.

The parties recognize the right of employee to challenge the amount of fair share and that such objections shall be handled pursuant to rules and regulations adopted by the IELRB.

Non-members whose religious tenets or teachings of a church or religious body object to a fair share agreement may elect to pay an amount equal to their proportionate share to a mutually agreeable non-religious charitable organization.

The Union shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance of any list, notice, certification, affidavit, or assignment furnished under any such provisions.

ARTICLE III – GENERAL PROVISIONS

3.1 Personnel Files

- A. All confidential and non-confidential materials pertaining to the Employee shall be kept in one file in a secured area. There shall be only one file kept for each Employee.
- B. Upon written request and within five (5) business days, an Employee shall have the right to review and have reproduced all materials in his/her personnel file, with the exception of confidential materials, which consist of letters of recommendation used by the Employee to secure a position. Such review shall take place under the supervision of the Superintendent or designee. Reproduction of non-confidential material will be made only by District 88-A.
- C. Each Employee shall have the right to insert material relevant to his/her service in the District and add statements as to his/her qualifications as an Employee. The Employee shall affix his/her signature and date to any insertions made by him/her under this provision. Such materials will be placed in the personnel file with the understanding that the insertion thereof in the file does not necessarily indicate agreement with the content by the Administration or the Board.
- D. A Board member may inspect any Employee's personnel file only if he or she has been instructed to do so by the Board and then only in the presence of the Administrator responsible for safekeeping of the files.
- E. An Employee shall have the right to answer to all materials originating before the ratification date of this Agreement with the exceptions mentioned in 3.1 B relating to confidential materials, following the ratification date of this Agreement.
- F. Employee's reply must specifically relate to the particular material in question and to which said reply will be attached.
- G. Upon employee request, disciplinary reports, with the exception of any pending criminal investigations and/or cases, "letters of reprimand", or other records of disciplinary action which are more than three (3) years old may be destroyed at the discretion of the Superintendent and with Board approval.

3.2 Right To Representation

When an employee is required to meet with the Board or the administration concerning any matter which the employee believes could result in discipline, the employee may elect to have Union representation at such meeting. Prior to the meeting, the employee will be advised of the reasons for the required appearance. The employee's right to Union representation shall not apply to meetings, conferences or conversations including but not limited to the following: regular evaluation conferences, impromptu meetings and/or conversations relative to regular daily performance. This provision is meant to be consistent with the Weingarten Rights.

3.3 Discipline

- A. Discipline of an employee shall take into account the totality of circumstances, with classroom instruction and welfare of children the primary considerations. All disciplinary action shall adhere to the tenets of progressive discipline, and any discipline shall progress through the following steps: verbal informal warning, verbal formal warning, written reprimand, and corrective discipline, including a notice to remedy. An employee can only be disciplined in accordance with the tenets of progressive discipline and for just cause.
- B. **Pre-Disciplinary Meeting**
Prior to disciplinary action being taken against an Employee, the Administration shall meet with the Employee and inform him/her of the reasons for any contemplated disciplinary action. The Employee shall be given the

opportunity to present the Employee's side of the incident and to rebut any testimony. The Employee may have Union representation or any other representation as provided for in the Weingarten Rights.

3.4 Vacancies

- A. All full and part-time employees will be notified of all vacancies, including paraprofessional, teaching, co-curricular, and administrative positions by an announcement of the vacancy posted on the District Webpage and Applitrack. The announcement will be sent to all staff via District email. Any additional paid assignment and or duty shall be first offered to all district employees.
- B. Any employee may request a transfer to another position when a vacancy is available. The request shall be in writing to the Superintendent. In filling vacant or new positions, the Board shall be subject to the relevant provisions of SB7 and HB1197.
- C. If a major change in assignment within the building or District is required by the administration, the employee will be notified and given a hearing with the building administrator. If the employee disagrees with the reassignment, he/she shall be allowed to resign without prejudice. The District shall make every effort to give written notice of tentative assignments for the forthcoming year no later than May 15th of the current school year. In the event changes in such assignments are necessary, the employee shall be notified.

3.5 Seniority

- A. Pursuant SB7 and HB1197 if two or more teachers have the same summative rating averages, seniority shall prevail. Seniority for tenured teachers shall be based upon the length of continuing service of each teacher in the District and shall be computed based on the date services began.

In the event of equal seniority in the District, ties shall be broken according to:

- 1. Total length of any and all full-time service as a certified teacher in the District;
 - 2. Date of hire (official Board Action) for continuous service time;
 - 3. Drawing
- B. Paraprofessional Seniority shall be defined as the length of consecutive service in the District. The original date of hire shall be deemed to be either the first day worked or the Board's employment approval date, which occurs first.

The draft seniority list shall be established and the District shall provide the list to the Union President. Employees shall be afforded at least five (5) work days to submit corrections. No further corrections to the list shall be made until the following year. Final copies of the seniority list shall be prepared by March 1st for posting, with a copy provided to the Union.

Reduction-in-Force shall in accordance with School Code of the State of Illinois, 105 ILCS 5/10-23.5.

3.6 Liability Protection

The Board will, in accordance with the Illinois School Code, indemnify and protect Employees against any loss or liability by reason of death or bodily injury and property damage claims and suits, including defense thereof, when damages are sought for negligent or wrongful acts allegedly committed during the scope of employment or under the direction of the Board.

3.7 Respectful and Collaborative Work Environment

In order to provide a district in which administration and employees work together to create a positive educational atmosphere, as well as a positive work environment, the Board, Administration and Union are committed to providing an

educational environment that stresses collaboration and is free from disruptions. All employees will not be subject to harassment, bullying, abusive language, and other aggressive actions. In such event, all employees may file a complaint under BOE Policy 2:260 Uniform Grievance Procedure, or Contractual grievance procedure, but not both.

In the development and implementation of programs regarding the issues mentioned above the administration will seek the input of the Union.

Employees shall suffer no retaliation for reporting, or grieving any of the above.

Employees may elect to utilize Union representation throughout the Board or Contractual grievance process.

ARTICLE IV – LEAVES

4.1 Child Care

Child Care leave shall be defined as the period of time before and after the birth of a child, or immediately prior to and after the adoption of a child, during which the employee is not reporting for duty. Child Care Benefits shall be subject to the following:

- A. Any employee desiring Child Care Benefits must make a written request at least thirty (30) days prior to the birth of a child or within 10 days after an employee is notified of eligibility for adoption. In emergency cases, this time period may be waived. When utilizing FMLA for the birth of a child or the care for a newly adopted child(ren) a employee may utilize up to 12 weeks of FMLA, however the District will limit the use of accumulated sick time to ten weeks; unless the teacher provides a written certification from the teacher's health care provider that the teacher has a serious health condition arising from the birth of a child.
- B. In addition to utilizing qualifying sick leave, an employee may use up to 10 days of accumulated unused sick leave in order to care for a newborn or newly adopted child. If the employee elects not to return to Richland, this benefit must be returned to the District.
- C. Following the birth or adoption of a child, an employee may return to work as soon as his/her doctor provides medical authorization to do so.
- D. Any third year employee, excluding non-tenured teachers, may request Child Care Leave for up to one year without compensation, loss of position on the salary schedule, or loss of tenure. A teacher may continue insurance premium benefits during this time by paying his/her own premiums unless FMLA is utilized. Notification of intent to return for the following school year must be submitted in writing to Human Resources by March 15th.
- E. Employees shall specify the date at which they expect to commence the leave and at the same time indicate their intentions regarding their return to their teaching position in their written request for Child Care Benefits. Upon return from the Child Care Leave which does not exceed the FMLA limitations of twelve (12) weeks within a twelve month period, the teacher shall return to his/her previous assignment.

