
CONTRACT BETWEEN

The Board of Education of
Community Consolidated School District 146
&
Tinley Council of Local 604, IFT/AFT
Illinois Federation of Teachers
American Federation of Teachers

2025-2026

2026-2027

2027-2028

2028-2029

2029-2030

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ARTICLE 1. RECOGNITION, SCOPE, AND JURISDICTION

1.1 Recognition

The Board of Education of Community Consolidated School District 146, Tinley Park, Illinois, hereinafter referred to as the *Board*, hereby recognizes the Tinley Council of Local 604 of the Illinois Federation of Teachers/American Federation of Teachers, hereinafter referred to as the *Union*, as the sole bargaining agent, with regard to wages, hours, and other terms and conditions of employment, for the bargaining unit that includes all full and part-time non-administrative licensed personnel employed in the District.

The following positions and/or categories are excluded from the bargaining unit: nurses who are not required to hold a Professional Educator License, Co-op teachers, aides and other ESP employees, and any other supervisory, managerial, confidential, and short-term employees (including but not limited to substitutes) in the District.

1.2 Definition of *Certified Staff Member*

When used hereinafter in this Agreement, the term *Certified Staff Member* shall refer to a member of the bargaining unit as described in Section 1.1 above, except as expressly stated otherwise.

1.3 Part-Time Certified Staff Members

Part-time Certified Staff Members are defined as those Certified Staff Members who are hired on less than a full-time basis (1.0 FTE) for the school year (i.e., not including substitutes).

1.4 Conflict Between Policy and Agreement

In the event any policy, rule, or regulation of the Board is in conflict with any provision of this Agreement, the provisions of the Agreement shall prevail unless the policy, rule, or regulation is the result of a federal or state law.

ARTICLE 2. WORKING CONDITIONS

2.1 Certified Staff Member Facilities

Each Certified Staff Member shall have an assigned room in which to teach his/her students, which need not be permanent. Each Certified Staff Member shall also have an adult-sized desk, laptop (or comparable device), and, at a Certified Staff Member's request, a locked space not necessarily located, however, in a room in which he/she teaches.

2.2 Classroom Property and Damage

- A. Certified Staff Members shall be informed if any article is removed from a Certified Staff Member's classroom.
- B. If the Certified Staff Member was exercising reasonable care and caution and an act of student violence or theft results in the damage or loss of a Certified Staff Member's personal property in the classroom, the Board will reimburse the Certified Staff Member, upon the submission of documentation deemed appropriate by the administration, for such damage or loss. The Board will not reimburse for normal wear and tear.

2.3 Safe Working Environment

The District is committed to providing a safe workplace.

Employees must promptly report safety concerns, including any attack against school personnel that qualifies as an assault or battery and occurs during the employee's performance of their duties, to their building Administrator for investigation and/or reporting to law enforcement, as applicable. Employees can contact law enforcement if they believe they have been assaulted or battered.

If an Administrator learns of a credible threat against an employee, to the extent permitted by law and law enforcement, the District will notify the employee and inform the employee of safety measures taken in support of the employee.

2.4 Lesson Plans

Certified Staff Members shall have weekly lesson plans available for the Principal's review on request.

2.5 Professional Courtesy

Administrators and Certified Staff Members shall treat each other with professional courtesy.

2.6 Classroom Interruptions

There shall be limited use of the intercom, such as in cases of emergency, other than regularly scheduled times. Classroom telephones should be placed in the “do not disturb” mode during instructional time. The office can override this if an emergency arises.

2.7 Assignment of Grades

The responsibility for assigning grades to students within the grading policies of the District rests primarily with the Certified Staff Member of record. A grade may be changed in accordance with the procedures and reasons established in Board policy, provided that a Certified Staff Member shall be notified concerning the nature and reasons for any grade change. (*School Code*, 10-20.9a)

2.8 Substitutes for Special Education Meetings

If special education meetings are held during the classroom time of the regular education classroom teacher involved, a substitute will be provided when needed. If special education meetings are held during the classroom time when a special education teacher is involved, a substitute may be provided.

2.9 School Year, Work Day, and Calendar

- A. As long as legally permitted, the work year for all Certified Staff Members shall not exceed 181 days, scheduled on a school calendar that consists of 175 pupil attendance days, four (4) institute days, and two (2) parent-teacher conference days. The school calendar shall provide for 186 days (i.e., emergency days). It is the Certified Staff Member’s professional responsibility to complete annual mandatory training.
- B. The Certified Staff Member work day will be seven (7) hours and fifteen (15) minutes in length, including a duty-free lunch, but exclusive of all other professional responsibilities expected of Certified Staff Members (e.g., parent meetings, IEP meetings, conferences with supervisors, etc.). Reporting time for Certified Staff Members before the student day and Certified Staff Member-release times after the student day shall be established by the District, as well as the times of the student day. On full-day SIP and Institute days, Certified Staff Members in all buildings will report to their assigned building at 8:00 a.m. and be dismissed at 3:00 p.m., with an hour for lunch. With the approval of the Superintendent, building Principals may alter the before/after school hours of Certified Staff Members to provide flexibility in special or emergency circumstances. Certified Staff Members are required to attend 150 minutes of work outside normal contractual hours for evening events designated by the Administration. This time is offset by the last full Institute or SIP Day of the school year, which will be scheduled from 8:00 a.m. to 1:00 p.m., with an additional 30 minutes of banked time to be given by staff determined by the District.

- C. Prior to submitting calendar options or changes to the previously adopted calendar to the Board for official action, the Administration and Union will meet and collaborate on the proposed options or changes to the calendar.
- D. As long as legally permitted, the school calendar will include six (6) half-day SIP days. On half-day SIP days, Certified Staff Members' work day will begin at their regular start time, will include a 45-minute lunch break, and will end 30 minutes earlier than their regular end time at the elementary schools and 35 minutes earlier than their regular end time at middle school.
- E. The District will create an E-learning Committee to review and collaborate on the District 146 E-learning plan as part of each plan renewal cycle.

2.10 Plan Time

Plan time is used to fulfill teaching responsibilities. Efforts will be made to maintain Certified Staff Members' plan time. However, the parties agree and understand that on occasion a Certified Staff Member's plan time may be shortened or interrupted because of professional obligations.

The Board shall provide pre-K – 8 Certified Staff Members with at least 200 minutes per full week of student attendance. At least 200 minutes per full week of student attendance will be in increments of at least 20 minutes. Beyond 200 minutes, plan time may be in any increment.

In a week that includes events, such as field trips or assemblies, the parties recognize and agree that the full amount of plan time set forth in this provision may not be provided or available.

Certified Staff Members may leave the building during plan periods after notifying the office.

2.11 Key to Assigned Room

Each Certified Staff Member shall have a key or key card to his/her assigned room.

2.12 Building Meetings

- A. There may be no more than one (1) regularly scheduled, after-school meeting per month, unless an emergency circumstance arises. If any additional meetings are necessary, prior approval must be obtained from the Superintendent. Certified Staff Members are expected to attend all meetings.
- B. In general, Mondays should be set aside for building and/or Union meeting use. These dates will be mutually agreed upon by the Administration and the Union.

- C. Whenever possible, important information will be disseminated by email in lieu of calling meetings.
- D. Meetings will begin ten (10) minutes after student dismissal and shall last no longer than one (1) hour.

2.13 Professional Development

A District panel of Administrators, Principals, the Union President, and Certified Staff Members will jointly plan/develop the Professional Development calendar for the year. Each building's School Improvement Team will develop each SIP day's schedule that will include at least 30 minutes of individual prep/plan time whenever possible, which will be submitted to the Superintendent.

2.14 Evaluation of Schools

A Principal, if requested by a majority of the Certified Staff Members in his/her building, shall conduct an evaluation of the state of the school in conjunction with a Certified Staff Member-elected team of Certified Staff Members. Such evaluation shall be limited to once each school term. The evaluation shall be conducted at a mutually agreed upon time by the Principal and Certified Staff Members when the students are not in attendance and when no institute, in-service training workshop, or faculty meeting is scheduled. The final report of the findings of the team shall be sent to the Superintendent, the Board, and the President of the Union. Service on the evaluation team shall be without pay.

2.15 School Discipline

The responsibility of maintaining discipline shall rest with the Certified Staff Members and Administration. A Certified Staff Member and Administration will work collaboratively to problem solve when a student is disruptive and causes physical or verbal harm. Repeated violators of school disciplinary policy shall be referred to the proper administrative office with a report of the reasons. The Certified Staff Member will be notified of the action taken by the administration office.

2.16 Supplies

Certified Staff Members of each school shall make recommendations to the Administration with respect to the types and amounts of instructional supplies ordered for that school.

2.17 Certified Staff Member Licenses

- A. It shall be the responsibility of the Certified Staff Members in the District to register their licenses with the South Cook Intermediate Service Center.
- B. All Institute/SIP Days shall meet requirements for licenses renewal. Administration will provide proper documentation for professional development hours when activities are eligible.

2.18 Class Size

If a teacher has a concern related to his/her class size or composition, he/she has the right to address the concern with the building Principal to explore possible solutions. If the teacher is not satisfied with the results of the meeting, he/she should then address the concerns, in writing, with a copy to the Superintendent. The discussion between the Principal and the teacher should be completed within ten (10) school days from the time the Principal receives the request for a meeting.

Automatic reviews shall occur at the following class size:

K - 2	22 students
3 - 5	24 students
6 - 8	29 students
Encore	29 students
Specials K-5	29 students

2.19 Part-Time Certified Staff Members' Working Conditions

Part-time Certified Staff Members are expected to attend the following activities and meetings:

- A. All a.m. sessions of SIP/Institute Days, except that part-time Certified Staff Members do not have to attend ½ day SIPs. Voluntary attendance at p.m. sessions when requested by the Principal will be compensated at the Curriculum Work rate
- B. All scheduled Parent/Teacher Conferences
- C. One (1) faculty meeting per trimester, with attendance to be determined by the Principal
- E. Open House
- F. Mandated training

2.20 Academic Freedom

If any individual or group of individuals attempts to censor any textbooks, library materials, other instructional materials, teaching methods, or topics, the following procedures will be followed.

- A. All objections and complaints regarding any of the above must be submitted to the Superintendent in writing and signed by the resident of the District making the complaint.
- B. Written objections and complaints will be reviewed by a committee composed of three (3) Certified Staff Members appointed by the Union President and three (3) members of the Administration appointed by the Superintendent.
- C. The committee will submit its findings and recommendations in writing to the Superintendent, who will convey them to the Board. The Board agrees not to act on

the matter before receiving and studying the recommendations of the committee, except in case of emergency.

- D. Any textbook, library materials, other instructional materials, teaching methods, or topics shall remain in use in the District until the Board takes action to remove the material or prohibit the teaching method or topics, except in cases of emergency.

2.21 Personnel File

- A. Only one official file shall be kept for each Certified Staff Member in the District. Such file shall be in the Central Administration Office and shall be available to the Certified Staff Member, except for confidential materials exempt by law, such as letters of reference and documents that disclose personal information about a person other than the Certified Staff Member. (*Personnel Record Review Act*, Section 10)
- B. Each Certified Staff Member shall have reasonable access to his/her file and shall have the right to insert materials relevant to his/her service in the District or his/her qualifications in general.
- C. Certified Staff Members shall have the right, at their expense, to have photocopies of any material, except for those documents exempt by law from access. Neither a Certified Staff Member's complete file nor any of its contents shall be copied nor made known to any unauthorized persons without notice to the Certified Staff Member.
- D. No disciplinary material shall be added to a Certified Staff Member's file without notifying the Certified Staff Member. The Certified Staff Member shall be asked to sign and date the material. The signature indicates that the Certified Staff Member has read the materials; however, it does not imply agreement with its content. If the Certified Staff Member refuses to sign and date the copy, a notation to that effect will be placed in the Certified Staff Member's file with the materials.
- E. Certified Staff Members shall have the right to attach dissenting material to any item in his/her file.

2.22 Parent/Teacher Conferences

Parent/Teacher conferences will be held twice a year totaling 16 hours, each round of which may be divided over two (2) days. Certified Staff Members will make reasonable attempts to arrange conferences to meet with all parents/guardians. Administrators will work collaboratively on these days to accommodate personal and religious needs of staff.

