

**STREATOR TOWNSHIP HIGH SCHOOL DISTRICT #40  
STREATOR, ILLINOIS**



**TEACHER CONTRACT**

**July 1, 2020 – June 30, 2025**

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# **ARTICLE I**

## **Recognition**

### 1.1 Recognition

The Board of Education of Streator Township High School, District #40, hereinafter referred to as the "Board", recognizes the, Streator Council of AFT Local #604, of the American Federation of Teachers, hereinafter referred to as the "Union, as the sole bargaining agent for all full and part-time (half-time or more) certified teaching employees of Streator Township High School. Excluded from this contract are: administrators, clerical workers, cafeteria workers, custodial workers, and maintenance workers.

### 1.2 Purpose

It is the intent of the parties hereto that this Contract with respect to the rate of pay, hours of work, and conditions of employment shall be observed by the Board, the Union, and the employees covered by this Contract, in order to maintain a mutually satisfactory relationship between the Board and the Union.

## **ARTICLE 2**

### **Union-Board Relations**

### 2.1 Board of Education Rights

It is understood and agreed that the Board possesses the right to operate Streator Township High School under the laws of the state of Illinois, but that such rights will be exercised consistent with other provisions of this Contract. These rights include, but are not limited to, the following: the right to hire, demote, suspend or discharge for proper cause, or transfer employees covered by this Contract; the right to determine the educational policies and methods of the High School; determination of the number of personnel required to effectively carry out the educational policies entrusted to the Board by Law; introduction of new or improved methods or facilities or modifications of existing methods or facilities; establishment of reasonable rules and regulations; and the right to contract out for necessary goods and services. Elaboration of the enumerated rights, procedures for their implementation, and restrictions on these rights are contained in the Illinois School Code.

All policies established by the Board shall be fairly and impartially administered with the understanding, however, that the Board may make exceptions to the application of policies when deemed necessary to do so in the best interest of the educational process at Streator Township High School.

### 2.2 No Strike

During the term of this Contract, or during any extension or renewal thereof the Union will neither cause, authorize, or support, nor will any of its members take part in a strike, concerted failure to report to duty, willful absence from duty or stoppage of work, picketing or abstinence from work in whole or in part. Following expiration of this Contract, the Union may engage in a strike only if: (1) it is represented by an exclusive bargaining representative, (2) collective bargaining agreement has expired, (3) mediation has been used without success, (4) both parties have not agreed to submit the dispute to binding arbitration, and (5) it provides at least ten days' notice of the intent to strike to the school board.

### 2.3 Non-Discrimination

Neither the Board nor the Union, in carrying out their obligations under this Contract, shall discriminate against any employee because of sex, race, color, creed, religion, or national origin.

## **ARTICLE 3**

### **Employee & Association Rights**

#### **3.1 Collective Bargaining Representation**

For the purpose of collective bargaining the Union will be represented by the Educational Policies Committee of the Streater Federation of Teachers. The members of this committee will be tenured employees; total membership of the committee for collective bargaining shall not exceed five (5) in number. Prior to the first negotiation session, those five will be named.

The Board shall be represented in collective bargaining by such representatives as the Board may designate by name, not to exceed five (5) in number, and those five will be named prior to the first negotiation session. Should an impasse occur on negotiations, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator from its staff. The mediator shall meet as soon as possible with the parties or their representatives, or both, either jointly or separately, for the purpose of persuading the parties to resolve their differences and effect a mutually acceptable agreement.

The Union and the Board shall keep each other informed of the names of their respective representatives and the capacities in which they serve.

#### **3.1.1 National Union & Board Attorney Representation**

A representative of the National Union and Board Attorney, upon request, shall attend and participate in all bargaining sessions between the Board and the Union.

#### **3.1.2 Negotiations Commence**

Meetings between the representatives of the Board and Union for the purposes of negotiating amendments to the existing Contract shall commence not later than seventy-five (75) days prior to the expiration date of the Contract.

#### **3.2 Teacher Request to Appear Before the Board**

Teachers, when requested to appear before the Board in executive session on questions relating to their continued employment, shall be notified in writing and shall be allowed to have Union representation at such appearance, if the teacher so desires. The Union president shall be notified of such meeting by the same mailing.

Any teacher, at any other meeting with the Board, may request Union representation, but for observation purposes only.

#### **3.2.1 Contract Amendments**

The contract may be altered, changed, added to, deleted from, after having bargained (negotiated) those matters with the Educational Policies Committee of the Streater Council of Local #604. Negotiated changes shall be inserted into the Contract through the Office of the Superintendent of District #40.

In the event that any provision of this Contract is, or shall at any time in the future be held contrary to Law, such provision shall not be applied, performed, or enforced, except to the extent permitted by Law. In such event, the parties hereto agree to meet for the purpose of reaching agreement, which will conform to the Law.

It is further understood and agreed that should any part of this Contract be found contrary to Law, such holding in no manner invalidates the entire Contract or any other part not directly affected by such holding.

### 3.2.2 Union Right to Information

All materials, which in the judgment of the Superintendent, are or are intended to be public information delivered to the Board prior to a public meeting shall on the same date be delivered to the Union. In public meetings, the Union shall receive such materials, which are or are intended to be public information as given to the Board at the same time as given to the Board.

### 3.2.3 Union Meetings

The Union may meet in the school building prior to or after school hours in a room agreeable to the Board and the Union.