4.2 Personal Leave

Each employee shall be allowed a maximum of two (2) days paid leave per school year for personal reasons, which cannot ordinarily be attended to except while school is in session. Personal leave may be taken in increments of ½ or full days. Reason for the use of personal days may include bereavement at the discretion of the teacher. One unused day or unused ½ day per school year of personal leave shall be rolled over to the following school year. If an additional personal leave day is necessary, an employee may request use of a sick day from his/her accumulated unused days upon approval of the Superintendent who will document the reason for the request.

A request should be made through AESOP to the Building Principal or direct supervising administrator, a minimum of five days prior to the leave day. In emergency cases, the five-day period may be waived by the Superintendent. Personal leave is not to be used to extend vacation or holiday periods.

Personal leave shall be granted upon individual requests to be approved by the Superintendent or direct supervising administrator, on a first come, first served basis. No more than four (4) personal leave days shall be granted to the teachers in the aggregate on any given day unless the Superintendent waives this provision. Personal leave shall not be granted on in-service days or during the first and last five (5) instructional school days of the school year unless approved by the Superintendent due to emergency or extenuating circumstances. If unused and subject to the roll over limitations, such leave will accumulate with unused sick leave at the end of a school term.

4.3 Sick Leave

Each employee with 1-15 years of district service and employed on a full-time basis shall be granted 15 days of sick leave at full pay in each school year and each employee employed on a full-time basis with 16 or more years of district service shall be granted 17 days of sick leave. If any employee does not use the full amount of annual sick leave thus allowed, the unused amount shall accumulate to 340 days at full pay, excluding the annual allotment of sick leave. Sick leave shall be interpreted to mean personal illness, quarantine at home, birth or adoption of a child, or serious illness or death in the immediate family or household. The immediate family shall include: mother, father, husband, wife, domestic partner, children, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparents, grandchildren and legal guardians provided prior notice of legal guardianship is in the school office. The Superintendent may require a physician's certificate or, if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of 3 days for personal illness, or as it may deem necessary in other cases.

Union members will have the right to donate up to 10 accumulated sick days, during a given fiscal year, to another Union member if they wish, but are under no obligation to do so. The donating employee, after the donation, must retain at least 15 sick days in their own account. The receipt and donation of sick days may only be used within a Board approved leave and nothing in this clause shall supercede the Board's rights in Policy to approve or reject leaves of absence. If an employee wishes to donate sick days, he/she will be responsible for notifying the Superintendent and/or Human Resources of how many days are to be donated and who is to receive them.

If the Superintendent requires a physician's certificate a written explanation from the Superintendent will be provided to the employee explaining the reason for the request of the physician's certificate. The physician's certificate will not be required to disclose personal medical information. This written verification will be provided to the employee and placed in the employee's personnel file. Upon leaving the District, after the employee retires, the District will pay \$40 per day for sick days accumulated in excess:

TRS employee - of 340 days which are not used for sick leave or service credit towards retirement so long as no TRS penalties are incurred by the District.

IMRF employee - of two hundred forty (240) days which are not used for sick leave or service credit towards retirement so long as no IMRF penalties are incurred by the District.

4.4 Civic Duty Leave

An employee shall be excused at full pay for the purpose of performing civic duties such as jury duty and witnessing. The employee will be allowed to keep any money received for jury duty. Scheduling of time away from school for civic duty shall be processed through Human Resources. Civic Duty shall not be counted as a personal leave or sick leave day.

ARTICLE V – GRIEVANCE PROCEDURES

Definition: A grievance shall mean a complaint that there has been a violation, misinterpretation or inequitable application of any of the provisions of this agreement or that one or more teachers have been treated unfairly or inequitably according to established policy or practice governing or affecting teachers. A grievant shall have the right of Union representation if he or she so desires, at any step of the grievance procedure. The following procedures shall be used by any teacher(s), hereinafter referred to as the "Grievant". Equitable resolution of the grievance and any related issue(s) shall be the goal of all parties involved within this process.

1st Step: A complaint shall first be discussed with the objective of resolving the matter informally at a meeting(s) involving the Grievant and Union representative(s) (if requested by the Grievant) with the appropriate administrator(s).

2nd Step: If the grievance cannot be resolved informally, the Grievant shall present the grievance in writing to Human Resources no later than fifteen (15) school days after the occurrence of the claim or complaint or when the Union became aware but not later than thirty (30) days after the occurrence, otherwise the Grievant waives the right to utilize the grievance procedures set forth herein. Human Resources will arrange for a meeting to take place within ten (10) school days after receipt of the grievance. The Grievant and a Union representative(s) (if requested by the Grievant) and Human Resources and any person whose assistance is requested by Human Resources, shall be present at the meeting. The Director of Finance/Human Resources will then, within ten (10) school days after the meeting, provide the Grievant with a written decision setting forth the disposition of the grievance and the rationale for the decision.

3rd Step: If the Grievant is unsatisfied with the written decision of Human Resources, the Grievant may present a written appeal to the Superintendent within ten (10) school days of receipt of the written decision. The Superintendent will arrange meetings, conduct interviews, and review documentation as needed in order to reach a decision. A written decision will be presented by the Superintendent to the Grievant no later than (10) school days from the receipt of the Grievant's appeal.

4th Step: If the Grievant is unsatisfied with Superintendent's written decision or if the time limit for the Superintendent's written decision in the 2nd Step above expires, the Grievant may present a written appeal specifying his/her disagreement with the Superintendent's written decision signed by the Grievant, to the Secretary of the Board of Education no later than ten (10) school days after the date of the written decision or expiration date of the time limit for the Superintendent's written decision in the 3rd Step, otherwise the Grievant waives the right to continue to utilize the grievance procedures set forth herein. The Secretary shall request copies of the written grievance from the Superintendent along with the Superintendent's written decision. Upon receipt of the written appeal, the Board shall schedule a closed session hearing at the next regularly scheduled Board meeting for the grievance in accordance with the Board's administrative procedure for Board meetings. At such closed session hearing, the Grievant and Union Representative(s) will be permitted to address the Board regarding such grievance. The Board shall render a written decision to the Grievant and Union President within ten (10) school days after the Board meeting.

5th Step: If the Grievant is unsatisfied with the decision of the Board of Education, there shall be available a 5th step of binding arbitration. The Grievant must submit in writing, within ten (10) school days after receiving the Board's decision, a request to enter into such arbitration, otherwise the Grievant waives the right to continue to utilize the grievance procedures set forth herein. The arbitration shall be conducted by an arbitrator to be selected by the two parties within ten (10) school days after said request for arbitration is filed. If the two parties fail to reach agreement on an arbitrator within the above ten day period, the American Arbitration Association will immediately be requested to provide an arbitrator in accordance with the voluntary labor arbitration rules of said association. Expenses for the arbitrator's services shall be borne equally by the parties. The arbitrator shall have no power to alter the terms of this Agreement, nor to make any award void or prohibited by law.