2.23 Consult for Professional Obligations

All Certified Staff Members will be allowed to contact the building administrator if more time is needed to complete professional obligations.

ARTICLE 3.

ASSIGNMENTS, TRANSFER, SENIORITY, AND RIF

3.1 Notice of Assignments for Next School Year

Each Certified Staff Member shall be notified in writing of his/her tentative assignments for the following school year, as to grade level, school, and/or content area on or before May 1 of the school year. Staff will be notified on the same day as much as possible.

3.2 Certified Staff Members' Requests for Voluntary Reassignment

- A. Certified Staff Members' requests for reassignment to another building shall be submitted in writing to the Superintendent no later than March 15.
- B. Certified Staff Members' requests for reassignment to teach a different grade level or content area within the building shall be submitted in writing to the Building Principal no later than March 15.
- C. Certified Staff Members who are granted requests for reassignment to another building or to another grade level or content area will be paid at the Non-Instructional rate in Appendix E for up to 7.5 hours of time spent outside the normal workday setting up their new classrooms. If such a reassignment occurs less than one month before the first day of the school year, the Certified Staff Member will instead be paid at the Non-Instructional rate in Appendix E for up to 10 hours for preparation and planning, including staff development, as the Certified Staff Member and Administration mutually agree.
- D. If the request for reassignment is denied, the Certified Staff Member may request a meeting with the Superintendent.

3.3 Involuntary Reassignment

Although Certified Staff Members may be involuntarily reassigned to another building or to another grade level or content area, the Administration will avoid such reassignments without conversation with the Certified Staff Member. If a Certified Staff Member is reassigned to another building due to a position closing and that position opens again prior to August 1st, he/she will be given first consideration to return to the original position.

If the Certified Staff Member is involuntarily reassigned, the Certified Staff Member may request a meeting with the Superintendent.

The Administration will endeavor to avoid involuntarily reassigning Certified Staff Members who have put in their intent to retire. In the event such an involuntary reassignment is necessary, the Administration will have a conversation with the Certified Staff Member before the reassignment.

Certified staff members who are involuntarily reassigned (i.e., not at the Certified Staff Member's request) to another classroom will be paid at the Non-Instructional rate in Appendix E for up to 7.5 hours of time spent outside the normal workday setting up the new classroom. If such an involuntary reassignment occurs less than one month before the first day of the school year, the Certified Staff Member will instead be paid at the Non-Instructional rate in Appendix E for up to 10 hours for classroom set-up. Certified staff members who are involuntarily reassigned to another office will be paid at the Non-Instructional rate in Appendix E for up to 3 hours of time spent outside the normal workday setting up the new office. All amounts paid under this paragraph are subject to pre-approval of the Principal.

3.4 Notification of Open Positions

Prior to filling positions on a permanent basis, the District shall notify Certified Staff Members through the school email system of all open District positions, other than those caused by the mere redeployment of staff in the event of a reduction in force, during the school year and for summer school, administration, and interscholastic athletic coaching positions in the District. Each open position will remain open for at least five (5) calendar days, except that in expedited circumstances, the Superintendent or designee will communicate to the Union President a shorter posting period, which will be reflected in the email notification for the open position. Certified Staff Members interested in such positions may apply for open positions by completing an internal application. Qualified internal candidates will be granted a screening interview for open positions within the bargaining unit. Internal candidates who applied and were not selected for the position will be notified by the hiring Administrator.

3.5 Employment of Staff

In cases where additional staff may be required, the Superintendent shall consider giving preference to employment of Certified Staff Members rather than educational support personnel.

3.6 Seniority

Seniority shall be defined as the length of consecutive years of full-time tenured teaching service in the District and shall accumulate from the date of original hire of a Certified Staff Member. The original date of hire shall be deemed to be either the first day worked or the Board's employment approval date, whichever occurs first. In the event of any ties in seniority, the following factors shall be used in the order indicated to determine a tenured Certified Staff Member's seniority ranking:

- A. Total consecutive years of service as a Certified Staff Member in the District (full- and part-time service);
- B. Advanced degrees, multiple endorsements, and/or graduate hours in the Certified Staff Member's current assignment;

C. Total years of non-consecutive teaching service in the District.

In the initial year of employment or in any subsequent probationary year of service, any full-time Certified Staff Member who actively works at least 120 days shall earn one (1) full year of seniority credit. Full-time probationary Certified Staff Members who do not actively work for at least 120 days shall not earn seniority credit for that year. Full-time tenured Certified Staff Members who actively work at least ninety-one (91) school days (including use of sick leave days, but not sick bank days) shall earn one (1) year of seniority credit for each year worked in the District. Part-time Certified Staff Members (i.e., employed less than a 1.0 FTE) shall earn one half (½) year of seniority credit for each full year worked. A Certified Staff Member does not accrue seniority while on an unpaid leave of absence (excluding FMLA leave for eligible Certified Staff Members) or while on recall.

Example: If a tenured Certified Staff Member eligible for FMLA uses 18 weeks of temporary disability leave for a personal illness one year, the first 12 weeks designated as FMLA leave are credited towards seniority and only the 6 remaining weeks of unpaid disability leave are deducted from the Certified Staff Member's seniority credit for that year. If the Certified Staff Member has enough accumulated sick leave to cover up to these 6 weeks, then no time is deducted from the Certified Staff Member's seniority credit. NOTE: A Certified Staff Member in his/her probationary years, however, will receive no seniority credit for this year because the Certified Staff Member will not have met the required 120-day threshold.

The District shall maintain a seniority list for Certified Staff Members showing years of consecutive service. Annually, but no later than the deadline required by law, the District shall provide a copy of the seniority list to the Union President. In advance of the preparation of the final seniority list, Certified Staff Members shall be afforded at least five (5) work days to submit corrections to their seniority ranking to the Superintendent; no further corrections to the list shall be made until the following year. Certified Staff Members who are absent during the corrections time period may contact the Superintendent upon their return to submit changes.

3.7 Reduction-in-Force and Recall

If a Certified Staff Member is removed or dismissed as a result of a decision by the Board to decrease the number of Certified Staff Members or to discontinue some particular type of teaching service, the following provisions shall apply:

- A. Written notice shall be mailed to a Certified Staff Member and also given to the Certified Staff Member either by email, certified mail with returned receipt requested, or by personal delivery with receipt by the deadline required by law, together with a statement of honorable dismissal and the reason for the reduction-in-force.

- B. The Board shall honorably dismiss Certified Staff Members in the order of their grouping (Groups I through IV), based on performance evaluation ratings, as established under the *School Code*.
- C. If the Board has any vacancies during the recall period established under the *School Code*, the positions becoming available shall be offered to the Certified Staff Members honorably dismissed according to reverse performance rating grouping at the time of their release, provided they are qualified to hold such position.
- D. Notice of recall shall be sent to a Certified Staff Member who has been honorably dismissed by certified mail (return receipt requested) to the last address submitted to the Board by the Certified Staff Member. The Certified Staff Member must notify the Board in writing, within ten (10) calendar days of receipt of the offer, of the acceptance or rejection of any vacant position tendered to the Certified Staff Member during the recall period. Any Certified Staff Member who fails to notify the Board of his/her acceptance or rejection of an offered position within the time lines set forth above shall be deemed to have waived his/her recall rights and will no longer be eligible for any other vacant positions that become available within the recall period. A Certified Staff Member who timely responds and declines the offered position shall remain on the recall list, but will be placed at the bottom of the list.
- E. If a Certified Staff Member is released and recalled to a position within the legal recall period, the reduction-in-force shall not constitute a break in service with District 146.
- F. The Board's determination in every case as to sequence of removal, dismissal, or reemployment shall be final.
- G. The Board will consult with Union leadership prior to taking any action which might result in reduction in staff.

ARTICLE 4. LEAVES

4.1 Sick Leave

- A. Full-time Certified Staff Members shall be granted 14 paid sick leave days at the beginning of each year. Part-time Certified Staff Members shall receive pro-rata sick leave. A sick day equals the number of hours that a Certified Staff Member is scheduled to work. There shall be no limits on accumulation of unused sick days.

Sick leave shall be used in cases of personal illness, mental or behavioral health complications, quarantine at home, or serious illness or death of anyone residing in the household or immediate family, or birth, adoption, or placement for adoption. Immediate family is defined as spouse, children, parents, brothers, sisters, grandparents, grandchildren, great-grandparents, parents-in-law, grandparents-in-law, brothers-in-law, sisters-in-law, or legal guardian.

- B. The Superintendent or designee may require a physician's certificate (or, in the case of mental or behavioral health complications, a certificate from a mental health professional licensed in Illinois providing ongoing care or treatment), at the Certified Staff Member's expense, as a condition for paying sick leave after a Certified Staff Member has been absent for three (3) consecutive days for personal illness, mental or behavioral health complications, or as it deems necessary in other cases. (*School Code*, 24-6)

The Superintendent or designee or the Board may formally direct a Certified Staff Member to undergo a physical examination after the initial medical examination required for employment, the District shall pay the expenses incurred by the Certified Staff Member. (*School Code*, 24-5 and 24-6)

Certified Staff Members must provide, at their own expense, any medical verification required for a leave of absence.

4.2 Personal Business Days

Full-time Certified Staff Members shall be excused up to three (3) days per school year with pay for reasons of personal business. Part-time Certified Staff Members shall receive pro-rata personal leave. Such leave days will not be permitted on the day before or after a school break or holiday and on a SIP or Institute Day. The Superintendent may grant exceptions to these use restrictions at his/her sole discretion. Personal business leave authorized, but not used, shall be added to the individual Certified Staff Member's accumulated sick leave.

4.3 Extended Personal Illness Leave

When any Certified Staff Member exhausts all accumulated paid leave and temporary disability leave time during an extended illness while under the care of a physician, the

Certified Staff Member may apply for an extended personal illness leave for up to 175 teaching days for that illness. If granted by the Board, said leave shall be without pay. Requests for such discretionary leave shall be made in accordance with Article 4.13 of this Agreement and shall be subject to all the terms and conditions set forth in that Article.

4.4 Sick Leave Bank

The purpose of the Sick Bank Leave is to provide a means of obtaining additional sick leave days to avoid loss of compensation due to a catastrophic illness or catastrophic injury that is immediately life-threatening or requires long-term hospitalization of the sick leave bank member.

- A. Any full-time or 0.75 FTE-and-above Certified Staff Member shall be eligible to participate voluntarily in a "Sick Leave Bank." Certified Staff Members who desire to participate in the Sick Leave Bank shall submit written and digital notice of intent to participate on a provided form. Said notice shall be given to the Sick Leave Bank Committee, who will administer the provisions of the Sick Leave Bank, prior to October 1 of each year. Any Certified Staff Member on extended sick leave during the annual enrollment period is ineligible to join the Sick Leave Bank. Days awarded to a Certified Staff Member from the Sick Bank shall not count toward District seniority credit or salary schedule advancement.
- B. Each participating Certified Staff Member must contribute a minimum of three (3) days upon initial enrollment. Additionally, in case of depletion of the Sick Leave Bank below 60 days, an automatic deduction of one (1) day shall be made. The Sick Leave Bank Committee will give Certified Staff Members prior notification before additional days are deducted. No Certified Staff Member who has submitted a notice of intent to retire will have a sick day automatically deducted. The Sick Leave Bank Committee shall compile a roster of those Certified Staff Members whose additional day will be deducted and provide it to the Superintendent or designee.
- C. A participant may cancel membership by so indicating in writing directed to the attention of the chairperson of the Sick Bank Committee. Cancellation of membership, regardless of reason, shall mean forfeiture of any claim to contributed days and benefits of membership.
- D. Authorized withdrawals by participating Certified Staff Members from the Sick Leave Bank shall be made only upon approval of the majority of members of the Sick Leave Bank Committee. The Sick Leave Bank Committee shall be made up of the five (5) members of the Union Executive Board and two (2) Administrators. The Sick Leave Bank Committee chair will be the current Union Secretary. The decisions of the Committee shall be final and are not subject to the grievance and arbitration procedures set forth in Article 9 of this Agreement.
- E. A participating Certified Staff Member may not apply for withdrawal from the Sick Leave Bank until the Certified Staff Member has, in fact, depleted all accumulated

sick and personal leave and has been absent for the number of school days in the table below following exhaustion of their sick and personal leave days with a catastrophic illness or injury following the parameters listed below.