## 3.3 Union Dues

### 3.3.1 Union Informs Board of Dues Amount

The Union shall inform the Board of Education as to the amount of yearly dues and/or dues increases throughout the year. Said dues shall be deducted by the employer over a ten month period. In the event that an employee revokes his or her dues in accordance with terms in which he or she authorized the dues deduction, the Union will notify the employer after the close of the revocation window. Any changes in personnel from the list previously furnished shall be submitted to the union within ten (10) working days.

### 3.3.2 Union Indemnifies Board

The Union agrees to indemnify and hold the Board harmless against any and all claims, suits or other forms of liability arising under this Article. In addition, the Union assumes full responsibility for the disposition of the monies so deducted once they have been turned over to the treasurer of the Union.

### 3.3.3 Deduction from Wages

The Board shall deduct from the second wages due each month from all employees who individually and voluntarily give the Board written authorization to do so, any amount authorized by the employee and shall transfer said amount to the insurance company, savings institution, or credit union of the employee's choice.

## 3.4 Placement of Items in Personnel File

### 3.4.1 Right to Review

Copies of all entries made in an employee's personal file which pertain directly to his/her capabilities or to his/her teaching performance shall be made available to the employee upon his/her written request to the Superintendent as long as the request does not interfere with regular office operations and is at a reasonable time and date. The employee shall be granted the opportunity to reply to any such entry pertaining to his/her capabilities or teaching performance by submitting a written statement to the Superintendent for inclusion in his/her personnel file.

No material bearing on an employee's conduct, service, character or personality shall be placed in an employee's personnel file until the employee has been provided the opportunity to read such material. The employee shall acknowledge that he/she has read such material by signing his/her name and date on the actual file copy of such material. It is

understood that such signature signifies only that said employee has read the material in question and in no way indicates his/her agreement with the contents, shall be typed on the material. Such statement shall be signed with ten (10) working days of receipt. All materials covered by this Article and Section shall be confidential between the Board, Administration, and employee.

#### 3.4.2 Access to File

An employee shall not have physical access to his/her personnel file, but shall, in the manner prescribed above, have access to that information pertinent to the performance of his/her teaching duties.

## **ARTICLE 4 Grievance Procedure**

### 4.1 Definition

A grievance is defined as a dispute or difference of opinion which may arise between the parties, involving the application, meaning or interpretation of the terms of this Agreement, and shall be settled in the following manner:

### 4.2 Procedure

All controversies arising over the interpretation or application of a particular clause of this Contract shall be verbally presented to the Superintendent or Principal, within ten (10) working days of the employee's or the union's knowledge of the grievance or the right to grieve is waived.

STEP 1 - The individual shall state the nature of said dispute and the section of the Contract which has been violated. If said dispute has not been satisfactorily resolved within five (5) working days, the individual shall commit said dispute to writing stating the Grievance and the Section of the contract which has been violated.

STEP 2 - The Grievance shall be taken to the superintendent by the employee and his/her Union representative. Such meeting shall be held within five (5) working days of the receipt of the formal Grievance by the Superintendent. If the grievance involves RIF or layoff, then Step 2 is skipped.

STEP 3 - In case there is failure to agree, the case shall be placed on the agenda to be discussed at the next regular meeting of the Board. The Union or the Board may request employee's presence at this step. If the employee is requested to be present by the Board, said employee shall have Union representation.

STEP 4 - Should the Grievance not be settled at the Board level, a request seeking binding Grievance arbitration will be sent to FMCS within thirty (30) calendar days after the 3rd step.

### 4.3 Arbitration

The Federal Mediation and Conciliation Service shall be requested to submit simultaneously to both parties an identical list of seven (7) names of persons from their grievance arbitration panel, who are members of the National Academy of Arbitrators and are residents of Illinois. Both the employer and the Union shall have the right to strike three (3) names from the list. The parties by a toss of a coin shall determine which party shall first strike one (1) name; the other party shall then strike one (1) name. The process will be repeated twice and the remaining named person shall be the arbitrator. FMCS shall be notified by the parties of the name of the selected arbitrator, who shall be notified by the FMCS of his/her selection and request the scheduling of a mutually agreeable date for the commencement of the



arbitration hearing(s).

The parties agree that grievance arbitration hearings held pursuant to this procedure shall be expedited on all issues except for matters of discharge and/or suspension. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this agreement. The arbitrator shall only consider and make a decision with respect to the specific issue or issues of contract interpretation or application appealed to arbitration and shall have no authority to make a decision on any other issues not so submitted. The arbitrator shall submit in writing his decision to the employer and to the union within thirty (30) calendar days following the close of hearing unless the parties agree to an extension thereof. The decision shall be based solely upon the arbitrator's interpretation of the meaning or application of the terms of this Agreement to the fact of the grievance presented. Subject to the arbitrator's compliance with provisions of this section, the decision of the arbitrator shall be final and binding.

The fees and expenses of the arbitrator shall be borne equally by the Union and the Board. However, each party shall be responsible for compensating its own representatives and witnesses. The cost of a transcript shall be shared if the necessity of a transcript is mutually agreed upon between the parties.

No unfair labor practice may be filed after six (6) months from the point at which time the alleged violation occurred.

## **ARTICLE 5**

### **Employment Conditions**

#### **5.1 Available Notification**

##### **5.1.1 Assignments Advertised**

All available assignments covered within this contract shall be advertised to all employees so that applications for such assignments may be submitted. All available assignments will be posted concurrently both in-house and publicly for a minimum of five (5) calendar days.