ARTICLE VI – WORKING CONDITIONS

6 Evaluation Process

6.1.A Teacher Evaluation Process

The parties agree that the primary objective of the program to evaluate classroom teaching performance is to improve the quality of instruction. Accordingly, the following procedure is established:

- A. The principal and/or person duly qualified by ISBE to evaluate and rate shall conduct formal evaluations of classroom teaching performance according to the procedures created herein and in accordance with the formal teacher evaluation plan pursuant to 105 ILCS 5/24A-5.
- B. All formal evaluations of classroom teaching performance of a teacher shall be conducted openly and with full knowledge of the teacher. All teachers' evaluations shall be conducted using the procedures, process and tools developed collaboratively between the teachers and administration. The procedures, process and tools shall adhere to PERA and SB7 and shall be subject to a joint administrative/Union review and updated as appropriate.
- C. A copy of each formal written evaluation of classroom teaching performance shall be given to the teacher, who shall acknowledge in writing the receipt thereof, and one copy shall be placed in the teacher's personnel file. A conference shall be held within fifteen (15) school days between the teacher and the evaluator after the classroom observation, and the teacher evaluated and the evaluator shall acknowledge in writing that said conference was held. A summative conference will be held within ten (10) school days of each individual teacher's last post-conference of the school year.
- D. The classroom teaching performance of non-tenured teachers shall be observed at least twice during each probationary year with a summative rating provided each year.
- E. Each tenured teacher will be evaluated at least once every three (3) years, and special consideration will be given teachers upon reasonable request, if convenient.
- F. In the event that the teacher contends his/her formal written evaluation of the classroom teaching performance is incomplete and/or inaccurate, he/she shall put objections in writing and have them attached to the evaluation report to be placed in his/her personnel file.
- G. Any staff member who receives an Unsatisfactory rating may initiate the appeal process agreed upon by PERA Joint Committee in October 2021.
- H. In the event that a teacher is placed on remediation, the remediation plan shall be in accord with Chapter 105 ILCS 5/24A-5.
- I. In the event a tenured teacher receives, a Summative Rating of Needs Improvement, the following procedure shall be followed:
 1. The qualified evaluator shall, within the thirty (30) school days have the written Professional Plan completed. This will include arranging for a meeting with the teacher and, if requested by the teacher, Union representation. The evaluator shall communicate with the teacher those items (those targeted areas rated as Needs Improvement) to be included in the Professional Development Plan. The evaluator shall provide the areas to be addressed in advance of the meeting and the teacher will come to the meeting prepared to discuss and develop a Professional Development Plan. The teacher and/or Union, may present items to be included in the Professional Development Plan and the evaluator shall consider all items presented in the development of the plan.

2. All standards having a rating of below proficient shall be target areas of the plan and specified as such in the plan.
 3. Plan must set forth any support that the district will provide to address the areas identified as needing improvement (mandatory). Specific support provided by the district, may include providing for professional development such as, reference five (5) materials, books, a mentoring teacher, etc. The determination of support shall be made by the qualified evaluator and done on a case-by-case situation, e.g. the need identified to assist this teacher in getting better.
 4. Once the plan is developed and implemented it will be in place for a period determined by the evaluator in consultation with the teacher and if applicable, Union representation, but shall not exceed ninety (90) school days. Upon completion of the plan if it is not completed at a proficient or above level, the teacher shall be given a rating of unsatisfactory and placed on a 24.a State Remediation Plan for forty-five (45) days. The above provision applies only to a teacher who has attained tenure and rated as Needs Improvement. Should a tenured teacher be rated as Unsatisfactory, they too would be placed on a 24.a State Remediation plan, but for a length of ninety (90) days.
 5. Teacher shall be on cycle the year following the Needs Improvement rating if they successfully complete the plan.
- J. In the event that parental or citizen observations or accusations enter into the total evaluation, the names or names of the parents or citizens involved will be made available to the teacher, and if the teacher requests in writing, and the parent or citizen agrees, a meeting with the citizen or parent, the teacher, and the Administration will be arranged.

6.1.B Non-Teacher Evaluation

Each employee shall be assigned and meet with his/her supervisor to discuss strengths and weaknesses. This meeting will occur sometime in the first semester each school year.

Supervisors shall provide a copy of all completed evaluation forms to the Employee prior to the time of the final conference which will occur by May 1st each year.

The Employee shall sign the evaluation which verifies that a conference was held and the evaluation report was read. The Employee may submit a response to the evaluation report and have it attached to the evaluation.

6.2 Length of School Year

A. Teacher

The school year for teachers shall consist of 180 teacher attendance days. That is to say, that the sum of pupil attendance days plus teacher institute days shall not exceed 180.

The school board will give the Union yearly input in establishing the school calendar for the upcoming school year. Prior to the adoption of each new calendar, the Board will provide the Union president a copy of the tentative calendar for the upcoming year. The Union may then submit a list of concerns and suggestions regarding the establishment.

B. Librarian/Media Specialist

The school year shall consist of 190 employee attendance days. That is to say, that the sum of pupil attendance days plus institute days shall not exceed 190.

C. Paraprofessional

The school year shall consist of 180 employee attendance days. That is to say, that the sum of pupil attendance days plus institute days shall not exceed 180.

6.3 Reporting Times / Normal Day

A. Teacher Reporting Times

Teachers shall arrive ten (10) minutes before the first bell sounds for students to enter the building and shall remain in their assigned building until ten (10) minutes after the last bell sounds for termination of classes in that building. The student's instructional day will be 6 and $\frac{3}{4}$ hours, but the starting and ending time may be adjusted. The teacher's work day shall be 7 hours and 10 minutes.

Teachers shall, at times, be available in their respective buildings for times greater than ten (10) minutes after the last bell sounds for termination of classes to perform professional responsibilities such as conferences with staff, parents, students, and administrators and/or voluntary committee meetings.

All teachers shall be required to attend one (1) grade level curriculum night (not to exceed 60 minutes), parent teacher conferences, and attend at least one (1) other school event.

Every attempt will be made to schedule meetings such as but not limited to: parents, IEP, and MTSS within the school day. Teachers shall have a minimum 30 minute duty-free lunch. Teachers shall be given one planning period per day during a regular school day, with a minimum of 310 minutes of planning time per regular 5-day week. Of these minutes, 240 minutes will be used for individual planning time. Of the remaining plan time, teachers will meet up to two times per week, as needed, to discuss curriculum, data, or other relevant topics. If the schedule permits, plan time in excess of 310 minutes reverts to personal plan time and shall not be used for other teaching assignments unless they are paid assignments in accordance with Section 7.6 Internal Substitution. During plan time(s) teachers shall be required to remain on campus. In the event of extenuating circumstances and a teacher feels they need to leave campus during their scheduled plan time, pre-approval must be obtained through and they must sign in and out at the Principal's Office for each occurrence. During the duty-free lunch, teachers may leave the campus.