Sick Days in the Beginning of the Year	Waiting Period
50 or more days	0 days
25-49 days	10 days
0-24 days	20 days

Each withdrawal shall be no more than twenty (20) school days.

A Certified Staff Member may apply for additional withdrawals if necessary upon depletion of the initial withdrawal. Each request must be accompanied by a current physician's note updating the medical condition and recertifying the member's inability to work.

Under no circumstances shall withdrawals from the Sick Leave Bank be used to extend a participant's sick leave beyond the school year in which the leave first commenced.

- F. The Sick Leave Bank is available to Certified Staff Members who have exhausted all of their accumulated sick and personal leave and experience a catastrophic illness or catastrophic injury. "Catastrophic illness" and "catastrophic injury" refer to immediately life-threatening or requiring a prolonged hospital stay and are not intended to include ordinary medical conditions. Generally, catastrophic medical conditions must be considered both long-term in nature and require long-term recuperation periods. A physician's statement certifying that the medical condition is life-threatening or requires a prolonged hospital stay and the member is currently unable to work must be submitted with the Sick Leave Bank member's request to access the Sick Leave Bank. A Sick Leave Bank member's dependent child experiencing any of the aforementioned may also be cause of a Sick Leave Bank withdrawal.
- G. The Sick Leave Bank Committee shall compile a roster of participating Certified Staff Members and shall submit its information to the administration no later than October 15. The Committee shall also report the specifics of any withdrawals to the Administration as days are withdrawn and awarded to a participating Certified Staff Member.
- H. Those receiving disability benefits or Workman's Compensation Benefits, including dependent children, are excluded from qualification for Sick Leave Bank withdrawals.
- I. Withdrawals of days by an individual member is limited to 60 workdays per school year.

- J. District retirees may donate up to 10 days to the Sick Leave Bank in lieu of receiving compensation under Article 6. The timing of such donation must be coordinated with the Superintendent or designee to align with TRS rules on donation of days.

4.5 Bereavement Leave

The Board shall provide up to three (3) non-cumulative bereavement days per occurrence as defined under the *Family Bereavement Leave Act* (“FBLA”) or the death of a son-in-law, daughter-in-law, or grandparent-in-law. This benefit does not extend the benefits available to employees under the *Family Bereavement Leave Act* (“FBLA”); to the extent a bereavement leave qualifies under the FBLA and this Agreement, the employee will be deemed to have chosen to use the paid days under this Section concurrently with his/her FBLA leave.

These days will not accumulate from year to year and will not be counted against the Certified Staff Member’s sick-leave accumulation.

4.6 Parental Leave Following Birth or Adoption of Child

Full-time Certified Staff Members may use short- and long-term leave options for which they are eligible in connection with the birth or adoption of a child.

A. Tenured Certified Staff Members

A full-time tenured Certified Staff Member shall be eligible for an unpaid leave of absence for purposes of caring for and bonding with their new child following the child’s birth or adoption (referred to throughout this Agreement as “parental leave”), subject to the following conditions and to the general conditions for unpaid leaves set forth in Article 4.13 of this Article:

1. **Maternity/Female:** A Certified Staff Member who desires a parental leave for maternity reasons shall request approval for such leave in accordance with Article 4.13 of this Article. The effective dates of the leave shall be determined pursuant to Article 4.13. At the time a leave is requested, the Certified Staff Member shall be expected to inform the Superintendent or designee of the full, desired duration of the leave. A parental leave must begin no later than the actual date of delivery of the child or at the expiration of sick leave for purposes of disability. Once the leave commences, sick leave shall not be applicable during the period of the parental leave. Any accumulated sick leave available at the commencement of the leave shall be available to the Certified Staff Member upon return to employment in the District.
2. **Adoption/Male or Female:** Any full-time Tenured Certified Staff Member desiring parental leave as a result of becoming an adoptive parent of a child

shall be granted an unpaid leave of absence upon satisfactory written notice to the Superintendent or designee of the date the child is expected to be received. It shall be the responsibility of the applying Certified Staff Member to keep the Superintendent or designee informed of the status of the proceedings and, as soon as known, the expected date of the delivery of the child. Requests for adoption leave shall be made in accordance with Article 4.13 of this Agreement and are subject to the terms and conditions of that Article.

3. **Parental/Male:** A full-time tenured male Certified Staff Member shall be entitled to an unpaid parental leave of absence. Eligibility for such leave shall arise upon the anticipated birth of a child and shall be granted in accordance with Article 4.13.

B. Probationary Certified Staff Members

Under unusual circumstances, a parental leave of absence may be granted to a probationary Certified Staff Member by action of the Board, subject to all the conditions applicable to a tenured Certified Staff Member, provided the length of such leave shall not impact the ability of the District to evaluate the Certified Staff Member to determine whether to renew his/her probationary contract. The granting of parental leave to any probationary Certified Staff Member shall not constitute a precedent for the granting or withholding of leave to any other probationary Certified Staff Member. Each request shall be judged on its own merits and shall be within the sole discretion of the Board. Additional conditions or restrictions may be established for any such leave, provided nothing shall be construed as requiring any probationary Certified Staff Member to apply for such leave or accept the conditions established.

C. Short-Term Parental Leave Options

Nothing in this section shall be construed as requiring any Certified Staff Member to apply for a parental leave. A Certified Staff Member not eligible for or not desiring a long-term parental leave may (1) utilize accumulated sick leave during any period of illness related to pregnancy and/or the delivery of the child, or for adoption, or placement for adoption (limited to thirty (30) school days unless a physician substantiates a medical need for additional sick leave use) (*School Code*, Section 24-6), and may (2) exercise his/her rights under the federal *Family and Medical Leave Act*. If a Certified Staff Member has exhausted accumulated sick leave, she shall be granted a leave of absence without pay or other benefits during the period of temporary disability due to pregnancy in accordance with Article 4.14 of this Agreement. Such Certified Staff Member shall return to employment immediately following the termination of such disability.

4.7 Leave for Military Service and Annual Training

- A. The Board will provide military leave for Certified Staff Members who are called or volunteer for military service while under full-time contract in District 146 or as otherwise required by federal and Illinois law. Such Certified Staff Members shall, upon return, be entitled to all benefits to which they are legally entitled, provided that the Certified Staff Member gives notice at least ninety (90) days prior to the start of the school year of his/her intent to return to the District upon honorable discharge from service.
- B. An unpaid leave of absence for annual military training tours will be granted upon written request to Certified Staff Members eligible under federal and Illinois laws. A Certified Staff Member's written request shall be delivered to the Board no less than forty-five (45) days prior to the start of the training tour, except in cases of emergency. The Board may consider requests for leave of absence with pay for such training tours, provided that the Certified Staff Member cannot arrange a tour of duty at a time other than during the school year. If the Board determines to grant a leave of absence with pay, the Board shall deduct from such salary any amounts received by the Certified Staff Member for such service.

4.8 Workmen's Compensation Leave

Any Certified Staff Member who is temporarily disabled as a result of any injury arising out of and in the course of his/her employment shall continue to receive his/her full regular salary and shall not be charged with any earned sick leave or other similar benefits for a period of twenty (20) work days from the date of the accident.

Benefits payable from the insurance carrier (Workmen's Compensation) shall be made directly to District 146 during the twenty (20) work days from the date of the accident and as long as the Certified Staff Member remains eligible for temporary disability benefits during this time period. After twenty (20) days, if the disability continues, the Certified Staff Member shall receive full pay from District 146, assign all workmen's compensation benefit pay to District 146, and use his/her earned sick leave at the rate of 1/3 of a day of earned sick leave per day of absence.

4.9 Personal Growth Leave

The Board believes that the provision of leaves helps to attract and retain Certified Staff Members who will continue to develop and grow professionally and personally. To support and encourage this concept, the Board will provide to Certified Staff Members an opportunity for personal growth leave. After six (6) consecutive years of full-time service in District 146, a Certified Staff Member may apply for a one (1) year unpaid personal growth leave of absence. The purpose of the leave is to provide time for staff members to pursue areas of interest to them with the assurance that a position in the District will be available to them at the conclusion of the leave. Such leave will be for one (1) full academic year only. After completion of such leave, the Certified Staff Member will not be eligible

for another personal growth leave until he/she has completed another six (6) consecutive years of full-time teaching.

Requests for such personal growth leave shall be made in accordance with Article 4.13 of this Agreement and shall be subject to all the terms and conditions set forth in that Article. If there are several requests for personal growth leave in any one year, the Board may limit to four (4) the number which it will grant. In such case, the decision of the Board, both as to the number of leaves and which requests will be granted, is final and not subject to the grievance procedure established in this Agreement.

4.10 Professional Meeting Leave

The Union shall be granted two (2) days released time, at full salary, to be used by the President or Vice-President of the Union, or his/her designee, for the purpose of attendance at meetings, conventions, or other business matters relating to the Union, provided that the Union assumes the cost of substitutes and meeting expenses. Requests for such released time must be made by the President, in writing, to the Superintendent, with a copy to the Principal, not less than five (5) days prior to the date of such absence.

4.11 Family and Medical Leave

Full-time Certified Staff Members who have been employed by the Board for at least twelve (12) months and have worked at least the number of hours required by law during the preceding twelve (12) months shall be eligible for medical and/or family leave in accordance with the provisions of the federal *Family and Medical Leave Act of 1993* ("FMLA"). Such leave shall be unpaid unless accumulated sick, personal, and vacation leave is available to a Certified Staff Member; any such available paid leave must be used concurrently with FMLA leave. An eligible Certified Staff Member is entitled to FMLA leave for up to twelve (12) work weeks during a twelve (12) month period, as calculated under the "rolling" 12-month period measured backward from the date the Certified Staff Member uses any FMLA leave.

Each time a Certified Staff Member takes FMLA leave, the remaining leave to which the Certified Staff Member is entitled would be any balance of the 12 weeks which has not been used during the immediately preceding 12 months.

Example 1: If a Certified Staff Member has taken eight (8) weeks of leave during the past twelve (12) months, an additional four (4) weeks of leave could be taken.

Example 2: A Certified Staff Member takes four (4) weeks of FMLA leave beginning February 1, 2007; four (4) weeks beginning June 1, 2007; and four (4) weeks beginning December 1, 2007. In this case, the Certified Staff Member would not be entitled to any additional FMLA leave until February 1, 2008. However, beginning on February 1, 2008, the Certified Staff Member would be entitled to four (4) weeks of leave; on June 1, 2008, the

Certified Staff Member would be entitled to an additional four (4) weeks, and on December 1, 2008, an additional four (4) weeks of FMLA leave.

FMLA leave may be used for the following purposes:

- A. the birth of a child and to care for the newborn child, provided the leave is taken no later than twelve (12) months after the birth of the child;
- B. the placement of a child for adoption or foster care, provided the leave is taken no later than twelve (12) months after the placement of the child;
- C. the care of the Certified Staff Member's spouse, child, or parent with a serious health condition; or
- D. the treatment of a serious health condition that makes the Certified Staff Member unable to perform the functions of the job; or
- E. certain military-related reasons.

A Certified Staff Member shall provide thirty (30) days' notice to the Superintendent before a foreseeable FMLA leave is to begin based upon an expected birth, placement for adoption, foster care, or planned medical treatment. If thirty (30) days' notice is not practicable due to lack of knowledge, a change in circumstances, or medical emergency, notice shall be given as soon as practicable. If the request is for an intermittent leave or leave on a reduced-schedule basis, the Certified Staff Member shall also advise the Superintendent of the reasons why the leave schedule is necessary and of the schedule for treatment.

4.12 Leaves for Late Hires

Certified Staff Members hired on a full-time basis during the year (i.e., late hires) shall have leave in proportion to the amount of time or part of the year for which they are employed based on the leave provisions for full-time Certified Staff Members.