##### **5.1.2 Tentative Assignments**

Employees shall be notified in writing of their tentative assignments for the coming year no later than June 15 of the current school year. The assignments shall include subjects to be taught and number of teaching periods. Should a change in assignments be made subsequent to the June 15 date above, such change will be discussed with the employee affected as soon as possible. The Administration may adjust the Master Schedule and the tentative teaching assignment of any teacher by notice to the teacher not later than the fifth (5<sup>th</sup>) day of student attendance in the school term, with the change being effective not later than the seventh (7<sup>th</sup>) day of student attendance. Nothing contained in this Article XI or elsewhere in this Contract shall restrict the authority of the Board to transfer a teacher as provided for in Article IV A.

##### **5.1.3 Workload**

For 2020-2021, a normal workload will consist of five instructional periods and one study hall or six instructional periods, dependent upon the teacher's rotation in the cycle. Independent studies will be completed without compensation. Teachers with more than three different class preps will be compensated at \$500 per semester in which the teacher has more than three preps. Beginning in 2021-2022, a normal workload for a full-time employee uses a block schedule that has four (4) instructional periods per day (eight different periods over two days often referred to

as an 8-block schedule). The normal load for an employee will be to teach six (6) periods and have two (2) planning periods over two days. If there are only four (4) periods that meet daily, an employee will have one (1) planning period (out of four) daily. If an employee is scheduled to teach 4 periods daily, overload compensation will be provided.

For 2021-2022, the Board adopted a schedule commonly known as the 8-block. Should the Board revert back to a traditional seven-period daily schedule, the workload for 2020-2021 will apply.

5.1.4 Starting & Ending Time

Employees are required to be in their classrooms one-half hour prior to the first scheduled attendance period and to remain during instructional duties and until ten minutes after the last hour of the regular school day. If an employee finds it necessary to deviate from the regular hours, he must make arrangements with the Superintendent. Employees must be in homeroom, class or other assigned area to check attendance. On Fridays, teachers may leave as soon as contact time with students and classroom duties are completed.

5.1.5 School Calendar

The School year shall consist of the calendar legally filed with the Superintendent of Educational Service Region, plus any additional time necessary to fulfill requirements of State Law.

5.1.6 Supervision

For 2020-2021:

Study halls will be assigned to each teacher on a rotating basis every other year. Teachers who are assigned to teach a section or course instead of being assigned to a Study Hall on a year in which the teacher should receive a Study Hall shall be paid an additional \$500 per semester in which the teacher teaches the additional section or course.

For 2021-2022 and beyond:

Study Halls will be assigned to each teacher each year. Study Halls may be combined and shared between teachers as long as the Study Halls are schedule to meet at the same times.

For 2021-2022, the Board adopted a schedule commonly known as the 8-block. Should the Board revert back to a traditional seven-period daily schedule, the study halls for 2020-2021 will apply.

5.1.7 Part-Time Service

Part-time employment by the district will be considered by calculating the actual number of periods or scheduled work days assigned to calculate a percentage full-time equivalency (FTE) as compared to a full-time employee. Under no circumstances will part time credit take precedence over full time service.

5.1.8 Internal Substitute Basis

For 2020-2021:

Internal substitutes shall be compensated at a rate of \$21.70 per period subbed.

For 2021-2022 and Beyond:

Internal substitutes shall be compensated at a rate of \$35 per period subbed. Teachers may split a period into halves, in which each would be compensated at \$17.50. The sub rate will increase annually in accordance with the same increases on the starting wage schedule under Section

## 8.7.2.

For 2021-2022, the Board adopted a schedule commonly known as the 8-block. Should the Board revert back to a traditional seven-period daily schedule, the pay for 2020-2021 will apply.

### 5.1.9 Long-term Substitute Consecutive Days

The long-term substitute engaged for a period longer than ten (10) consecutive days in the same assignment, being qualified to teach the subject, shall be placed on the appropriate step of the beginning salary schedule, retroactive to the beginning of said services at the rate of 1/180 per day. Long-term substitutes will be allowed up to 1 unpaid day for every three weeks of consecutive service scheduled that will not constitute a break in consecutive days for pay purposes. Example: If a long-term substitute is initially scheduled to work 6 weeks, the sub will receive 2 unpaid days to be used anytime during their service without breaking the consecutive days.

## 5.2 Overload Assignment Guidelines

### 5.2.1 Purpose & Communication

It shall not be the purpose of this overload agreement to reduce full time teaching assignments through the RIF process.

Discussions of the assignments of the overloads shall occur prior to the assignments and when possible notification will be at the same time as the distribution of non-overload assignments.

### 5.2.2 Assignment

Assignment to the off-cycle 6<sup>th</sup> period or 7<sup>th</sup> period (overload) (for 2020-2021) or to the 4<sup>th</sup> daily period (beginning in 2021-2022) instructional/supervisor period made by the administration such that:

- 1) these assignments shall be made **EQUITABLY** and **WITHOUT BIAS**;
- 2) these assignments shall be made in the best interests of SHS students,
- 3) Assignments to overloads shall be in accordance with teacher certification, student registration, number of teaching preparations, and educational needs.

Once the Master Schedule has been completed and regular classes or equivalent assignments have been made, a determination will be made to employ additional instructional staff or to fill remaining needs through the assignment of class overloads to the existing staff. Nothing contained in 5.2.1 shall require the creation of teaching overloads when other, more economical staffing alternatives are available.

For 2021-2022, the Board adopted a schedule commonly known as the 8-block. Should the Board revert back to a traditional seven-period daily schedule, the workload for 2020-2021 will apply.