Excluding the first day of student attendance, there shall be a minimum of five (5), and not to exceed ten (10), two (2) hour early dismissal days per year as determined by the Superintendent for the months school is in session. At the discretion of the administration, forty-five minutes of the time may be used for team/individual planning for instruction, scheduling, preparing for parent meetings, department meetings, data meetings, MTSS meetings, grade-level meetings, or other professional opportunities. The remaining time in the contracted school day shall be used for the purpose of faculty/committee meetings, in-service conferences, and any other school business, with the stipulation that the presence of all faculty is required. The last day of school shall be a full contract day for teachers.

Early release teacher in-services and teacher institute days shall not exceed seven (7) hours and ten (10) minutes unless by mutual agreement.

Curriculum/committee work will be either paid at the hourly rate of \$40.00 or such work will be done using release time as determined by the administration. The decision as to whether to offer this work for pay or on release time will be made by the Superintendent/designee. Any such agreement will also specify the amount of time anticipated to complete the work. Initiatives and programs will be developed and maintained using employee's input and suggestions prior to implementation. The Union and administration will work together to develop a means to measure the effectiveness of all initiatives and programs. The Union and administration will also work together to ensure teacher buy-in prior to and during implementation so that teachers can effectively carry out these programs and initiatives.

All full-time teachers employed for the 2004-2005 school year and who were employed in any capacity by the District during the 2003-2004 school year shall receive an annual \$750 stipend to compensate for the lengthened school day. For all new teachers hired after the date of this contract, the lengthened school day shall be a condition of employment and no stipend shall apply.

The above stipends will be paid to qualifying teachers in one lump sum to be added to the 21st paycheck of the school year. The stipend will be subject to TRS and IRS withholding.

B. Non-Teacher Reporting Times

All Non-Teacher, full time employees, will have either an eight (8) or seven (7) hour work day with a 30 minute duty free lunch; determined by the Board of Education prior to the start of the school year.

6.4 Job Descriptions

A job description will be given to all Employees upon ratification of this Agreement. A meeting may be requested by either party to discuss any job descriptions covered by this Agreement.

6.5 Professional Development

Staff development opportunities will be provided so that Employees may continue to improve skills necessary to perform their job responsibilities successfully. Professional development will be provided on institute days and school improvement days.

Employees are encouraged to attend professional meetings and conferences. Registration fees, substitute teacher's pay, and reasonable receipted expenses, as determined by the Superintendent or his/her designee, shall be paid by District 88A. Approval must be secured in advance from the appropriate supervisor; however, every effort will be made to honor the topic choices of the employee. Each employee shall be allowed a minimum of one professional development day per year.

6.6 Mentoring

All first-year teachers to the district will be assigned a mentor whom they will meet with on a regular basis for the purpose of support and training. Teachers who are reassigned to a position in which more than 50% of their teaching assignment is changed, may have the option of a mentor.

A mentor teacher is defined as a volunteer tenured teacher within that team or one level above or below. If departmentalized, same subject teacher will be given preference. Mentors shall be assigned by the building principal with input from the Mentor Coordinator.

Mentoring shall include up to ½ day of training prior to the start of the contract year in the event that a mentoring teacher has not received training and/or the framework, expectations and/or outcomes for the Richland Mentoring Program change. In addition to the ½ day of the training, the framework for the mentoring program, expectations, outcomes, etc. shall be developed jointly through a committee of administration and teachers including the Mentor Coordinator.

Mentor teachers who are assigned a teacher shall receive a stipend of \$250.00, two full release days that can be taken in increments of ½ days to mentor their assigned mentee. If a mentor is assigned an additional teacher (maximum of 2 teachers to any one mentor), the teacher shall receive an additional \$175 and an additional release day which can be taken in increments of ½ days to mentor their assigned mentee for the school year.

6.7 Class Size

Every attempt will be made to keep class sizes at an average of 30 or fewer students per class with the exception of physical education, band, and choir. Upon reaching 28 students in grades K-4, or 32 students in grades 5-8, a paraprofessional will be hired for the remainder of the semester for that classroom or period, with the exception of physical education, band, and choir.

The administration shall notify teachers of any threats or accusations made by students or parents directed toward them.

6.8 Student Discipline

Proper student discipline is vital to maintaining a successful educational environment. Teachers shall have the right to maintain orderly student behavior pursuant to the relevant provisions of the School Code. The Union recognizes that when discipline problems occur, they can most often be handled through classroom management. Additionally, at the beginning of each school year, the teachers will be provided a plan for student discipline, developed by administration in cooperation and consultation with the Union officers or designee(s). The plan shall include a clear disciplinary referral process, criteria for which students will be referred for discipline, a system of documentation and communication, as well as a means for evaluating the plan's effectiveness.

ARTICLE VII – CERTIFIED EMPLOYEE BENEFITS

7.1 Payroll Procedures and Deductions

Employees shall have the option to be paid over twenty-one (21) or twenty-six (26) pay periods.

7.2 Supplies and Tuition Reimbursement

Tuition reimbursement for graduate school courses approved by the Superintendent and reimbursed by the Board of Education shall be granted to each full time teacher after completion of course(s) at the rate of \$115 per semester hour up until the attainment of a M.A. degree. Hours earned beyond the M.A. will still move a teacher up the salary schedule, but will no longer be reimbursed for coursework unless additional hours are required by the District/State. The B.A. + 35 Lane will be removed from the schedule. Those teachers who currently occupy B.A. + 35 Lane will be allowed to remain on the Lane. All other teachers will not have access to the B.A. + 35 Lane.

Richland School District 88a involves teachers in planning how discretionary school funds should be used. As such, teachers shall be reimbursed for classroom supplies and supplemental educational resources as approved by the Principal or direct supervising administrator for teachers use up to \$300.00 annually upon the presentation of itemized receipt(s) from the current fiscal year and submitted in one request after July 15th and no later than March 31st in the same fiscal year.

7.3 Insurance

A full, comprehensive hospital plan with surgical, major medical, outpatient diagnostic, prescription and drug program, and basic dental coverage are available to all full time employees covered by this agreement. The district shall pay for single vision (Plan A with deductibles) for all employees. In addition, the Board shall provide a \$50,000 life insurance policy for all employees covered by this Agreement.

For teachers covered during or prior to the 2017-18 Agreement, the coverage level will follow the chart below:

HMO	TEACHER	DISTRICT
Single	10%	90%
Family	30%	70%

For teachers first hired under the 2018-2022 Agreement, the coverage level will follow the chart below:

HMO	TEACHER	DISTRICT
Single	20%	80%
Family	30%	70%

A teacher may choose other optional coverage that exceeds the costs of the HMO coverage plan provided. Any additional costs exceeding the value of the plan above will be paid by the employee.

*For those enrolled in these insurances prior to the 2007-2012 Agreement, the District shall pay 90% and the teacher 10% of the premium for single coverage for health insurance and single coverage for dental insurance at the PPO rate (BOE Proposed plan).

Increases in the employee insurance contributions resulting from an increase in the total insurance premium will take effect annually on July 1st and will be posted electronically.