4.13 General Conditions for Leaves of Absences

Unless otherwise set forth in this Agreement, any leave of absence afforded by the Board is subject to the following general terms and conditions:

- A. **Timelines for Requesting Leaves.** Application for an unpaid leave, other than leaves under the federal *Family and Medical Leave Act*, shall be made in writing to the Superintendent or designee at least one hundred twenty (120) calendar days prior to the proposed start of the leave or, if the leave is for the following school year, by February 1 of the preceding year. An emergency request for an unpaid leave of absence may be submitted with as much advance notice as possible under the circumstances. The application shall indicate the requested starting and ending dates of the leave.

- B. **Medical Substantiation.** Any request for a leave based upon personal medical reasons shall be accompanied by a physician's statement indicating the nature, anticipated extent, and duration of medical disability. Evidence from a qualified physician indicating the Certified Staff Member's ability to perform all assigned teaching duties shall be submitted at least thirty (30) calendar days prior to the return of any Certified Staff Member on an unpaid leave for personal medical reasons.
- C. **Structuring of Leave Dates.** After consultation with the Certified Staff Member, the Superintendent or designee shall prepare a plan for the commencement and termination of any leave of absence recommended for approval, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree and any pertinent, related time factors. At the time a leave is requested, the Certified Staff Member shall be expected to inform the Superintendent or designee of the full, desired duration of the leave.
- Unpaid parental leave shall continue until the end of the school year in which the child is born or adopted, provided the birth or adoption occurs prior to Winter Break. If the birth or adoption occurs between the start of Winter Break and June 30, parental leave will be granted, upon request of the Certified Staff Member, to extend through the following school year, defined as the period from July 1 to the following June 30. All other unpaid leaves of absence shall not exceed the balance of the school year in which it commences. Every effort shall be made to have such leave terminate immediately prior to the start of a new school year. Leaves which commence during the summer recess shall begin no later than July 1.
- D. **Insurance and Tuition Benefits.** With the consent of the carrier and after the expiration of any insurance benefits for an unpaid leave afforded under the federal *Family and Medical Leave Act*, a Certified Staff Member on an unpaid leave of absence may maintain insurance benefits by making timely payments of all premiums which may be due to the Business Office or elsewhere pursuant to its direction. A Certified Staff Member on an unpaid leave of absence shall not be eligible for tuition reimbursement.
- E. **Salary Schedule Advancement/Seniority Effect.** A Certified Staff Member shall not receive District seniority credit or experience credit toward salary schedule advancement during the time in which the Certified Staff Member is on an unpaid leave of absence or is using the Sick Bank. During the school year in which a leave commences or terminates, a Certified Staff Member shall be entitled to advancement on the salary schedule and District seniority credit if the Certified Staff Member has actively worked (including FMLA time and sick days) 91 attendance days or more of teaching.
- F. **Notice of Intent to Return.** Any Certified Staff Member granted an unpaid leave of eight (8) calendar months or more, as a condition thereof, shall advise the

Superintendent or designee in writing no later than February 15 prior to the termination of such leave that he/she intends to return to employment. No later than January 15, the Superintendent or designee shall send a written reminder to any Certified Staff Member on an unpaid leave who must give notice of intent to return by the February 15 deadline. Any Certified Staff Member on an unpaid leave which commences after January 1 must give written notice of intent to return by May 1 prior to the termination of such leave. Failure to advise the Superintendent or designee of intent to return as required by this section shall be treated as an election not to return to employment and as a resignation from the District.

- G. **Position Upon Return.** A Certified Staff Member returning from an approved leave of absence shall be assigned to a position for which the Certified Staff Member is legally qualified.
- H. **Eligibility for Further Leaves.** A Certified Staff Member who has been granted an unpaid leave of absence shall not become eligible for a subsequent leave unless and until such Certified Staff Member has returned to full-time service for at least two (2) complete school terms, provided, under exceptional circumstances, the Board may grant such leave in its sole and absolute discretion. The granting or withholding of such leave shall be without precedential effect.
- I. **Early Return from Leave.** A Certified Staff Member on an approved leave of absence may request in writing to return to employment prior to the conclusion of the leave if the reasons for the leave no longer exist. In such event, the Board shall offer the requesting Certified Staff Member the first available vacancy for which the Certified Staff Member is qualified, provided the Board is not under contractual or other obligations to any other Certified Staff Members.

4.14 Temporary Disability

Any full-time Certified Staff Member who is absent because of personal disability or incapacity shall be deemed temporarily disabled and afforded a leave of absence for an extended period up to the maximum time indicated below. A Certified Staff Member on temporary disability leave shall not accrue any benefits, such as advancement on the salary schedule or sick leave, while on said leave. Temporary disability leave shall run concurrently with any accumulated sick leave, personal leave, and FMLA leave available to the Certified Staff Member and shall be calculated on the “rolling backwards” method used for FMLA eligibility during a 12-month period (see Article 4.13 of Agreement).

Employed in District	Temporary Disability Maximum Leave
0 through 1 year -	30 consecutive school days.
2 through 4 years -	60 consecutive school days, or the exhaustion of paid leave, whichever happens last.

5 through 9 years -	less than 90 consecutive school days or for less than 90 out of 120 intermittent school days from the same illness or incapacity, OR the exhaustion of paid sick leave, whichever happens last.
10 through 14 years -	less than 120 consecutive school days or for less than 120 out of 160 intermittent school days from the same illness or incapacity, OR exhaustion of paid sick leave, whichever happens last.
15 or more years -	less than 180 consecutive school days or for less than 180 out of 210 intermittent school days from the same illness or incapacity, OR exhaustion of paid sick leave, whichever happens last.

Further, the Board, in its sole discretion, may grant any Certified Staff Member who is deemed permanently disabled (i.e., absent for more consecutive school days than allowed above) and whose accumulated sick leave has been exhausted an extended unpaid leave of absence in accordance with the terms and conditions applicable to all unpaid leaves as set forth in Article 4.13 of this Agreement. Pregnancy shall be treated as any other disability or incapacity for purposes of this provision.

4.15 Health Insurance for Disability

The Board recognizes that there may be Certified Staff Members who, as a result of disability, will be unable to fulfill the duties assigned to them. In the event that a full-time Certified Staff Member becomes temporarily disabled and is unable to continue his/her work assignment and is receiving disability payments from the Illinois Teachers' Retirement System, the Board shall continue to pay its share of the individual and/or family medical insurance premium for the Certified Staff Member according to the following eligibility schedule from the date of the disability. The Board's obligation to continue to pay for medical insurance will end at the expiration of the time periods shown below.

Years in District	Paid Medical Insurance
1 st year	None
2 through 4	3 calendar months (FMLA right)
5 through 9	4 calendar months
10 through 14	6 calendar months
15+ years	9 calendar months

The Board shall provide information about medical insurance to a disabled Certified Staff Member regarding conversion to a policy of his/her choice. The premium for said conversion policy shall be paid by the Certified Staff Member.

4.16 Jury Duty/Witness

Personnel called for jury duty or subpoenaed as a witness for District business shall turn over to the District business office evidence of participating in such court service and will have no deduction made from the Certified Staff Member's regular salary because of such absence. Employees shall keep their jury payment provided to compensate them for mileage, travel, and/or food expenses.

ARTICLE 5.

SALARY AND FRINGE BENEFITS

5.1 Compensation

- A. Certified Staff Members shall be paid during the term of this Agreement in accordance with the compensation schedules attached as Appendix A to this contract and incorporated herein. From these compensation amounts, the Board shall deduct and remit on behalf of the Certified Staff Member all required pension and insurance obligations owed to the Illinois Teachers' Retirement System and the Teachers' Health Insurance Security fund.

The compensation schedules in Appendix A will include the following increases over the previous year's base salary:

- 2025-2026: 6%
 - 2026-2027: 6%
 - 2027-2028: 6%
 - 2028-2029: 6%
 - 2029-2030: 6%
- B. Certified Staff Members may move only one (1) vertical step annually on the compensation schedule.
- C. Part-time Certified Staff Members who are rehired in the District move annually on the schedule.
- D. For the duration of this Agreement, a Certified Staff Member who does not have a Master's Degree but completes the coursework and passes the test to become National Board Certified will move to the Master's lane. If the individual already has a Master's, he/she will move to the MA + 45 lane.
- E. Certified Staff Members employed after November 1 in any school year do not gain credit for a full year of service towards vertical movement. A Certified Staff Member who does not actively work (including FMLA leave and sick days) for 91 attendance days in a school year shall not advance vertically on the salary schedule. Placement on the salary schedule is made on the basis of full years of service and educational experience, except that due to their additional coursework for their degree, Speech Language Pathologists will initially be placed in the MA+30 lane, School Psychologists will initially be placed in the MA+45 lane, and School Social Workers will initially be placed in the MA+15 lane. Movement from one step to the next on the salary schedule is not automatic and such movement may be denied for cause.
- F. Effective at the start of the 2022-2023 school year, if directly related to the Certified Staff Member's educational assignment or field/content area, a Certified Staff Member who holds current certification for Board Certified Behavior Analyst

(BCBA) upon proof, will move to the Master's + 15. If the Certified Staff Member already is at or beyond the Master's +15 lane, he/she will maintain his/her current lane status (i.e., will not go backwards to MA+ 15). If the Certified Staff Member does not maintain his/her certification, the Certified Staff Member will move back to the prior lane obtained.

- G. A Certified Staff Member may be given full credit on the schedule for each year of prior teaching experience in other districts, for up to a maximum of 20 years. There shall be no maximum on credit given for prior School District 146 teaching experience. Salary schedule credit may be given for relevant life experience, up to a maximum of 20 years. All placements are at the discretion of the Board or designee.

5.2 Extended Service/Other Stipend Positions

During the term of this Agreement, Certified Staff Members may serve in extended service positions, coaching, and other stipend positions as indicated in Appendices B, C, D, E of this contract, attached and incorporated herein. Certified Staff Members shall be paid for these positions in accordance with the terms and schedules shown in these Appendices.

5.3 Payroll

- A. Certified Staff Members shall have the option of being paid annually on a 22 or 26 payment schedule. Certified Staff Members hired after the start of the school year shall have their payment schedule prorated.
- B. Certified Staff Members who resign during the year shall be paid for the period of actual employment and shall have their salaries prorated on the basis of the number of Certified Staff Member attendance days in the school calendar.

5.4 Deductions

- A. Upon written request of the Certified Staff Member, and in accordance with applicable law, salary deductions shall be made for
 - 1. Credit Union
 - 2. Tinley Council of Local 604, IFT- AFT
 - 3. Tax-sheltered annuities
 - 4. Any other program mutually agreeable to the Board and Union.
- B. The Board will make Union dues payroll deductions upon written request by the employee on the form provided by the Union. This form will be provided to the Board by the Union. The Board shall honor employees' individually authorized deduction forms and shall make such deductions in the amount certified by the Union for 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 his or her dues in accordance with the terms in which he or she authorized the dues deduction, the Union will notify the employer after the close of the revocation window. This request must be made at least ten (10) calendar days prior to the first deduction.

The District agrees to remit these dues and/or fees to the Union twice each month that dues/fees are deducted. A list of all employees within the bargaining unit and any deductions that have been made and the amount of each deduction shall accompany each remission. Any changes in the personnel from the list previously furnished shall be submitted to the Union within ten (10) working days.

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 forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with these provisions, or in reliance on any list, notice, authorization form, certification, affidavit, or assignment furnished by the Union under this provision.

5.5 Mileage Allowance

Certified Staff Members who are required to use their automobiles for approved travel on District business shall be reimbursed on a mileage basis. The mileage reimbursement shall be the amount allowed by IRS.

5.6 Liability Protection

The Board will, in accordance with the Illinois *School Code*, indemnify and protect Certified Staff Members 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.

5.7 Tuition Reimbursement

A. Tenured Certified Staff Members shall receive tuition reimbursement for: (a) pre-approved graduate-level courses taken leading to a master's Degree and/or approved endorsements, (b) pre-approved graduate-level courses taken post-master's, (c) pre-approved undergraduate- or graduate-level courses taken by the Certified Staff Member if required by the Board or designee to enable the placement of the Certified Staff Member in a new assignment, and (d) coursework leading to National Board Certification.