### 5.2.3 Guidelines

When assigning staff members to an overload class, the following items shall be considered:

- 1) teacher certification;
- 2) availability of period;

- 3) teacher willingness to assume the overload;
- 4) has the teacher taught the course within the past two years or is the teacher currently teaching course?
- 5) does the overload require an additional preparation?
- 6) has recent preparation qualified the teacher for the course?
- 7) has the teacher had an overload within the past two years?
- 8) will the class be adequately served by the instructor?
- 9) will the class disrupt other assignments and/or obligations of said faculty member?
- 10) after reviewing all of the above points, assignments will be made by the Superintendent.

#### 5.2.4 Compensation

For 2020-2021, the remuneration will be 10.205% of MA at 9 years per semester for a second instructional assignment for 7<sup>th</sup> period taught. For 2021-2022 and beyond, overload remuneration will be 10.205% of MA at 9 years on the beginning salary schedule for each additional course assigned beyond three (3) per day.

For 2021-2022, the Board adopted a schedule commonly known as the 8-block. Should the Board revert back to a traditional seven-period daily schedule, the workload/pay for 2020-2021 will apply.

#### 5.3 Extended Contracts

If an employee's contract is extended beyond the normal contractual period, then said extension shall be paid on a basis of 1/38 of the employee's basic annual salary per week. Extended contracts may be up to the number of work days indicated in the respective job description and must be scheduled with the approval of the Administration. Attendance may be required between July 1 and June 30 of the next calendar year. At no time will more than one day be claimed for pay on one calendar day. For example, if due to a night event an employee works 12 total hours in a day, they cannot claim ½ per diem day in addition to the regular day pay. Per Diem Days must be turned in within 30 days of the day worked for payment.

#### 5.4 Athletic Event Selection

District employees will be given priority over non-employees for existing athletic events, provided the individual requesting an assignment has the requisite skill and/or experience for the position. The Board retains the prerogative to contract for such services in accordance with the IELRA, or to accept unpaid volunteers for new activities or events.

##### 5.4.1 Athletic Events Pay

All individuals who assist at athletic events will be paid according to the following schedule:

All following varsity sports – \$75

Football (two games, varsity/soph)

Basketball (two games, varsity/soph)

Volleyball (3 games, varsity/soph/freshman)

Wrestling (2 matches, varsity/JV)

Tournament events lasting all day (5 or more hours) – \$125

All other events – \$50

## **ARTICLE 6**

### **Teacher Evaluation**

#### 6.1 Deficiencies

Upon determination of deficiencies resulting in an overall rating of "Unsatisfactory" in the evaluation of employees, Article 5/24 of the Illinois School Code shall determine appropriate action. Any consulting teacher from Local #604 will have his/her substitute paid by the district.

#### 6.2 Evaluation Committee of Union #604

The Administration shall conduct meetings with the Evaluation Committee of Union #604 to improve and update the staff evaluation program at Streator Township High School. The Evaluation Committee will review and make recommendations for adjustments to the evaluation plan annually.

## **ARTICLE 7**

### **Insurance**

#### 7.1 Coverage

The Board will participate in providing eligible certified staff (at least 0.75 FTE) individual and dependent hospitalization and major medical insurance subject to the following provisions. Married Employees whom are both employed after July 1, 2015, only can select 2 Singles, Emp/Spouse, or Emp/Fam Coverage. Married couple cannot select Single + Emp/Child.

##### 7.1.1 Board Contributions

The Board will contribute the following:

Individual/Dependent/Family - The amount of the increase to a maximum of 10% above the previous year's board contribution. Singles will contribute a minimum of \$35 per month.

##### 7.1.2 Payment in Lieu of Insurance Coverage

The Board will make available to all faculty members an option of a \$300 payment per month in lieu of insurance coverage. Members opting out of health insurance coverage cannot elect back in unless they (and/or dependents) have loss of coverage. There will be two (2) options. Each faculty member must choose one option. Each faculty member must make a choice by the September 1 of the election year. Employees who are married to another employee who is eligible for health insurance is not eligible for this provision if employed after July 1, 2015, unless one of the couple was hired prior to July 1, 2015. If ever there is a fine or penalty to be assessed on the district due to employees who are married to each other and receiving health benefits and pay-in-lieu benefits, all employees who are married to other employees in the district become ineligible for this benefit.

- a. The employee may choose to take the insurance coverage as per individual or dependent (family plan) coverage;
- b. The employee may choose a payment of \$300 per month.

##### 7.1.3 Health Insurance Committee

The Board and the Union agree that all issues regarding health insurance will be investigated by a district health insurance committee. The district health insurance committee ("committee")

shall consist of representatives from the various labor groups within District 40. The Board and this committee will meet and come to a consensus regarding proposed changes in our health and major medical insurance policy.

The committee shall meet on an as needed basis to discuss changes in the health insurance policy, cost containment within the policy and options to current coverage.

It is understood that while the committee is advises on health insurance issues, it does not stand as a final decision-making body. The committee shall report its findings, deliberations and recommendations to the Board of Education, Union and Administration of District #40 on a regular basis.

It is further understood between the parties that health and medical insurance coverage is an economic condition and, in reality, can only be determined through the collective bargaining process between the Union and the Board of Education of District #40.

7.2 RIF Insurance

Full-time faculty members who have been honorably dismissed due to RIF shall have three months of medical insurance premiums paid by the Board in the same manner as full-time faculty members. Notwithstanding the language set forth above, any current or former employee covered by this paragraph, who shall become employed elsewhere and is offered an insurance plan by that new employer, shall automatically cease to be eligible for participation in the plan offered by Streator High School.

## **ARTICLE 8 Compensation & Fringe Benefits**

8.1 Experience Credit

Experience credit on the salary schedule for new employees will be allowed in full as determined by the Superintendent, except that the total experience shall not exceed the total experience gained in the last three accredited schools of employment, (including military service) said credit is for salary purposes only and shall not count toward district seniority.