Four weeks prior to enrollment, single and family insurance choices including benefit description and monthly costs will be e-mailed to certified staff and posted in each building.

If a teacher is covered by a hospitalization or dental plan through another source, pursuant to the District's section 125 plan, he/she may elect to transfer their current into his/her paycheck the following amounts:

If hired during or prior to the 2017-18 Agreement an employee's current "cash in lieu" (CIL) amount will be frozen at that rate for FY19, FY20 and FY21. Effective FY22 and beyond, the CIL amount shall become 80% of the actual total cost of single medical and dental insurance.

For teachers first hired under the 2018-2022 Agreement, the CIL amount shall be equal to 20% of the actual cost of single medical and dental insurance.

7.4 Retirement Plan

Upon reaching the age of fifty-five (55), or 55 within 6 months of retirement and at maximum pension, a teacher may elect to participate in the District's retirement program.

To be eligible, the person must have completed a minimum of ten (10) years of full-time employment in District 88A prior to applying for retirement; must be at least fifty-five (55) years of age by June 30th of the year of retirement; or 55 within 6 months of retirement if at maximum pension; and must notify Superintendent, and/or his/her designee, in writing of his/her irrevocable intention to participate by June 1st in the year of the first incentive, except for extenuating circumstances approved by the Superintendent.

The Board of Education will increase the final 1, 2, 3, or 4-year's salary for a retiring teacher by 5.0% over the previous year as determined by TRS, with the exception that the cash in lieu portion shall be in concurrence with the amounts outlined in section 7.3 above and frozen based on the year of retirement notice, and the retiring employee agrees to go off the salary schedule to receive such increase.

Notwithstanding any of the provisions of this agreement, the Board of Education shall not be required to (1) pay any benefit that would subject the Board to any additional payment to TRS under the Pension Code or regulations; or (2) pay any benefit if the employee has received an increase in TRS creditable earnings in excess of 6% for any school year used to calculate the teacher's TRS pension.

In the event that there are further amendments to the Pension Code or TRS regulations following the effective date of this Agreement, either the Union or the Board may request to bargain regarding the changes.

The Board of Education agrees to pay the single employee Health Insurance coverage premium due to Illinois Teachers' Retirement System for a period of three (3) years after retirement or up to date of death or until the participant reaches sixty-five (65) years of age, whichever occurs first. The health insurance provided will be under TRIP for a benefit recipient enrolled in any managed care plan. The teacher may opt for major medical coverage or any other coverage outside of the managed care plan, but will pay the additional premium for such coverage.

Teachers who retire from the district, shall be allowed to continue their life insurance (without AD&D) by making all premium payments.

A teacher for whom an extra-duty stipend or additional creditable earnings (e.g., coaching, activities, game work, or summer curriculum, etc.) was part of the teacher's creditable earnings in the school year prior to the school year in which notice is given and who ceases to perform such duty in any year prior to retirement will have the stipend/earnings for that duty subtracted from the creditable earnings increases provided under this program for each remaining year. Under no circumstances may a teacher participating in this program receive creditable earnings increase exceeding 6% over the teacher's prior year's creditable earnings.

Retirees, in their last year, will be placed on a 21 bi-weekly schedule.

7.5 Summer School and Homebound Salary

Summer School and Homebound Teaching salaries shall be at the rate of \$40.00 per hour.

7.6 Internal Substitution

With prior approval by administration, teachers shall be paid for internal substitution at the rate of 40.00 per hour or prorated amount when they substitute for absent teachers, when they are asked to supervise by administration during the teacher's 30 minute duty-free lunch, or planning period. Teachers will be used for substitution only when substitutes are unavailable. Subbing opportunities will be offered to teachers on a voluntary basis (for pay).

In the event a teacher agrees to take an overload schedule, the rate shall be \$40 per hour, plus an additional two (2) hours per week at the curriculum rate for the duration of the overload coverage for planning and grading time.

7.7 Salary

One year's experience on the salary schedule will be granted for two years active military service, not to exceed one year's credit.

Courses earned prior to obtaining a masters degree and not used in obtaining the degree, shall not be used for advancement to lanes beyond the Master's Degree.

Effective July 1, 2022, salary adjustments for experience, training and/or degrees are to be submitted to District Office by October 1st of each school year, with teachers only being permitted to move over one lane each school year. Any lane-change approvals resulting in pay increase will be retro-paid to the start of the school year.

Each teacher may choose to receive his or her salary only on a 21 or 26 bi-weekly basis via Direct Deposit. The teacher shall also inform the Superintendent or designee in writing of his or her preferred salary payment option prior to August 20, or the full time teacher shall be placed on the 26 payment schedule.

Each pay stub shall reflect updated sick leave accumulation and personal leave days available. It will be the responsibility of each teacher to assure the accuracy of the information provided on the pay stub relative to sick and personal days. In the event the teacher feels that the information is incorrect they will be responsible to rectify the data with the District Office.

An increase of 5.00% in year(s) 2022-2023, 4.00% in year(s) 2023-2024, 4.00% in year(s) 2024-2025, and 4.00% in year(s) 2025-2026 over previous year's salary (inclusive of step) percentage increases shall apply to those teachers who are off the salary schedule and does not apply to those teachers who have already elected to receive the retirement plan under Article 7.4.

7.8 Co-Curricular and Extra-Curricular Pay

At the beginning of his/her respective season, all coaches and sponsors will be provided with a roster of participating students, relevant medical and emergency contact information, necessary equipment, a schedule including practice and competition dates and times, as well as address of competing schools. Coaches and sponsors will be expected to maintain an accurate inventory of equipment and uniforms, adhere to any applicable conferences, IESA, or district guidelines, and represent Richland School District 88A in a positive and professional manner.

Coaches/sponsors and the Principal or relevant designee(s) will communicate with each other in an open, honest, and timely manner, as well as comply with all reasonable requests to the greatest extent possible, with the understanding that the goal of all parties is to improve the mental and physical well-being of all participants, as well as help build a sense of community and pride in Richland.

Coaching salaries and stipends will be paid a percentage of BA-Step One (BA-1) of the teacher salary schedule. The salaries and stipends for coaches and sponsors will also increase depending on years of experience spent coaching/sponsoring the sport/activity in question in the district. If a coach/sponsor has relevant years of experience in another district, he/she may be given credit for those years, at the discretion of the Board. The administration or designee will evaluate coaches/sponsors within 30 days after the close of the activity. This evaluation shall be separate from the teaching performance evaluation. Club Sponsors will discuss the activity schedule and duties to be performed with the Principal or relevant designee(s) prior to the start of the season. Superintendent has the right to add or delete Co-Curricular or Extra-Curricular positions. All Co-Curricular and Extra-Curricular pay shall follow Appendix 1.

- A. To provide for clarity, beginning in the 2022-2023 school year, the Co-Curricular & Extra-Curricular Pay Schedule will be updated to adjust a Coach/Sponsor's First Year Experience as "1-Year Experience". To compensate for the change, all current Coach/Sponsor year's experience will be adjusted with an additional 1-Year Experience to maintain the same sequence within the schedule.