Reimbursement for courses leading to a master's degree and/or approved endorsements shall be paid at the lesser of (a) the actual tuition paid by the Certified Staff Member or (b) the tuition rate per semester hour of credit charged by Governor's State University for a comparable course—e.g., graduate courses would

be reimbursed at the GSU graduate-course rate and undergraduate courses (if required by the Board) would be reimbursed at the GSU undergraduate-course rate.

- B. For coursework to be pre-approved by the Superintendent, the following guidelines must be met.
- Coursework must be directly related to the Certified Staff Member's educational assignment or field/content area or be in an area designated as a shortage area by the District. The District's identified shortage areas shall be announced annually no later than March.
 - For a master's program, a letter of intent, including program syllabus and schedule of courses required for the degree, shall be submitted prior to enrollment. Once approved, the selection of courses cannot be altered without prior approval of the Superintendent.
 - For all coursework, the course description shall be submitted prior to enrollment using the District's course pre-approval form.
 - At the discretion of the Superintendent, post-master's coursework toward an administrative certificate or endorsement may be approved.
- C. In the event any course is rejected by the Superintendent for reimbursement, the Superintendent shall provide reasons in writing for said rejection.
- D. Certified Staff Members who request reimbursement for approved coursework will be responsible for obtaining documentation from the university of actual tuition paid (exclusive of all extraneous fees). Documentation must also be provided to show successful completion of the coursework with a grade of *A* or *B* via the submission of an official grade report. Request for reimbursement must be made within 120 days after completion of the coursework.
- E. The Board will reimburse tuition payments to Certified Staff Members twice annually. To be eligible for reimbursement by the end of November, the Certified Staff Member must have all required documentation submitted by October 15. To be eligible for reimbursement by the end of May, the Certified Staff Member must submit all required documentation by April 15. The Certified Staff Member must be employed in the District at the time of reimbursement. If a Certified Staff Member has been approved for a graduate course and is then honorably dismissed as part of a reduction-in-force, said Certified Staff Member will be reimbursed tuition costs pursuant to this section.

5.8 Lane Advancement on Salary Schedule

- A. Approved academic coursework qualifying for tuition reimbursement will also qualify for credit towards lane movement on the compensation schedule, provided that only coursework taken after a master's degree will qualify for lanes beyond the MA lane. **(NOTE: Certified Staff Members who are considering retirement**

should refer to Article 6 for possible impact of lane movement on retirement benefits.)

- B. Changes in lane status (horizontal movement on the salary schedule) shall be made twice annually. For lane changes to be effective on the first day of the school year following completion of course work, the Certified Staff Member must notify the District by September 15 and provide certification from the college or university that the additional credits have been earned or the higher degree has been awarded. Receipt of the official transcript and degree conferred, if applicable, must occur no later than October 15. For lane changes to be effective on the first day after Winter Break following completion of course work, the Certified Staff Member must notify the District by January 15 and submit a copy of the official transcript and degree conferred, if applicable, no later than February 15.
- C. Certified Staff Members whose master's degree in their field requires forty-eight (48) or more semester hours of graduate work to complete will be allowed to move to the MA+15 lane upon completion of their master's degree.

5.9 Medical and Life Insurance

- A. The Board will provide a group hospitalization and medical insurance program to all eligible full-time Certified Staff Members, with benefits as indicated in the District's program booklet.
- B. For all Certified Staff Members who are ineligible for or who do not elect medical insurance, the Board will provide \$2,000 per year, paid in two equal installments, half in December and half in June (to the extent the employee remains off the District's insurance).
- C. The Board and Certified Staff Member sharing of the group hospitalization and medical insurance premiums will be as follows:

Board Contribution	Employee Contribution
Single 95%	5%
Family 75%	25%

The Board shall pay the first nine percent (9%) of any annual increase in the individual and family premiums. Any annual increase beyond 9% will be split 50/50 between the Board and Certified Staff Member calculated from the first year of this Agreement as the base year.

Single Coverage Example

YEAR	DESCRIPTION	COST BREAKDOWN
<i>Year 1</i>	Insurance cost is \$100.00 per month.	\$100.00

	Therefore:		
		Board	Employee
	Board pays 95% (\$95.00); Employee pays 5% (\$5.00)	\$95.00	\$5.00
Year 2	Insurance increase is 10% (\$10.00), bringing total cost to \$110.00. Therefore:	\$110.00	
		Board	Employee
	\$109.00 is split 95%/5% and	\$103.55	\$5.45
	\$1.00 is split 50%/50%	\$0.50	\$0.50
		\$104.05	\$5.95
Year 3	Insurance increase is 8% (\$8.80), bringing total cost to \$118.80. Therefore:	\$118.80	
		Board	Employee
	\$118.80 is split 95%/5%	\$112.86	\$5.94

- D. The Board and Union agree to establish a District Insurance Committee that will meet annually to review the health insurance plans.

5.10 Life Insurance

For each eligible full-time Certified Staff Member, the Board will provide term-life insurance, under the group hospitalization and medical insurance program, equal to the Certified Staff Member's annual salary.

5.11 Dental and Vision Insurance

The Board will provide dental insurance and offer vision insurance to eligible full-time Certified Staff Members and dependents pursuant to the District group dental insurance program. Certified Staff Members who select the vision insurance will pay for that benefit.

5.12 Flexible Spending Account

The District will institute a flexible spending account program under the provisions of Section 125 of the *Internal Revenue Code*.

5.13 Internal Substitution

- A. Certified Staff Members shall be reimbursed at the rate of 1/7th of their daily salary for each period they substitute in place of their plan period.
- B. Certified Staff Members who take a classroom of students because of the lack of a substitute shall be paid at 1/7th of their daily rate for each hour they take a classroom of students. Compensation shall be prorated for split classrooms.

5.14 Middle School Overload

Certified Staff Members at the Middle School shall be reimbursed at the rate of 1/7th of their per diem salary per hour, prorated for the class period taught, for each additional class period they volunteer to teach.

5.15 Certified Staff Member Induction and Mentoring Compensation

A. Induction

1. All Certified Staff Members who are new to the District are required to participate in the District's Induction Program for their first two (2) years.
2. All first- and second-year Certified Staff Members will be assigned a mentor whom they are to meet with on a regular basis (no less than six (6) times per year) for the purpose of refining and reflecting on practice.
3. All Certified Staff Members who are new to the District shall receive a one-time stipend amount of \$750 for their participation in the Induction program, including orientation. All Certified Staff Members who are second-year probationary Certified Staff Members in the District shall receive a one-time stipend amount of \$350 for their participation in the Induction program. These stipends may be pro-rated or withheld by the District for any certified staff who do not satisfy the requirements of the Induction Program.

B. Mentoring

1. Certified Staff Members wishing to become mentors must meet qualifications for mentor certified staff.
2. All mentors shall participate in the District's Mentor Training Program.
3. Mentor Certified Staff Members who are assigned to a probationary Certified Staff Member shall receive a stipend amount of \$600 for the school year per mentee. These stipends may be pro-rated or withheld by the District for any mentor Certified Staff Members who do not formally meet with their mentees at least six (6) times per year.

ARTICLE 6. RETIREMENT

6.1 District Retirement Benefit Plan

A. **Eligibility** – A Certified Staff Member shall be eligible for the District’s Retirement Benefit Plan subject to the following eligibility requirements:

1. Must, at the time of resignation for retirement purposes (date of retirement) have at least fifteen (15) years of full-time consecutive years of teaching service in District 146; and
2. Can retire under the Teachers’ Retirement System with no discount penalty (i.e., at least 60 years of age on or before the last day of service in the District or at least age 55 with at least 35 years of TRS creditable service by the last day of service in the District); and
3. Must submit to the Superintendent’s office an irrevocable letter of intent to resign for retirement purposes by the following dates, with the Certified Staff Member’s retirement to occur no later than the date indicated:

Submit Letter Between

For Year Retiring

October 1-30, 2025 (by 4:00 p.m.)	June, 2026 (1-yr)
October 1-30, 2025 (by 4:00 p.m.)	June, 2027 (2-yr)
March 1 -15, 2026 (by 4:00 p.m.)	June, 2027 (1-yr)
March 1 -15, 2026 (by 4:00 p.m.)	June, 2028 (2-yr)
March 1 -15, 2027 (by 4:00 p.m.)	June, 2028 (1-yr)
March 1 -15, 2027 (by 4:00 p.m.)	June, 2029 (2-yr)
March 1 -15, 2028 (by 4:00 p.m.)	June, 2029 (1-yr)
March 1 -15, 2028 (by 4:00 p.m.)	June, 2030 (2-yr)
March 1 -15, 2029 (by 4:00 p.m.)	June, 2030 (1-yr)
March 1 -15, 2029 (by 4:00 p.m.)	June, 2031 (2-yr)
March 1 -15, 2030 (by 4:00 p.m.)	June, 2031 (1-yr)
March 1 -15, 2030 (by 4:00 p.m.)	June, 2032 (2-yr)

B. **Retirement Compensation** – Certified Staff Members who are eligible to retire under the District’s Retirement Benefit Plan will be compensated by six percent (6%) over their prior year’s creditable earnings for up to two (2) years prior to their retirement. The Certified Staff Member further understands and acknowledges that he/she will not receive any other compensation for any additional activities or participation on behalf of the District during the years in which the Certified Staff Member is receiving retirement compensation. If a Certified Staff Member has an extended service, athletic, or other obligation at the commencement of the retirement compensation period and ceases to perform those services during the period, the calculation of the Certified Staff Member’s retirement increase shall be reduced by the amount of the extra services compensation.

- C. **Selection of Either a Post-Retirement Benefit or Medical Insurance After Retirement** – The Board will provide an eligible Certified Staff Member upon resignation for retirement purposes one of the following two options. The Certified Staff Member must include his/her benefit choice in the submitted letter of intent to resign for retirement purposes:
1. **Post-Retirement Benefit** – The Board shall pay to an eligible retiring Certified Staff Member a post-retirement benefit, not to be included as TRS earnings. This benefit shall be calculated as thirty-five percent (35%) of the sum of the Certified Staff Member's total extended service stipends in the year of retirement plus the salary amount reflecting his/her lane and step equivalent to his/her years of full-time consecutive service in the District. The Board shall pay the post-retirement benefit to the retired Certified Staff Member in the July following retirement.
 2. **Medical Insurance After Retirement** – The Board shall perform all reasonable acts requested to qualify the retiring Certified Staff Member for eligibility in the medical insurance coverage for retired Certified Staff Members as offered by TRS and shall pay the cost of the individual portion of the TRS insurance, in the form of reimbursement to the Certified Staff Member when paid first by the Certified Staff Member, quarterly, for a maximum period of time of five (5) consecutive years following retirement or until the Certified Staff Member is eligible for Medicare coverage, whichever occurs first.
- D. **Sole Benefit** – Certified Staff Members who participate in the District Retirement Benefit Plan under this Agreement shall not be eligible for any retirement benefits that may be negotiated under a successor Agreement.

6.2 Payment for Unused Sick Leave

For any full-time Certified Staff Member who has a minimum of fifteen (15) years of continuous service in the District and who retires from District 146 and immediately takes his/her TRS retirement pension benefits, the Board shall reimburse any unused, accumulated sick leave days that the Certified Staff Member does not elect to use for retirement credit in the Teachers' Retirement System at the rate of \$100 per day paid in the month of July of the year he/she retires.

6.3 Withdrawal of Retirement

Certified Staff Members may request that the Board consider withdrawing of the irrevocable notice of retirement in extreme circumstances.

ARTICLE 7. MANAGEMENT RIGHTS

7.1 Management Rights

The Board retains and reserves the ultimate responsibility for proper management of the District conferred upon and vested in it by the statutes and the Constitution of the State of Illinois and the United States, including but not limited to the responsibility for and the right:

- A. To maintain executive management and administrative control of the District and its properties and facilities, and the professional activities of its employees as related to the conduct of school affairs.
- B. To hire all employees, to determine their qualifications and the conditions for their continued employment, their dismissal or demotion, and their assignment, and to promote and transfer all such employees.
- C. To establish programs 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 for the development and organization of the means and methods of instruction according to current written Board policy or as the same may from time to time be amended, 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 Certified Staff Members and other employees with respect thereto, and non-classroom assignments.
- F. The exercise of the foregoing powers, rights, authorities, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof shall be limited by the specific and express terms of this agreement.