8.2 Military Service Credit

Employees with previous military service shall be allowed credit on the Streator Township High school schedule as follows:

<u>YEARS IN MILITARY SERVICE</u>	<u>CREDIT</u>
Less than six (6) months	NONE
Six (6) months to three years	1 year
Three (3) years or more	2 years

8.2.1 Vocational Certificate Credit

An employee holding an Industrial Vocational Certificate shall receive an additional thirty-two (32) semester hours of credit on the Salary Schedule. An employee attaining a vocational certificate requiring the substantial equivalent training of a Master's Degree shall receive salary enhancements in accordance with the pay structure for progress towards completion. Examples of Master's Degree equivalent trainings include automotive SAE certification or an advanced welding certificate from an accredited college or trade school.

8.3 Peace Corps Experience

On an individual basis, an employee with prior experience as a member of the Peace Corps or any other Governmental Agency engaged in teaching, which is recognized by the Board, may be given credit on a year-for-year basis, as approved by the Superintendent. In the event that the Superintendent considers such experience not to merit full credit, the employee shall receive credit on the basis of 8.2.

8.4 New Employees with Six or More Years Experience

New employees with six (6) or more years of experience, who have not completed approved work toward a Master's degree will be placed on the sixth step of the Bachelor's schedule.

8.5 SHS Retirees

Streator High School retirees are considered new employees subject the provisions above for placement on the salary schedule.

8.6 (Open)

8.7 Compensation

Except for newly hired teachers, and as otherwise provided in Section 10 (Retirement), teachers shall be paid as follows:

Beginning in 2020-2021, gross teacher salaries will be calculated based on their current placement on the salary schedule without TRS from the 2019-2020 school year plus the district's current TRS and THIS contributions from 2019-2020, not inclusive of any extracurricular activity pay, game work pay, overload pay, supervision pay, etc.

Year	Rate of Increase on Previous Year's Gross Salary
2020-2021	4%
2021-2022	3.75%
2022-2023	3.25%
2023-2024	3.25%
2024-2025	3%

8.7.1 Continuing Education Increases

Teachers continuing their education shall receive education enhancement added to their salaries in the following increments:

- BA to BA+8: \$1,000
- BA+8 to BA+16: \$1,000
- BA+16 to BA+24: \$1,000
- BA+24 to MA: \$2,000
- MA to MA+16: \$2,000
- MA+16 to MA+32: \$2,000

At no time will the District be responsible for paying any salary enhancement for Continuing Education Increases if it will cause the employee to earn over the TRS cap (currently 6%) during any salary year that TRS will use for final retirement calculations.

The percent increase under section 8.7 will be applied to an employee's gross salary prior to the addition of any continuing education increases.

### 8.7.2 Newly Hired Teachers

Teachers newly hired during the term of this Agreement shall be paid a starting salary based on the Salary Schedule found in Appendix A, adjusted depending on the New Teacher's first year in the District.

For the 2020-2021 and beyond, salaries for New Teachers will be calculated as follows:

First year: 2020-2021 Appendix A  
First year: 2021-2022 Appendix A +1%  
First year: 2022-2023 Appendix A +2%  
First year: 2023-2024 Appendix A +3%  
First year: 2024-2025 Appendix A +4%

After their first year of District service, New Teachers shall receive salary increases in accordance with the schedule of increases in Section 8.7, no newly hired teacher shall receive a salary higher than a current teacher with substantially equivalent experience and education.

### 8.7.3 Attending Formal Educational Programs

Employees attending formal educational programs at the university level in pursuit of a Master's Degree shall, upon written notification to the Superintendent, be permitted to miss the first two (2) scheduled class days of the fall term without loss of pay or deduction from accrued sick leave.

### 8.7.4 Transcripts

Transcripts showing completion of work to be credited on the Salary Schedule must be filed in the Office of the Superintendent as soon as they are available from the college or university, which issues the transcript. Credits to be applied for progress on the salary schedule must be in the employee's major teaching area or in a field to contribute to his/her proficiency at Streator Township High School as recommended by the Superintendent and approved by the Board.

### 8.7.5 Reimbursement for Master's Degree

The employer will reimburse the teacher at the rate of \$75.00 per approved semester hour taken for the Master's degree within the following limits less any Grant tuition waiver, or stipend received within the following limits:

- Courses are passed with a grade B or better or a Pass on a Pass/Fail. Maximum of 16 semester hours may be taken and claimed for reimbursement per school year (Sept. 1 to Aug. 31).
- Reimbursement claims must be submitted within 30 calendar days of receipt of grades
- If the courses taken lead the teacher to be able to teach Dual-Credit courses or attain an additional license endorsement, the teacher shall receive an additional \$225 per credit hour (for a total of \$300/credit hour) taken at the conclusion of the course sequence required for the additional endorsement or Dual-Credit eligibility. A teacher need not complete a Master's Degree program to receive this reimbursement should the coursework passed satisfy the requirement for the teacher to teach in an additional content area or a Dual-Credit Area.
- At no time will the reimbursement rate exceed the actual cost of the coursework. If the course costs less than the reimbursement rate, then the reimbursement rate will be lowered to the actual cost of the course(s).



#### 8.7.6 Extracurricular Activities

Employees may pursue extra-curricular or other duties before and after school that remove them from their instructional areas provided that such activities are not detrimental to the primary task of instruction, as determined by the Superintendent.