Additionally, the season of any IESA affiliated program is considered over upon the conclusion of the last contest of the first elimination round, In the event that the season of a participating program is extended, Coaches/Sponsors will receive a \$250 stipend for every subsequent elimination round reached (ie. Sectional, State).

7.9 National Board Certified Teacher

An annual \$1,000.00 stipend shall be paid to any employee who holds an active National Board Certified Teacher endorsement, through the Illinois State Board of Education (ISBE), working in a certified capacity covered under this agreement. The employee is responsible for notifying Human Resources of when the endorsement posts to their ISBE Professional Educator's License (PEL) and if it expires/lapses.

To be eligible for the stipend in the current school year, the teacher must notify Human Resources of the updated endorsement status no later than May 15th of that school year. The above stipend will be paid to qualifying teachers in one payment that is to be added to the 21st paycheck of the school year. The stipend will be subject to TRS and IRS withholding.

ARTICLE VIII – PARAPROFESSIONAL BENEFITS

8.1 Payroll Procedures and Deductions

Employees shall have the option to be paid over twenty-one (21) or twenty-six (26) pay periods.

8.2 Insurance

- A. A full, comprehensive hospital plan with surgical, major medical, outpatient diagnostic, prescription and drug program, and basic dental coverage are available to all Employees covered by this Agreement. The plan is optional. The District shall pay 90% and the Employee 10% of the premium for single coverage for health insurance and single coverage for dental insurance at the HMO Blue Advantage rate (BOE Proposed plan), or if the Employee selects the PPO plan, the Employee shall pay the difference. For Employees first hired under the 2018-2022 Agreement, the District shall pay 80% and the Employee 20% of the premium for single health and dental insurance at the HMO Blue Advantage rate.
- B. The Board reserves the right to approve the insurance plan and carrier.
- C. For an employee hired during or prior to the 2017-18 Agreement the "cash in lieu" (CIL) amount will be: FY19 \$4000, FY20 \$4250, FY 21 \$4500, or frozen a the current amount received (if higher than \$4500). For FY22 and

beyond, the amount shall be set at 60% of the actual total cost of single medical and dental insurance. For employees first hired under the 2018-2022 Agreement, the CIL amount shall be equal to 20% of the actual cost of single medical and dental insurance.

- D. Four weeks prior to enrollment, single and family insurance choices including benefit description and monthly costs will be emailed to certified staff and posted in each building.
- E. All current and new hires may elect to enroll in the District's family plan. The District shall pay 45% and the Employee 55% of the total premium.
- F. The Board shall provide a \$50,000 life insurance policy for all Employees covered by this Agreement.
- G. The District shall pay for single vision (Plan A with deductibles) for all Employees.

8.3 Compensation

- A. The Board shall deduct and pay on behalf of Employees all required pension contributions owed to the Illinois Municipal Retirement Fund. All full and part-time Employees hired before November 1 shall advance each year on the salary schedule.
- B. The Administration shall place Employees new to the District on the Salary Schedule and shall credit new hires with up to five (5) years for initial compensation placement for any prior years of non-consecutive service in the District or for comparable experience in other school districts or employment at the sole and non-grievable discretion of the Superintendent or designee.
- C. All other paraprofessionals will receive a one-time base increase of \$2.56 for the year 2022-2023 hourly rate, 4.00% increase for the year 2023-2024 hourly rate, 4.00% increase for the year 2024-2025 hourly rate, 4.00% increase for the year 2025-2026 hourly rate.
- D. See Appendix 2.

ARTICLE IX - EFFECT OF AGREEMENT AND DURATION

9.1 Amendment of Contract

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties in a written amendment executed according to the provisions of the Agreement.

9.2 No Strike Provision

The Union, its members, and members of the bargaining unit agree not to strike, engage in any work stoppage, or picket, any of which of the foregoing in any manner would tend to disrupt the operation of any school in the District or its administrative offices during the term of this Agreement.

9.3 Duration

This Agreement shall be effective as of July 1, 2022 and shall remain in full force and effect through June 30, 2026.

9.4 Contract Reopener

At the option of the District or Union, the Bargaining Agreement is subject to renegotiation in the event that any of the following occur:

1. The State of Illinois enacts a property tax freeze;
2. The State of Illinois shifts all or part of the cost of teacher pensions to the Board; and/or
3. There is a property tax referendum whereby the District's property tax revenues are reduced or refunded.
4. A reduction in the District's required contribution to the Illinois Teachers' Retirement System;
5. The District passing a property tax referendum that impacts the Educational Fund;
6. An increase in State Aid of 10% or more.

If one or more of the above conditions occur, and the District or Union elect the option to renegotiate, the District retains the right to immediately freeze all teacher salaries and benefits at their then current level and this Bargaining Agreement shall be reopened for negotiations. Negotiations will commence within thirty (30) days of the issuance of said events.

This Agreement is signed this 17th day of November, 2021.

In witness thereof:

For the Richland Council,
American Federation of Teachers
Local 604

For the Board of Education of
Richland School District 88A
Crest Hill, Illinois



President, Union



President, Board of Education

APPENDICES

Appendix 1: Co-Curricular & Extra-Curricular Pay

Co-Curricular & Extra-Curricular Pay percentages based off of BA-Step 1	Step 1 1-4 yrs Experience	Step 2 5-8 yrs Experience	Step 3 9-12 yrs Experience	Step 4 13+ yrs Experience
Athletic & Activities Coordinator (1st Semester) Athletic & Activities Coordinator (2nd Semester) 7th grade Boys Basketball 8th grade Boys Basketball 7th grade Girls Basketball 8th grade Girls Basketball 5th-8th grade Cheerleading/Dance 7th-8th grade Cheerleading/Dance 7th grade Girls Volleyball 8th grade Girls Volleyball Junior High Wrestling Club Wrestling	6.0%	6.5%	7.0%	7.5%
Baseball (2 Positions) Cross Country Musical Director Scholastic Bowl Girls Soccer Boys Soccer Track (2-4 Positions) 8th grade Boys Volleyball 6th-7th grade Boys Volleyball	5.0%	5.5%	6.0%	6.5%
Symphonic Band 7/8 Choir Boys Soccer Assistant* Girls Soccer Assistant*	4.0%	4.5%	5.0%	5.5%
Art Club Bowling Chess Club Speech Team Student Council Sponsor (2 positions) Yearbook & Media Club (2 Positions)	3.0%	3.5%	4.0%	4.5%
Concert Band Intermediate Band Elementary Choir General Music Director Speech Team Assistant Wrestling Assistant	2.0%	2.5%	3.0%	3.5%
Beginning Band 5th Grade Choir 6th Grade Choir Musical Assistant (2 positions)	1.0%	1.5%	2.0%	2.5%
Girls Club Sponsor Mentor Coordinator	1.00%	1.25%	1.50%	1.75%
Jr. High Awards Sponsor (2 Positions) Math Team Sponsor Spelling Bee Sponsor	0.75%	1.00%	1.25%	1.50%
Dance Supervision Saturday School Detention Timer/Scorer	\$50/Night			
Homework Club S.O.A.R. (Study Opportunities At Richland) Detention Program	\$30/Night			
Credit Recovery	\$40/hour			
Lunch/Recess Supervisor (up to 2 Positions)	\$15/hour			