ARTICLE 8. UNION RIGHTS

8.1 Non-Discrimination

Neither the Union nor any officer or employee of the Board, in its recruitment programs, hiring practices, dismissal procedures, or in any other relationship, shall discriminate against any Certified Staff Member on the basis of race, creed, color, gender identity, marital status, ethnic background, geographic origin, political affiliation, age, sexual orientation, disability, religion, veteran status, citizenship status, or any other category protected under federal, state, or local law. This section may be grieved but not beyond the Board level.

8.2 Equal Representation

The Union agrees to represent equally and without prejudice all members of the bargaining unit for purposes of negotiations with the Board concerning terms and conditions of their employment and of the settlement of grievances.

8.3 Use of School Equipment and Facilities

- A. The Union shall have the reasonable use of photocopy machines, computers, telephones, and other communication systems, including email and bulletin boards, for the conduct of its business as long as there is no interference with the normal operation of the school, does not occur during Certified Staff Member work hours, and complies with the District's acceptable technology use policy.
- B. Upon request made to the Principal and forwarded to the Superintendent and provided that it does not interfere with the educational program, the Union shall be permitted the use of a district building room for the purpose of holding meetings.

8.4 Union Right to Address Certified Staff Members

- A. The Union shall be allotted at least thirty (30) minutes during the District workshop for orientation of new Certified Staff Members.
- B. The Union President or his/her designee shall have the right to address Certified Staff Members on all District No. 146 Institute or School Improvement Planning Days. This time shall be provided before or after the program.

8.5 Right to Information

The Board shall furnish the Union President with the following documents and kinds of information as they are regularly received, completed, or compiled:

- 1. Board agendas
- 2. Official minutes of Board meetings

3. Monthly budget summaries
4. School policy manual and revisions
5. Annual auditor's report
6. Current fiscal year budget
7. Certified Staff Member lists including home addresses and telephone numbers

The Board and the Union shall make available to each other, upon request, any and all information, statistics, and records of a non-confidential nature which may be relevant to negotiations or necessary for the proper enforcement of the terms of this Agreement.

8.6 Union Listings

The Union officers shall be listed in the District 146 website.

8.7 Union Right to Meet with Principals or Designee

The Principal or designee of each school shall meet once a month or at mutually agreeable times with the Union Building Representative(s) to discuss school operations and matters relating to the implementation of this Agreement.

8.8 Union Right to Meet with Superintendent

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.

8.9 Collective Bargaining Agreement (CBA) Printing and Distribution

- A. The CBA shall be reproduced by the Union as soon as possible after the date of ratification by both parties.
- B. The Board shall deliver one (1) copy of the CBA to each Certified Staff Member, including new hires.
- C. The Board shall provide an electronic copy of the CBA and post it on the District's website.

8.10 Board-Approved Curricular Implementation

Certified Staff Members shall implement the Board-approved curriculum. Certified Staff Members have the freedom to design lessons/activities and methods as long as they are aligned to the Board-approved curriculum and may use supplemental instructional materials that reinforce the Board-approved curriculum. The Administration retains the right to question, instruct, and direct Certified Staff Members in reviewing curriculum materials and methods and to approve or deny the use of any supplemental instructional materials. Board-approved curriculum materials will be supported in responding to parent/community concerns.

ARTICLE 9. GRIEVANCE PROCEDURE

9.1 Definitions

- A. A grievance shall consist of any complaint that a violation, misinterpretation, or misapplication of any of the expressed terms of this Agreement has occurred.
- B. As used in this Article, the term *days* shall mean days on which the District Business Office is open, excluding Winter and Spring Break. In the event the grievance occurs during the summer, the grievance shall be put in abeyance for a period not to exceed twenty (20) days. This abeyance period may be shortened or extended if mutually agreeable to both parties.

9.2 General Provisions

- A. A grievance may be initiated and/or conducted by a Certified Staff Member in his/her own behalf or by a Certified Staff Member accompanied by a Union representative if the Certified Staff Member so elects.
- B. No Certified Staff Member at any stage of the grievance procedure will be required to meet with any administrator without a Union representative if the Certified Staff Member so elects.
- C. In all steps of the grievance procedure, the grievance shall be heard during non-school hours, at a mutually agreed time. If at any step of the grievance procedures it becomes necessary for an individual to be involved during school hours as determined by the Board, he/she shall be excused without loss of pay for that purpose.
- D. If a grievance arises from the action of authority higher than the Principal, the Union may present such grievance at the appropriate step of the grievance procedure.
- E. A Certified Staff Member who participates in the grievance procedure shall not be subjected to disciplinary action or reprisal because of such participation.
- F. The Certified Staff Member and his/her representative, if any, have the right to be present at all hearings and meetings concerning his/her grievance.
- G. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit lodging an appeal at the next step of this procedure within the time allotted had the decision been given.
- H. In any instance where the Union is not represented in the grievance procedure, the Administrator making the decision shall notify the Union in writing of the resolution of the grievance at each level.

9.3 Procedure for Adjustment of Grievances

A. Informal Conference

A complaint shall first be discussed with the appropriate Administrator with the objective of resolving the matter informally.

B. Formal Procedure

1. **Step 1, Principal Level** – In the event the matter is not resolved informally, the grievance, stated in writing, may be submitted by the Certified Staff Member or his/her representative, if any, to the appropriate Administrator within ten (10) days after the occurrence of the act or condition which is the basis for the grievance.
 - a) The Administrator shall meet and confer on the grievance within five (5) days after the filing thereof, with a view to arriving at a mutually satisfactory adjustment. Participants in this conference and throughout the procedure shall be those guaranteed in the general provisions.
 - b) Within five (5) days after hearing the grievance, the Administrator shall state his/her decision in writing, together with supporting reasons, and shall furnish one (1) copy to the grievant Certified Staff Member and two (2) copies to the Union President.
2. **Step 2, Superintendent Level** – Within five (5) days after receiving the decision of the Administrator, an appeal from the decision may be made to the Superintendent. The appeal shall be in writing, set forth specifically the act or conditions and the grounds on which the appeal is based, and be accompanied by a copy of the decision in Step 1.
 - a) The Superintendent shall meet and confer on the grievance within five (5) days with the objective of arriving at a mutually satisfactory adjustment.
 - b) Within five (5) days after hearing the appeal, the Superintendent shall communicate his/her decision in writing, together with supporting reasons, to the Administrator, the Union President or his/her designee, and the grievant.
3. **Step 3, Board Level** – Within five (5) days after receiving the decision of the Superintendent, an appeal from the decision may be made to the Board. This appeal shall be in writing and accompanied by a copy of the appeal at Step 2 and the decision at Step 2.
 - a) No later than thirty (30) days after receipt of the appeal, the Board shall hold a hearing on the grievance. The hearing shall be informal, but shall allow all parties to air their views. The grievants, their

representatives, if any, and other parties to the grievance shall be allowed to attend the entire hearing.

- b) Within five (5) days after the hearing on the appeal, the Board shall communicate its decision, in writing, together with supporting reasons to the Superintendent, the Administrator, the Union President or his designee, and to the grievant.

- 4. **Binding Arbitration** – If the decision at Step 3 is not satisfactory to the Union, a 4th step of impartial arbitration shall be available. Within five (5) days after receiving the Board's decision in Step 3, the Union must submit in writing a request to enter into such arbitration. The American Arbitration Association will immediately be requested to provide an arbitrator in accordance with the voluntary labor arbitration rules of said Association. The decision and/or award of the arbitrator will be binding upon the parties. Expenses for the arbitration shall be borne equally by the Board and the Union.

The arbitrator shall have no power to alter, amend, nullify, add to, or subtract from the express terms of this Agreement. The arbitrator shall consider and decide only the specific issues submitted to him/her in writing and shall base the decisions solely upon his/her interpretation of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented.

ARTICLE 10. EFFECT OF AGREEMENT AND DURATION

10.1 Amendment of Contract

The term and conditions of this Agreement 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.

10.2 Savings Provision

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, or Congress or the Illinois legislature enacts a law in conflict with any article, section, or clause of this Agreement, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, 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.

10.3 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 District No. 146 or its administrative offices, during the term of this Agreement.

10.4 Waiver of Mid-Term Bargaining

The parties acknowledge that during the negotiations which resulted in this Agreement and its appendices, each had the unlimited right and opportunity to make demands and proposals with respect to any matter or subject not removed by law or by specific agreement of the parties from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right are set forth in this Agreement. Therefore, the Board and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist under law, practice, or custom to negotiate any further agreements effective for or during the term of this Agreement, except as required under Section 10.5 below.

10.5 Contract Re-Opener

During the term of this Agreement, the Board and Union agree to meet to review and negotiate any financially catastrophic impact to the District that might result from any federal or state legislation or regulation.

10.6 Duration

This Agreement shall be effective as of August 1, 2025, and shall remain in full force and effect until July 31, 2030.

APPENDIX A - COMPENSATION SCHEDULES

Compensation schedules for each year are below.

Community Consolidated School District #146							
Appendix A - Salary Schedule							
School Year 2025-2026							
Year 1 of 5, 6.00%							
		BA	BA + 15	LANE			
				MA	MA + 15	MA + 30	MA + 45
	1	\$52,570	\$54,417	\$56,300	\$58,277	\$60,197	\$62,504
	2	\$53,622	\$55,505	\$57,426	\$59,442	\$61,401	\$63,755
	3	\$54,694	\$56,615	\$58,575	\$60,631	\$62,629	\$65,030
	4	\$55,788	\$57,747	\$59,746	\$61,844	\$63,881	\$66,330
	5	\$56,904	\$58,902	\$60,941	\$63,081	\$65,159	\$67,657
	6	\$58,042	\$60,080	\$62,160	\$64,342	\$66,462	\$69,010
	7	\$59,203	\$61,282	\$63,403	\$65,629	\$67,791	\$70,390
	8	\$60,387	\$62,508	\$64,671	\$66,942	\$69,147	\$71,798
S	9	\$61,594	\$63,758	\$65,964	\$68,281	\$70,530	\$73,234
T	10	\$62,827	\$65,033	\$67,284	\$69,648	\$71,942	\$74,698
E	11	\$64,083	\$66,335	\$68,630	\$71,039	\$73,381	\$76,193
P	12	\$65,365	\$67,661	\$70,000	\$72,461	\$74,848	\$77,718
	13	\$66,672	\$69,015	\$71,402	\$73,911	\$76,345	\$79,272
	14	\$68,005	\$70,394	\$72,831	\$75,387	\$77,873	\$80,856
	15	\$69,366	\$71,801	\$74,286	\$76,895	\$79,430	\$82,473
	16			\$75,772	\$78,434	\$81,019	\$84,123
	17			\$77,288	\$80,004	\$82,640	\$85,805
	18			\$78,834	\$81,603	\$84,291	\$87,522
	19			\$80,412	\$83,235	\$85,976	\$89,272
	20			\$82,020	\$84,901	\$87,697	\$91,056
	21			\$83,660	\$86,599	\$89,451	\$92,878
	22			\$85,333	\$88,329	\$91,240	\$94,736
	23			\$87,038	\$90,097	\$93,064	\$96,630
	24			\$88,779	\$91,899	\$94,926	\$98,563
	25			\$90,555	\$93,735	\$96,825	\$100,535
	26			\$92,366	\$95,611	\$98,761	\$102,546
	27			\$94,214	\$97,523	\$100,737	\$104,597
	28			\$96,098	\$99,474	\$102,752	\$106,687
	29			\$98,020	\$101,464	\$104,807	\$108,822
	30			\$99,980	\$103,493	\$106,904	\$110,999
	31			\$101,981	\$105,561	\$109,040	\$113,217
	32			\$104,020	\$107,672	\$111,220	\$115,482
	33			\$106,100	\$109,827	\$113,446	\$117,793
	34			\$108,222	\$112,023	\$115,714	\$120,148
	35			\$110,387	\$114,262	\$118,028	\$122,552
	36			\$112,594	\$116,548	\$120,390	\$125,001
	37			\$114,847	\$118,879	\$122,797	\$127,501
	38			\$117,143	\$121,256	\$125,253	\$130,051