Employees shall be compensated at the rate authorized by the Internal Revenue Service at the time of the event as a deduction on tax returns per mile for use of personal automobile on Board's business when such auto travel is approved by the administration.

#### 8.8 Employees Paid in Twenty-Four Installments

The employee's salary shall be paid in twenty-four (24) equal installments at times mutually agreeable to the Union and the Employer.

##### 8.8.1 Payment for Teaching Summer School & Adult Education

Employees teaching Summer School and Adult Education courses shall be paid at the conclusion of each semester course taught. Employer shall make payment to the teacher upon receipt of the semester grades of the students enrolled in the course. The hourly rate shall be one tenth of one percent of the Bachelor's base, which shall total sixty (60) classroom teaching hours for a regular classroom course. Drivers' Education classes will be paid at the same rate with the number of hours based on student enrollment. Summer School classes will be assigned to staff on the basis of prior summer school seniority (defined as continuing summer school service without interruption), provided that the staff member remains qualified for the assignment and his/her prior performance has been deemed acceptable by the Administration.

##### 8.8.2 Teaching Dual-Credit

A teacher teaching a dual-credit IVCC/Streator High School course will be paid 350.00 per semester, per course. If a teacher teaches more than one section of the same Dual-Credit course, that teacher will receive one \$350.00 stipend per section taught.

##### 8.8.3 Teacher Mentoring

Grant funds available for the teacher mentoring program will be divided as follows: 25% of available annual funds will be allocated to the program director, the remaining 75% will be divided pro-rata among the mentor-teachers.

#### 8.9 TRS Contribution

The employee TRS contribution (currently 9%) will be deducted from the gross salary. Should the TRS rate change during the duration of this contract, the following will occur:

- If the rate decreases, the employee retains the difference in taxable earnings;
- If the rate increases, the District and employee will split the increase with each assuming ½. The District will add the additional ½ to the employees' gross earnings.

##### 8.9.1 TRS on Health Insurance

The employee TRS for Health Insurance contribution (currently 1.24%) will be deducted from the gross salary. Should the TRS for Health Insurance rate change during the duration of this contract, the following will occur:

- If the rate decreases, the employee retains the difference in taxable earnings;
- If the rate increases, the District and employee will split the increase with each assuming ½. The District will add the additional ½ to the employees' gross earnings.

8.10 Homebound

Homebound instruction opportunities will be offered first to the teacher of record for the student on Homebound. If multiple teachers are interested, the Homebound pay can be split among up to two teachers.

8.11 Grants that Include Salary Enhancements

Employees are encouraged to write grants for all purposes that will benefit students. If an employee writes a grant that includes a salary enhancement for any employee, the grant must be approved by the Union and the Board of Education before it is submitted.

8.12 Membership Dues

With prior administrative approval, the Board will agree to pay for all full-time teachers one membership to a professional organization of the teacher's choice as long as the professional organization is representative of at least a majority of the teacher's assignment for the year. Teachers may join other professional organizations at their discretion and their expense.

## ARTICLE 9

### Leaves

9.1 Sick Leave

9.1.1 Accrual – Sick Leave

Effective July 1, 1996 all full time and certified staff teaching at least on a 0.75 FTE schedule shall accrue twelve sick days per school year with full pay. Certified staff teaching less than full time or 0.75 FTE shall accrue sick days per year pro-rated to coincide with their teaching schedule. Teachers with 20 or more years of full-time teaching experience in an accredited school shall receive 15 sick days annually.

If by reason of any change in the boundaries of school district, or by reason of the creation of a new school district, an employee is employed by the board, the sick leave accumulated by the employee in his previous assignment shall be retained.

9.1.2 Use of Sick Leave

Sick Leave can be used for absences due to serious illness, accident or death of a member of an employee's immediate family means and shall include parents, spouse, brothers, sisters, children, grand-parents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, step-parents, step-siblings, legal guardians and civil union partners or domestic partner. Also included will be step-parents and step siblings. Sick Leave may also be used for adoption proceedings in accordance with Illinois School Code.

9.1.3 Unused Accrued Sick Leave

An employee shall not be paid for accumulated or accrued sick leave unused when his services are terminated, either voluntarily or involuntarily.

9.2 Deduction of Sick Leave Days

Deduction of sick leave days shall be in 1/4 or 1/2 day increments.

9.3 Accumulation

Sick days shall accrue from year to year based upon each individual's usage and deductions. Sick days shall be allowed to accumulate beyond 180 days with no maximum accrual.

Upon approval of the Superintendent, new employees will be allowed to retain one half of the sick leave accumulated while teaching at any school in which such is considered for salary placement, such an accumulation not to exceed one hundred eighty (180) days. Any sick day granted under this clause will not be reported to TRS upon an employee's retirement or resignation to avoid a "granting" penalty to the District by TRS.

9.4 Absence of Three (3) Days

Upon the request of the Superintendent an absence of three (3) consecutive working days caused by an employee's illness must be supported by a physician's certificate, or if the treatment is by prayer or spiritual means, the certificate as a spiritual advisor or the practitioner of such employee's faith, if requested by the Superintendent. Failure to submit such evidence will result in the denial of pay for such absence.

9.5 Abuse of Sick Days

The Board reserves the right, in case of proven abuse of sick days or malingering to deny in whole or part, payment coming under this plan.

9.6 Community Service

Additional time for community service or other activities from which the school or community may benefit, may be granted at the discretion of the Superintendent.

9.7 Return to Work

If the Board has reason to suspect that any employee who has been ill remains unable to perform the usual or ordinary work duties, the employee may be requested to obtain a doctor's statement that the employee is able to return to work and perform his or her usual and customary duties. If so requested, the employee must submit such statement as a pre-condition to the employee's return to work.