* = Updated During SY 2022-2023 ** = Updated During SY 2023-2024 *** = Updated During SY 2024-2025 **** = Updated During SY 2025-2026

Appendix 2: Paraprofessional Hourly Rates

Used for placement only, following years follow increases outlined in 8.3 Compensation

STEP	2022-2023	2023-2024	2024-2025	2025-2026
1	\$15.00	\$15.25	\$15.50	\$15.75
2	15.15	15.41	15.66	15.91
3	15.31	15.57	15.82	16.07
4	15.47	15.73	15.98	16.24
5	15.63	15.89	16.14	16.41

Appendix 3: Teacher Salary Schedule

2022-2023	BA	BA +15	BA +35	MA	MA +15	MA +30	MA +45
STEP	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY
1	\$48,183	\$49,338	\$50,768	\$51,713	\$52,928	\$54,166	\$55,421
2	\$49,359	\$50,542	\$52,007	\$52,975	\$54,219	\$55,488	\$56,773
3	\$50,587	\$51,800	\$53,302	\$54,294	\$55,569	\$56,868	\$58,185
4	\$51,594	\$52,832	\$54,362	\$55,373	\$56,675	\$57,999	\$59,344
5	\$52,877	\$54,147	\$55,716	\$56,752	\$58,085	\$59,443	\$60,821
6	\$53,930	\$55,224	\$56,824	\$57,882	\$59,241	\$60,627	\$62,031
7	\$54,196	\$55,497	\$57,104	\$58,167	\$59,534	\$60,925	\$62,337
8	\$54,996	\$56,317	\$57,948	\$59,026	\$60,414	\$61,826	\$63,260
9	\$55,811	\$57,149	\$58,807	\$59,899	\$61,306	\$62,740	\$64,193
10	\$56,634	\$57,993	\$59,674	\$60,785	\$62,212	\$63,666	\$65,142
11	\$58,325	\$59,724	\$61,455	\$62,598	\$64,070	\$65,567	\$67,087
12	\$60,065	\$61,817	\$63,289	\$64,790	\$66,313	\$67,862	\$69,436
13	\$60,367	\$62,993	\$64,493	\$66,020	\$67,573	\$69,152	\$70,756
14	\$61,515	\$64,214	\$65,745	\$67,300	\$68,885	\$70,494	\$72,129
15	\$62,709	\$65,485	\$67,047	\$68,635	\$70,249	\$71,891	\$73,557
16	\$63,952	\$66,724	\$68,317	\$69,935	\$71,579	\$73,251	\$74,951
17	\$65,156	\$67,961	\$69,586	\$71,235	\$72,910	\$74,613	\$76,343
18	\$66,364	\$69,199	\$70,890	\$72,573	\$74,282	\$76,015	\$77,778
19	\$67,570	\$70,436	\$72,159	\$73,870	\$75,612	\$77,379	\$79,172
20	\$68,779	\$71,675	\$73,428	\$75,172	\$76,943	\$78,739	\$80,562
21	\$69,983	\$72,947	\$74,695	\$76,473	\$78,274	\$80,103	\$81,957
22	\$71,188	\$74,184	\$75,966	\$80,072	\$81,961	\$83,874	\$85,818
23	\$72,397	\$75,423	\$77,234	\$81,409	\$83,330	\$85,278	\$87,251
24	\$73,601	\$76,659	\$79,277	\$82,750	\$84,701	\$86,679	\$88,687
25	\$74,809	\$77,896	\$80,558	\$84,088	\$86,071	\$88,083	\$90,118
26	\$76,015	\$79,137	\$81,839	\$85,423	\$87,440	\$89,485	\$91,552
27	\$77,222	\$80,373	\$82,812	\$86,762	\$88,811	\$90,884	\$92,988
28	\$78,429	\$81,611	\$84,402	\$88,098	\$90,179	\$92,286	\$94,421
29	\$79,635	\$82,812	\$85,683	\$89,436	\$91,549	\$93,687	\$95,855
30	\$80,840	\$84,050	\$86,961	\$90,778	\$92,919	\$95,092	\$97,290

2023-2024	BA	BA +15	BA +35	MA	MA +15	MA +30	MA +45
STEP	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY
1	\$49,147	\$50,325	\$51,783	\$52,747	\$53,987	\$55,249	\$56,529
2	\$50,111	\$51,312	\$52,799	\$53,782	\$55,046	\$56,333	\$57,638
3	\$51,334	\$52,564	\$54,088	\$55,094	\$56,388	\$57,708	\$59,044
4	\$52,611	\$53,872	\$55,435	\$56,466	\$57,792	\$59,143	\$60,513
5	\$53,658	\$54,946	\$56,537	\$57,588	\$58,942	\$60,319	\$61,718
6	\$54,993	\$56,313	\$57,945	\$59,023	\$60,409	\$61,821	\$63,254
7	\$56,088	\$57,433	\$59,097	\$60,198	\$61,611	\$63,053	\$64,513
8	\$56,364	\$57,717	\$59,389	\$60,494	\$61,916	\$63,362	\$64,831
9	\$57,196	\$58,570	\$60,266	\$61,388	\$62,831	\$64,300	\$65,791
10	\$58,044	\$59,435	\$61,160	\$62,295	\$63,759	\$65,250	\$66,761
11	\$58,900	\$60,313	\$62,061	\$63,217	\$64,701	\$66,213	\$67,748
12	\$60,658	\$62,113	\$63,914	\$65,102	\$66,633	\$68,190	\$69,771
13	\$62,468	\$64,290	\$65,821	\$67,382	\$68,966	\$70,577	\$72,214
14	\$62,782	\$65,513	\$67,073	\$68,661	\$70,276	\$71,919	\$73,587
15	\$63,976	\$66,783	\$68,375	\$69,992	\$71,641	\$73,314	\$75,015
16	\$65,218	\$68,105	\$69,729	\$71,381	\$73,059	\$74,767	\$76,500
17	\$66,511	\$69,393	\$71,050	\$72,733	\$74,443	\$76,182	\$77,950
18	\$67,763	\$70,680	\$72,370	\$74,085	\$75,827	\$77,598	\$79,397
19	\$69,019	\$71,967	\$73,726	\$75,476	\$77,254	\$79,056	\$80,890
20	\$70,273	\$73,254	\$75,046	\$76,825	\$78,637	\$80,475	\$82,339
21	\$71,531	\$74,542	\$76,366	\$78,179	\$80,021	\$81,889	\$83,785
22	\$72,783	\$75,865	\$77,683	\$79,532	\$81,405	\$83,308	\$85,236
23	\$74,036	\$77,152	\$79,005	\$83,275	\$85,240	\$87,229	\$89,251
24	\$75,293	\$78,440	\$80,324	\$84,666	\$86,664	\$88,690	\$90,742
25	\$76,546	\$79,726	\$82,449	\$86,060	\$88,090	\$90,147	\$92,235
26	\$77,802	\$81,012	\$83,781	\$87,452	\$89,514	\$91,607	\$93,723
27	\$79,056	\$82,303	\$85,113	\$88,840	\$90,938	\$93,065	\$95,215
28	\$80,311	\$83,588	\$86,125	\$90,233	\$92,364	\$94,520	\$96,708
29	\$81,567	\$84,876	\$87,779	\$91,622	\$93,787	\$95,978	\$98,198
30	\$82,821	\$86,125	\$89,111	\$93,014	\$95,211	\$97,435	\$99,690