Community Consolidated School District #146							
Appendix A - Salary Schedule							
School Year 2026-2027							
Year 2 of 5,6.00%							
		BA	BA + 15	LANE			
				MA	MA + 15	MA + 30	MA + 45
	1	\$54,632	\$56,551	\$58,508	\$60,562	\$62,558	\$64,956
	2	\$55,724	\$57,682	\$59,678	\$61,773	\$63,809	\$66,255
	3	\$56,839	\$58,835	\$60,872	\$63,009	\$65,085	\$67,580
	4	\$57,976	\$60,012	\$62,089	\$64,269	\$66,387	\$68,931
	5	\$59,135	\$61,212	\$63,331	\$65,554	\$67,714	\$70,310
	6	\$60,318	\$62,437	\$64,597	\$66,866	\$69,069	\$71,716
	7	\$61,524	\$63,685	\$65,889	\$68,203	\$70,450	\$73,151
	8	\$62,755	\$64,959	\$67,207	\$69,567	\$71,859	\$74,614
S	9	\$64,010	\$66,258	\$68,551	\$70,958	\$73,296	\$76,106
T	10	\$65,290	\$67,583	\$69,922	\$72,377	\$74,762	\$77,628
E	11	\$66,597	\$68,935	\$71,321	\$73,827	\$76,259	\$79,180
P	12	\$67,928	\$70,315	\$72,748	\$75,301	\$77,784	\$80,765
	13	\$69,287	\$71,720	\$74,200	\$76,809	\$79,339	\$82,381
	14	\$70,672	\$73,156	\$75,686	\$78,346	\$80,925	\$84,028
	15	\$72,086	\$74,618	\$77,201	\$79,910	\$82,545	\$85,707
	16			\$78,743	\$81,509	\$84,195	\$87,421
	17			\$80,318	\$83,140	\$85,880	\$89,171
	18			\$81,925	\$84,804	\$87,598	\$90,953
	19			\$83,565	\$86,500	\$89,349	\$92,774
	20			\$85,237	\$88,229	\$91,135	\$94,629
	21			\$86,941	\$89,995	\$92,959	\$96,519
	22			\$88,680	\$91,794	\$94,818	\$98,450
	23			\$90,453	\$93,629	\$96,714	\$100,420
	24			\$92,261	\$95,503	\$98,648	\$102,428
	25			\$94,106	\$97,413	\$100,622	\$104,477
	26			\$95,988	\$99,359	\$102,634	\$106,567
	27			\$97,908	\$101,348	\$104,687	\$108,698
	28			\$99,867	\$103,374	\$106,781	\$110,873
	29			\$101,864	\$105,442	\$108,917	\$113,088
	30			\$103,901	\$107,552	\$111,095	\$115,351
	31			\$105,979	\$109,702	\$113,318	\$117,658
	32			\$108,099	\$111,895	\$115,582	\$120,010
	33			\$110,261	\$114,133	\$117,894	\$122,411
	34			\$112,466	\$116,416	\$120,253	\$124,861
	35			\$114,715	\$118,744	\$122,657	\$127,357
	36			\$117,010	\$121,118	\$125,110	\$129,905
	37			\$119,350	\$123,541	\$127,613	\$132,501
	38			\$121,737	\$126,011	\$130,165	\$135,151

Community Consolidated School District #146							
Appendix A - Salary Schedule							
School Year 2027-2028							
Year 3 of 5, 6.00%							
		BA	BA + 15	LANE			
				MA	MA + 15	MA + 30	MA + 45
	1	\$56,774	\$58,768	\$60,802	\$62,937	\$65,011	\$67,503
	2	\$57,910	\$59,944	\$62,018	\$64,196	\$66,311	\$68,853
	3	\$59,068	\$61,143	\$63,259	\$65,480	\$67,637	\$70,230
	4	\$60,249	\$62,365	\$64,524	\$66,789	\$68,990	\$71,635
	5	\$61,454	\$63,613	\$65,814	\$68,125	\$70,370	\$73,067
	6	\$62,683	\$64,885	\$67,131	\$69,488	\$71,777	\$74,529
	7	\$63,937	\$66,183	\$68,473	\$70,877	\$73,213	\$76,019
	8	\$65,216	\$67,506	\$69,843	\$72,295	\$74,677	\$77,540
S	9	\$66,520	\$68,857	\$71,240	\$73,741	\$76,170	\$79,090
T	10	\$67,850	\$70,234	\$72,664	\$75,216	\$77,694	\$80,672
E	11	\$69,207	\$71,638	\$74,118	\$76,720	\$79,248	\$82,286
P	12	\$70,593	\$73,071	\$75,600	\$78,257	\$80,834	\$83,931
	13	\$72,003	\$74,534	\$77,113	\$79,820	\$82,451	\$85,611
	14	\$73,445	\$76,024	\$78,652	\$81,418	\$84,099	\$87,323
	15	\$74,912	\$77,546	\$80,227	\$83,047	\$85,781	\$89,070
	16			\$81,833	\$84,705	\$87,498	\$90,850
	17			\$83,467	\$86,400	\$89,247	\$92,666
	18			\$85,137	\$88,128	\$91,033	\$94,521
	19			\$86,841	\$89,892	\$92,854	\$96,411
	20			\$88,578	\$91,690	\$94,710	\$98,340
	21			\$90,351	\$93,522	\$96,603	\$100,306
	22			\$92,157	\$95,395	\$98,537	\$102,311
	23			\$94,000	\$97,302	\$100,507	\$104,357
	24			\$95,880	\$99,246	\$102,517	\$106,445
	25			\$97,796	\$101,233	\$104,567	\$108,574
	26			\$99,752	\$103,258	\$106,659	\$110,745
	27			\$101,748	\$105,321	\$108,792	\$112,961
	28			\$103,783	\$107,429	\$110,968	\$115,220
	29			\$105,859	\$109,577	\$113,188	\$117,525
	30			\$107,976	\$111,769	\$115,452	\$119,874
	31			\$110,135	\$114,005	\$117,761	\$122,272
	32			\$112,338	\$116,285	\$120,117	\$124,718
	33			\$114,585	\$118,608	\$122,517	\$127,210
	34			\$116,877	\$120,981	\$124,967	\$129,756
	35			\$119,214	\$123,401	\$127,468	\$132,352
	36			\$121,598	\$125,869	\$130,017	\$134,999
	37			\$124,030	\$128,385	\$132,616	\$137,699
	38			\$126,511	\$130,954	\$135,270	\$140,451

Community Consolidated School District #146							
Appendix A - Salary Schedule							
School Year 2028-2029							
Year 4 of 5, 6.00%							
				LANE			
		BA	BA + 15	MA	MA + 15	MA + 30	MA + 45
S T E P	1	\$59,001	\$61,073	\$63,187	\$65,405	\$67,560	\$70,150
	2	\$60,181	\$62,295	\$64,450	\$66,713	\$68,911	\$71,553
	3	\$61,384	\$63,540	\$65,739	\$68,048	\$70,290	\$72,984
	4	\$62,612	\$64,811	\$67,054	\$69,409	\$71,695	\$74,444
	5	\$63,864	\$66,107	\$68,395	\$70,797	\$73,129	\$75,933
	6	\$65,141	\$67,430	\$69,763	\$72,213	\$74,592	\$77,451
	7	\$66,444	\$68,778	\$71,158	\$73,657	\$76,084	\$79,000
	8	\$67,773	\$70,154	\$72,582	\$75,130	\$77,605	\$80,580
	9	\$69,129	\$71,557	\$74,033	\$76,633	\$79,158	\$82,192
	10	\$70,511	\$72,988	\$75,514	\$78,165	\$80,741	\$83,836
	11	\$71,921	\$74,448	\$77,024	\$79,729	\$82,356	\$85,513
	12	\$73,360	\$75,937	\$78,565	\$81,323	\$84,003	\$87,223
	13	\$74,829	\$77,455	\$80,136	\$82,952	\$85,684	\$88,967
	14	\$76,324	\$79,006	\$81,740	\$84,609	\$87,398	\$90,748
	15	\$77,851	\$80,585	\$83,372	\$86,303	\$89,145	\$92,563
	16			\$85,041	\$88,029	\$90,928	\$94,414
	17			\$86,743	\$89,787	\$92,748	\$96,301
	18			\$88,475	\$91,584	\$94,602	\$98,226
	19			\$90,246	\$93,416	\$96,495	\$100,192
	20			\$92,051	\$95,286	\$98,425	\$102,195
	21			\$93,893	\$97,191	\$100,393	\$104,241
	22			\$95,772	\$99,134	\$102,399	\$106,325
	23			\$97,687	\$101,118	\$104,449	\$108,449
	24			\$99,640	\$103,140	\$106,538	\$110,619
	25			\$101,633	\$105,201	\$108,668	\$112,832
	26			\$103,664	\$107,307	\$110,841	\$115,088
	27			\$105,737	\$109,453	\$113,059	\$117,390
	28			\$107,852	\$111,640	\$115,320	\$119,738
	29			\$110,010	\$113,875	\$117,626	\$122,133
	30			\$112,210	\$116,151	\$119,979	\$124,576
	31			\$114,454	\$118,475	\$122,379	\$127,066
	32			\$116,744	\$120,845	\$124,827	\$129,609
	33			\$119,078	\$123,262	\$127,324	\$132,201
	34			\$121,460	\$125,725	\$129,868	\$134,843
	35			\$123,890	\$128,240	\$132,465	\$137,541
	36			\$126,367	\$130,805	\$135,117	\$140,293
	37			\$128,894	\$133,421	\$137,818	\$143,099
	38			\$131,472	\$136,088	\$140,573	\$145,961

Community Consolidated School District #146							
Appendix A - Salary Schedule							
School Year 2029-2030							
Year 5 of 5, 6.00%							
		BA	BA + 15	LANE			
				MA	MA + 15	MA + 30	MA + 45
	1	\$61,314	\$63,468	\$65,665	\$67,970	\$70,210	\$72,901
	2	\$62,541	\$64,737	\$66,978	\$69,330	\$71,614	\$74,359
	3	\$63,792	\$66,032	\$68,317	\$70,716	\$73,046	\$75,846
	4	\$65,067	\$67,353	\$69,684	\$72,131	\$74,507	\$77,363
	5	\$66,369	\$68,700	\$71,077	\$73,573	\$75,997	\$78,910
	6	\$67,696	\$70,074	\$72,499	\$75,045	\$77,517	\$80,489
	7	\$69,050	\$71,475	\$73,949	\$76,545	\$79,067	\$82,098
	8	\$70,431	\$72,905	\$75,428	\$78,076	\$80,649	\$83,740
S	9	\$71,840	\$74,363	\$76,937	\$79,638	\$82,262	\$85,415
T	10	\$73,276	\$75,850	\$78,475	\$81,231	\$83,907	\$87,124
E	11	\$74,742	\$77,367	\$80,045	\$82,855	\$85,585	\$88,866
P	12	\$76,237	\$78,915	\$81,646	\$84,512	\$87,297	\$90,643
	13	\$77,761	\$80,493	\$83,279	\$86,203	\$89,043	\$92,456
	14	\$79,318	\$82,102	\$84,944	\$87,929	\$90,825	\$94,305
	15	\$80,903	\$83,746	\$86,644	\$89,685	\$92,642	\$96,192
	16			\$88,374	\$91,481	\$94,494	\$98,117
	17			\$90,143	\$93,311	\$96,384	\$100,079
	18			\$91,947	\$95,174	\$98,313	\$102,079
	19			\$93,784	\$97,079	\$100,278	\$104,120
	20			\$95,660	\$99,021	\$102,284	\$106,204
	21			\$97,575	\$101,003	\$104,330	\$108,327
	22			\$99,527	\$103,022	\$106,416	\$110,495
	23			\$101,518	\$105,082	\$108,543	\$112,704
	24			\$103,548	\$107,185	\$110,716	\$114,956
	25			\$105,619	\$109,329	\$112,930	\$117,256
	26			\$107,731	\$111,513	\$115,188	\$119,602
	27			\$109,884	\$113,745	\$117,491	\$121,994
	28			\$112,081	\$116,020	\$119,842	\$124,434
	29			\$114,324	\$118,338	\$122,239	\$126,923
	30			\$116,610	\$120,707	\$124,684	\$129,461
	31			\$118,943	\$123,121	\$127,178	\$132,051
	32			\$121,322	\$125,583	\$129,722	\$134,690
	33			\$123,748	\$128,096	\$132,316	\$137,385
	34			\$126,223	\$130,657	\$134,964	\$140,133
	35			\$128,748	\$133,268	\$137,660	\$142,934
	36			\$131,323	\$135,934	\$140,413	\$145,794
	37			\$133,949	\$138,654	\$143,224	\$148,711
	38			\$136,627	\$141,426	\$146,087	\$151,685