9.8 Funeral Leave

Absences for funerals may be approved for three days per year by the Superintendent. This day is non-accumulative but shall not be deducted from sick leave.

9.9 Personal Business Day – Personal Business

Three (3) non-accumulative personal business days in addition to the sick leave shall be provided. Advance notice of at least forty-eight (48) hours shall be given the Superintendent. Requests for a personal business day will be approved to the extent satisfactory substitutes are available, with the exception that personal business days will not be approved during the first five days of the school year or during semester examinations. For all certified staff, a total of two (2) personal business days may be extended for only the school day prior or the school day following these holidays: Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Christmas Vacation, the Friday before Easter, and Memorial Day.

Exceptions to the granting of personal business days during the first five (5) days of the school year or during semester examinations will be at the discretion of the Superintendent.

9.9.1 Accrual

Any personal business day not used by an employee during the school year shall be added to the employee's sick days.

9.10 Leaves of Absence

9.10.1 Purpose

Leaves of absence shall be considered for purpose of needed rest, prolonged illness, advanced study, educational travel, maternity, paternity, or adoption of a child.

9.10.2 Accrue Seniority

A leave of absence shall be granted upon the recommendation of the Superintendent and with the approval of the Board. If a leave of absence is granted, such leave shall accrue as seniority.

9.10.3 Leaves without Pay

All leaves of absence will be without pay. Insurance benefits will be extended for approved leaves less than one full school year.

9.10.4 Failure to Return

Leaves of absence shall be considered for purpose of needed rest, prolonged illness, advanced study, educational travel, maternity, paternity, or adoption of a child. Failure of an employee to return to work at the conclusion of a leave of absence shall result in their automatic termination unless extension of the leave is requested, recommended by the Superintendent and approved by the Board.

9.10.5 Veterans

Employees returning from military leave of absence with the United States Armed Forces shall be placed on the salary schedule according to their qualifications and teaching experience and with the benefit of all increases that have been allowed to active employees during the duration of military leave.

## **ARTICLE 10**

### **Retirement Incentive**

10.1 Retirement Incentive

If there are any legislative changes to the pension code that affects the language in this section, the District will follow the school code.

10.1.1 Provisions in Effect as of July 1, 2020

- 1) The individual employee must have a minimum of fifteen (15) years of service to Streator Township High School District #40, immediately preceding retirement, to qualify for the retirement plan. The Board can waive the 15 year requirement on a case-by-case and non-precedent setting basis.
- 2) The individual employee must be fifty-five (55) years old or older, during the final year of employment, (first legal day of school through June 30).
- 3) The individual Retirement Incentive Participant will terminate his status of tenure or recourse for a teaching position with the signing of the Retirement Package.
- 4) Teachers participating in the Streator High School Retirement package will not participate in the State of Illinois ERO, or any other State of Illinois early retirement package, which will result in additional District 40 contributions.

- 5) The employee will state their irrevocable intention to retire and participate in the SHS Retirement package in writing by June 30 in the year prior to the retirement year if a one year participant, two years prior if a two year participant, three years prior if a three year participant, or four years prior if a four year participant. The employee will sign a Retirement Contract stating their intention and detailing compensation.
- 6) Any limitation put on districts with regard to retirement benefits by the state legislature which result in additional payments by District 40 to the State of Illinois, Teachers' Retirement System, or any other entity will modify this Article. Such limitations will be evaluated so that no additional cost to the district will result.

All professional staff; age fifty-five (55) or older at retirement and subject to item "1" of this Article, notifying the Board of Education by June 30, one, two, three, or four years prior to retirement will have their salary increase 6% each year until retirement. The salary shall be 6% increase year over year including base pay, extra-curriculars, stipends and extended contract. Additions from year to year such as sub pay, and overloads shall be excluded from the 6% calculation. The teacher shall continue to perform the same extracurricular assignments that resulted in the previous year's creditable earnings upon which the 6% is based. If the teacher does not perform the same extracurricular assignments, then the 6% shall be adjusted proportionately. The teacher moves off the salary schedule in the year following the notification of Retirement. Excluding exemptions by the State of Illinois to the 6% limit (such as overload assignments), creditable earnings for participating teachers will not exceed a 6% increase in any year.

Whenever a teacher who has a minimum of fifteen (15) years of full-time service (unless waived by the Board) in the District is first eligible to retire without a penalty cost to the Board, he or she must retire by the close of the school year in which he or she first gains eligibility. Failure to retire at the close of the year in which he or she first gains eligibility will forever foreclose the teacher from the benefits of this incentive for the remainder of the teacher's employment within the District. A teacher who is eligible to retire with no additional costs cannot defer eligibility. Eligibility occurs only once. This section will remain applicable so long as there is a statutory TRS penalty provision.

## **ARTICLE 11**

### **Staff Reduction**

#### **11.1 Staff Reduction**

##### **11.1.1 Seniority Defined**

Seniority shall be defined as the length of continuous service to the District.

##### **11.1.2 Seniority Determined**

Seniority will be determined by the following sequence:

- 1) The date of the School Board Meeting placing the employee on tenure.
- 2) Seniority Date; the Seniority date is the date that the School Board approved his/her full time employment.
- 3) The date the contract was signed by the employee.

- 4) Any other service to the district, see the paragraph on part-time.
- 5) If two or more employees still have the same seniority, the Employer or administration shall conduct a drawing of lots witnessed by the effected employees and an authorized Union representative.