2024-2025	BA	BA +15	BA +35	MA	MA +15	MA +30	MA +45
STEP	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY
1	\$50,130	\$51,332	\$52,819	\$53,802	\$55,067	\$56,354	\$57,660
2	\$51,113	\$52,338	\$53,855	\$54,857	\$56,147	\$57,459	\$58,791
3	\$52,116	\$53,365	\$54,911	\$55,934	\$57,248	\$58,587	\$59,944
4	\$53,388	\$54,667	\$56,252	\$57,298	\$58,644	\$60,017	\$61,406
5	\$54,716	\$56,027	\$57,653	\$58,725	\$60,104	\$61,509	\$62,934
6	\$55,805	\$57,144	\$58,799	\$59,892	\$61,300	\$62,732	\$64,187
7	\$57,193	\$58,566	\$60,263	\$61,384	\$62,826	\$64,294	\$65,785
8	\$58,332	\$59,731	\$61,461	\$62,606	\$64,076	\$65,576	\$67,094
9	\$58,619	\$60,026	\$61,765	\$62,914	\$64,393	\$65,897	\$67,425
10	\$59,484	\$60,913	\$62,677	\$63,844	\$65,345	\$66,872	\$68,423
11	\$60,366	\$61,813	\$63,607	\$64,787	\$66,310	\$67,860	\$69,432
12	\$61,256	\$62,726	\$64,544	\$65,746	\$67,290	\$68,862	\$70,458
13	\$63,085	\$64,598	\$66,471	\$67,707	\$69,299	\$70,918	\$72,562
14	\$64,967	\$66,862	\$68,454	\$70,078	\$71,725	\$73,401	\$75,103
15	\$65,294	\$68,134	\$69,756	\$71,408	\$73,088	\$74,796	\$76,531
16	\$66,536	\$69,455	\$71,110	\$72,792	\$74,507	\$76,247	\$78,016
17	\$67,827	\$70,830	\$72,519	\$74,237	\$75,982	\$77,758	\$79,560
18	\$69,172	\$72,169	\$73,892	\$75,643	\$77,421	\$79,230	\$81,068
19	\$70,474	\$73,508	\$75,265	\$77,049	\$78,861	\$80,702	\$82,573
20	\$71,780	\$74,846	\$76,676	\$78,496	\$80,345	\$82,219	\$84,126
21	\$73,084	\$76,185	\$78,048	\$79,898	\$81,783	\$83,694	\$85,633
22	\$74,393	\$77,524	\$79,421	\$81,307	\$83,222	\$85,165	\$87,137
23	\$75,695	\$78,900	\$80,791	\$82,714	\$84,662	\$86,641	\$88,646
24	\$76,998	\$80,239	\$82,166	\$86,606	\$88,650	\$90,719	\$92,822
25	\$78,305	\$81,578	\$83,537	\$88,053	\$90,131	\$92,238	\$94,372
26	\$79,608	\$82,916	\$85,747	\$89,503	\$91,614	\$93,753	\$95,925
27	\$80,915	\$84,253	\$87,133	\$90,951	\$93,095	\$95,272	\$97,472
28	\$82,219	\$85,596	\$88,518	\$92,394	\$94,576	\$96,788	\$99,024
29	\$83,524	\$86,932	\$89,570	\$93,843	\$96,059	\$98,301	\$100,577
30	\$84,830	\$88,272	\$91,291	\$95,287	\$97,539	\$99,818	\$102,126

2025-2026	BA	BA +15	BA +35	MA	MA +15	MA +30	MA +45
STEP	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY
1	\$51,133	\$52,359	\$53,875	\$54,878	\$56,168	\$57,481	\$58,813
2	\$52,136	\$53,386	\$54,932	\$55,955	\$57,270	\$58,609	\$59,967
3	\$53,158	\$54,432	\$56,010	\$57,052	\$58,393	\$59,758	\$61,143
4	\$54,201	\$55,500	\$57,108	\$58,172	\$59,538	\$60,931	\$62,342
5	\$55,524	\$56,854	\$58,503	\$59,590	\$60,990	\$62,418	\$63,863
6	\$56,905	\$58,269	\$59,960	\$61,074	\$62,509	\$63,970	\$65,452
7	\$58,038	\$59,430	\$61,151	\$62,288	\$63,752	\$65,242	\$66,755
8	\$59,481	\$60,909	\$62,674	\$63,840	\$65,340	\$66,866	\$68,417
9	\$60,666	\$62,121	\$63,920	\$65,111	\$66,640	\$68,200	\$69,778
10	\$60,964	\$62,428	\$64,236	\$65,431	\$66,969	\$68,533	\$70,122
11	\$61,864	\$63,350	\$65,185	\$66,398	\$67,959	\$69,547	\$71,160
12	\$62,781	\$64,286	\$66,152	\$67,379	\$68,963	\$70,575	\$72,210
13	\$63,707	\$65,236	\$67,126	\$68,376	\$69,982	\$71,617	\$73,277
14	\$65,609	\$67,182	\$69,130	\$70,416	\$72,071	\$73,755	\$75,465
15	\$67,566	\$69,537	\$71,193	\$72,882	\$74,594	\$76,338	\$78,108
16	\$67,906	\$70,860	\$72,547	\$74,265	\$76,012	\$77,788	\$79,593
17	\$69,198	\$72,234	\$73,955	\$75,704	\$77,488	\$79,297	\$81,137
18	\$70,541	\$73,664	\$75,420	\$77,207	\$79,022	\$80,869	\$82,743
19	\$71,939	\$75,056	\$76,848	\$78,669	\$80,518	\$82,400	\$84,311
20	\$73,293	\$76,449	\$78,276	\$80,131	\$82,016	\$83,931	\$85,876
21	\$74,652	\$77,840	\$79,744	\$81,636	\$83,559	\$85,508	\$87,492
22	\$76,008	\$79,233	\$81,170	\$83,094	\$85,055	\$87,042	\$89,059
23	\$77,369	\$80,625	\$82,598	\$84,560	\$86,551	\$88,572	\$90,623
24	\$78,723	\$82,056	\$84,023	\$86,023	\$88,049	\$90,107	\$92,192
25	\$80,078	\$83,449	\$85,453	\$90,071	\$92,196	\$94,348	\$96,535
26	\$81,438	\$84,842	\$86,879	\$91,576	\$93,737	\$95,928	\$98,147
27	\$82,793	\$86,233	\$89,177	\$93,084	\$95,279	\$97,504	\$99,762
28	\$84,152	\$87,624	\$90,619	\$94,590	\$96,819	\$99,083	\$101,371
29	\$85,508	\$89,020	\$92,059	\$96,090	\$98,360	\$100,660	\$102,985
30	\$86,865	\$90,410	\$93,153	\$97,597	\$99,902	\$102,234	\$104,601