APPENDIX B - EXTENDED SERVICE POSITIONS

- A. An extended service position refers to any compensated position that involves direct student contact outside of the student day, other than a teaching assignment.
- B. A sum of money to support these student activities will be allotted to each building. An Extended Service Committee will be formed in each building of four (4) to six (6) people who represent students' varying interests. Final recommendations of the building committees will be submitted no later than September 30 to the District Business Office.
- C. Certified Staff Members will be compensated at the hourly rate of \$40.55 for 2025-2026, \$41.77 for 2026-2027, \$43.02 for 2027-2028, \$44.31 for 2028-2029, and \$45.64 for 2029-2030. All plan/prep/student contact time is included in the stipend allocated to an activity.
- D. The Extended Services Committee will give consideration to funding activities with fewer than ten (10) students, new activities, and special events.
- E. Sponsors will submit a timesheet to the Principal for planning and direct student contact hours outside the school day. Sponsors will only be paid for hours that have been approved by the committee.
- F. Allegations of misapplication of this Appendix may be grieved.

ELEMENTARY SCHOOLS	2025-2026	** 2026-2027	** 2027-2028	** 2028-2029	** 2029-2030
Fierke	\$35,837	\$36,912	\$38,020	\$39,160	\$40,335
Kruse	\$35,923	\$37,000	\$38,110	\$39,254	\$40,431
Memorial	\$35,313	\$36,373	\$37,464	\$38,588	\$39,746
Fulton	\$36,831	\$37,936	\$39,074	\$40,246	\$41,454
SUBTOTALS	\$143,904	\$148,221	\$152,668	\$157,248	\$161,965
CMS	\$67,720	\$69,751	\$71,844	\$73,999	\$76,219
TOTALS:	\$211,624	\$217,973	\$224,512	\$231,247	\$238,184

Elementary schools receive 15% of total (each) plus a share of 8% based on enrollment

CMS receives 32% of total allocation per year

** - Future years 8% allocation will be based on future enrollment

Monies not expended by one school may be spent by another school.

APPENDIX C - COACHING AND ANCILLARY STIPENDS

- A. Interscholastic sports at Central will be funded with monies separate from non-athletic activity funds. Allocation of these funds will be determined as follows:

Sport	# of Positions		2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
Cross Country	1		\$2,684	\$2,765	\$2,848	\$2,933	\$3,021
Boys Softball	1		\$2,978	\$3,067	\$3,159	\$3,254	\$3,351
Girls Softball	1		\$2,978	\$3,067	\$3,159	\$3,254	\$3,351
Boys Volleyball	2		\$4,890	\$5,037	\$5,188	\$5,344	\$5,504
Girls Basketball	2		\$4,890	\$5,037	\$5,188	\$5,344	\$5,504
Boys Basketball	2		\$7,202	\$7,418	\$7,640	\$7,870	\$8,106
Girls Volleyball	2		\$7,202	\$7,418	\$7,640	\$7,870	\$8,106
Track	4		\$3,362	\$3,463	\$3,567	\$3,674	\$3,784
Boys Soccer	1		\$3,362	\$3,463	\$3,567	\$3,674	\$3,784
Girls Soccer	1		\$3,362	\$3,463	\$3,567	\$3,674	\$3,784
Cheerleading	1		\$5,749	\$5,922	\$6,100	\$6,283	\$6,471
Athletic Director	1		\$6,690	\$6,891	\$7,097	\$7,310	\$7,529
Mathletes	2		\$2,028	\$2,089	\$2,152	\$2,216	\$2,283
Declamation	2		\$2,028	\$2,089	\$2,152	\$2,216	\$2,283
Esports	1		\$2,978	\$3,067	\$3,159	\$3,254	\$3,351

ATHLETIC STIPENDS					
CENTRAL Athletics	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
	\$100,709	\$103,730	\$106,842	\$110,047	\$113,349

- B. Coaches will inform the Principal by April 1 of their interest in continuing or ending coaching a sport or ending their tenure by April 1. Vacancies in coaching positions will be posted by May 1. Assignments will be made prior to July 1, when possible.
- C. Assignment of a coach to the same sport for the following year will be agreed upon by the Principal and the Athletic Director, considering qualifications, experience, evaluation, and the amount of effort committed to the sport the previous year.
- D. Prior to the start of the sports season, each coach will complete and submit for approval to the Principal and the Athletic Director a calendar indicating the game schedule, including conference meets or tournaments and a practice schedule (dates and times). Changes to the submitted calendar must be pre-approved by the Principal and the Athletic Director.

- E.** Stipends may be shared with an assistant coach with the pre-approval of the Principal and the Athletic Director.
- F.** The District may add additional coaches.
- G.** Allegations of misapplication of this section may be grieved.
- H.** Central Middle School Sports Event Ancillary Stipends: Athletic ancillary stipends are defined as Scoreboard, Timekeepers/Clock, and Crowd Control. The Athletic Director will send out an email to all district Certified Staff Members to secure interest prior to each season starting. Each position shall be paid the following amounts per season:
 - \$2,250- Boys Basketball/Girls Volleyball
 - \$1,500- Girls Basketball / Boys Volleyball

In the event there is a need for coverage for a singular athletic activity, they will be paid for 3 hours at \$47 per hour. This amount then will be subtracted from the stipend amount listed above.

All positions must be offered to Certified Staff Members first. If positions are not filled in a timely manner, the stipend position may be offered to classified/support staff (district employee).

- I.** Coaches will follow the expectations of the positions outlined in the coaches' handbook.
- J.** An administrator, Dean, or Athletic Director (if not coaching) will be in the building during all scheduled games.

APPENDIX D - CMS BAND, WINTER GUARD, AND CHOIR STIPENDS

	2025-2026	2026-2027	2027-2028	2028-2029	2028-2030
CMS Band Director	\$14,321	\$14,751	\$15,193	\$15,649	\$16,119
CMS Assistant Band Director	\$11,322	\$11,661	\$12,011	\$12,372	\$12,743
CMS Winter Guard Director	\$3,363	\$3,464	\$3,568	\$3,675	\$3,785
CMS Assistant Winter Guard Director	\$1,024	\$1,055	\$1,086	\$1,119	\$1,152
CMS Choir Director	\$6,744	\$6,947	\$7,155	\$7,370	\$7,591

A. CMS Band Director

The CMS Band Director will be paid the annual stipend indicated above for activities during the school year for before and after the school day, for competitions, concerts, performances, and for summer band. Prior to the start of every school year, the Director will submit a calendar of activities and practice schedules to the Principal. The Director will also submit a calendar for summer band to the Principal prior to the end of the school year. Changes to the submitted calendars must be pre-approved by the Principal.

B. CMS Assistant Band Director

The CMS Assistant Band Director will be paid the annual stipend indicated above for activities during the school year for before and after the school day, for competitions, concerts, performances, and for summer band. Prior to the start of every school year, the Assistant Director will submit a calendar of activities and practice schedules to the Principal. The Assistant Director will also submit a calendar for summer band to the Principal prior to the end of the school year. Changes to the submitted calendars must be pre-approved by the Principal.

C. CMS Winter Guard Director

The CMS Winter Guard Director will be paid the annual stipend indicated above for activities during the school year for before and after the school day, for competitions, performances and for summer activities. Prior to the start of every competitive season, the Director will submit a calendar of activities and practices to the Principal. Changes to the submitted calendars must be pre-approved by the Principal.

D. CMS Assistant Winter Guard Director

The CMS Assistant Winter Guard Director will be paid the annual stipend above for activities during the school year for before and after the school day, for competitions, performances and for summer activities.

E. CMS Choir Director

The CMS Choir Director will be paid the annual stipend indicated above for activities during the school year for before and after the school day, for competitions, concerts, and performances. Prior to the start of every school year, the Director will submit a calendar of activities and practice schedules to the Principal. Changes to the submitted calendars must be pre-approved by the Principal.

APPENDIX E - OTHER STIPEND POSITIONS

A. Certified Staff Member Leadership Positions/Committees/Staff Development

1. Committee involvement outside the normal school day shall be paid at the rates indicated on Appendix E.
2. Instructors - Staff members who serve as instructors for district staff development programs shall be paid at a rate indicated on Appendix E, plus plan time equal to one hour for every two class hours for each program taught outside the normal school day. Plan time is included only for new course prep.

B. Acting Principal

An Acting Principal is defined as a certified staff member, preferably with a current Illinois Principal's license (formerly known as a Type 75 certification), selected by the Principal in each building to assume the duties of the Principal when necessary. A stipend will be paid as per Appendix E.

C. Lunch Duty

Lunch period supervision will be a paid position. Certified Staff Members who give up their plan time or lunch time to serve as a lunch supervisor shall be paid as per Appendix E.

D. Scheduler

The scheduler position for each building shall be selected by the Principal and perform the duties assigned for that position. A stipend will be paid as per Appendix E.

E. Wellness Coordinator

The wellness coordinator position shall be selected by the Superintendent and perform the duties assigned for that position. A stipend will be paid as per Appendix E.

F. Homebound Instructor

A homebound instructor will be paid at the hourly rate in the table below.

G. Overnight Field Trip Chaperone

Bargaining unit members may apply to serve as Overnight Field Trip Chaperones. The Superintendent or designee will determine, in his or her sole discretion, who will be attending and performing all duties assigned for the position. The chaperone shall be paid at the rate of \$150 on workdays, \$250 on non-workdays, with total compensation not to exceed \$1,000 for any trip.

H. Extended Year for School Psychologists

School Psychologists within the bargaining unit will work 10 days outside the regular contractual year and will be paid at their daily per diem rate.

I. Extended Year for Nurses (with PEL)

Nurses within the bargaining unit will work four (4) days outside the regular contractual year and in exchange will receive four (4) days off during the contractual year on SIP or Institute Days designated by the Administration.

	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
Acting Principal	\$1,532	\$1,578	\$1,625	\$1,674	\$1,724
Non-Instructional (e.g. Committee Work, Staff Development, Supervision) (hourly rate)	\$43.70	\$45.01	\$46.36	\$47.76	\$49.19
Instruction (e.g., Instructors, /Summer School, Extended School Year/Intervention/ Homebound) (hourly rate)	\$53.12	\$54.71	\$56.35	\$58.04	\$59.78
Lunch, Recess Duty (if not part of the Certified Staff Member's 1.0 FTE) (hourly rate)	\$53.12	\$54.71	\$56.35	\$58.04	\$59.78
Scheduler	\$1,577	\$1,624	\$1,673	\$1,723	\$1,775
Wellness Coordinator	\$3,693	\$3,804	\$3,918	\$4,035	\$4,156

* 1 hour of plan time will be provided for every two hours of teaching.

** 15 minutes of plan time will be provided for every hour of teaching.

DATED THIS 14th DAY OF OCTOBER 2025

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives.

Tinley Council of Local 604, IFT/AFT

By: _____
President

Date: _____

Attest

By: _____
Vice President

Date: _____

**Board of Education of Community
Consolidated School District No. 146,
Cook County, Illinois**

By: _____
Board President

Date: _____

Attest

By: _____
Board Secretary

Date: _____

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