### 11.1.3 RIF List

A Sequence of Honorable Dismissal list shall be prepared annually by the employer and delivered to the Union President within the timeframes established by statutory guidelines.

## 11.2 Continuous Service

### 11.2.1 Continuous Service Broken

Continuous Service is broken by one of the following:

- 1) Voluntary resignation or voluntary reduction to part time.
- 2) Discharge for proper cause.
- 3) Failure of the employee to return to work at the expiration date of an approved leave of absence or recall to work after a lay-off when a notice of ten or more work days has been delivered to the employee by certified or registered mail at the last address filed by the employee with the Board.
- 4) Voluntary Reductions - when an employee requests a reduction from full-time status to part time status, that employee's continuous service is broken and if said employee was tenured that status is also ended.

### 11.2.2 Continuous Service Not Broken

Continuous service shall not be broken and shall continue to accumulate during an approved leave of absence, lay-off, or disability.

Continuous service shall not be broken when a full time tenured teacher is rified to part time.

### 11.2.3 Continuous Service Broken

Those full time tenured teachers who have continuous service broken by Rif shall not earn seniority credit during the period of the layoff. However, upon recall said employee will regain tenure, and continuous service shall resume at the level accumulated during previous employment by District #40.

## ARTICLE 12 Stipends

- 12.1 Tiered Stipend Positions (\* - one additional position of this type will be added if the roster includes at least 25 students (Freshman through Senior) on the first day of the activity's calendar per the IHSA.

Auditorium Manager Position to be added with Tier determined by MOU no later than Sept. 1, 2020, following completion of Auditorium Renovation.

### **Tier 1 (3)**

Head Basketball (1)  
Head Girls Basketball (1)  
Head Football (1)

### **Tier 2 (14)**

Head Baseball (1)	Head Girls Tennis (1)	Bowling (1)
Head Cheerleading (1)	Head Boys Track (1)	Head Cross Country (1)
Head Softball (1)	Head Girls Track (1)	Yearbook (1)
Head Boys Soccer (1)	Head Volleyball (1)	Drama (1)
Head Girls Soccer (1)	Head Wrestling (1)	
Head Boys Tennis (1)	Student Council (1)	

### **Tier 3 (8)**

Head Golf (1)	Trainer (1)	Scholastic Bowl (1)
Streatorettes (1)	Key Club (1)	
Class Sponsor-11 (1)		

### **Tier 4 (11)**

Assistant Boys Basketball (2 or 3)\*  
Assistant Football (6)  
Assistant Football/Equipment Manager (1)  
Assistant Girls Basketball (2 or 3)\*

### **Tier 5 (15)**

Assistant Baseball (2 or 3)*	Assistant Boys Tennis (1)	Assistant Wrestling (2)
Asst. Cheerleading (1)	Assistant Girls Tennis (1)	Snowball (1)
Assistant Softball (2 or 3)*	Assistant Boys Track (1)	Special Olympics (1)
Asst. Boys Soccer (1 or 2)*	Assistant Girls Track (1)	Musical Music Director (1)
Assistant Girls Soccer (1 or 2)*	Assistant Volleyball (2)	

### **Tier 6 (6)**

Asst. Cross Country (1)	Class Sponsor-9 (1)
Assistant Golf (1)	Class Sponsor-10 (1)
Asst. Scholastic Bowl (1)	*Class Sponsor-12 (1)
	Asst. Drama (1)

### **Tier 7 (8)**

Art (1)	Science Club (1)	Welding Club (1)
German Club (1)	Tech Prep (1)	Bulldog Scribes (1)
Spanish Club (1)	WYSE/Academic Challenge (1)	Weight Room Supervisor (2)
NHS (1)	Math Team (1)	
S-Club (1)	Hub Club (1)	

**Athletics and Activities Summary:**

1. Receive credit for experience when applying for same position.
2. Volunteers do not receive experience credit.
3. If a person cannot start a season they will repay the funds already received.
4. If a person cannot complete a season they will not receive the remainder of the stipend for the remainder of that season.
5. Stipends may be split.
  - Each person will be rewarded for their years of experience.
  - Each person will receive half of the amount of their tier/experience.
  - If a split of a stipend ends, the person remaining gets the full amount of the money in the tier/experience cell they are scheduled to be in.
  - Stipends will be split in quarters only, (25%, 50%, or 75%)
6. \*Grandfathered Stipends.

Saturday school, WYSE and current class sponsors will be “grandfathered in”. The current 9 through 12 class sponsors will be eligible to receive the current 12-13 Senior Class rate of pay. When a person resigns from a grandfathered position, 9-12 class sponsors, Sat School, WYSE, the rate of pay will be lowered to the committee recommendation for Sat School at \$3,600 and Senior Class Tier 6 Longevity 0, WYSE Tier 7 Longevity 0. These grandfathered stipends will each receive a 3 % increase in wages for the 2020-2021 year. Grandfathered stipends are listed on page 21 of this contract.



## 12.2 Longevity Schedule (Tiered Positions)

2020-2025 w/ TRS

Factors

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Years 7	Year 8	Year 9	Year 10+	
		1%	1%	1%	2%	2%	2%	2%	2%	3%	
Tier 1	7,092.50	7,163.43	7,235.06	7,307.41	7,453.56	7,602.63	7,754.68	7,909.78	8,067.97	8,310.01	8.0
Tier 2	5,319.37	5,372.57	5,426.29	5,480.56	5,590.17	5,701.97	5,816.01	5,932.33	6,050.98	6,232.50	6.0
Tier 3	4,432.81	4,477.14	4,521.91	4,567.13	4,658.48	4,751.65	4,846.68	4,943.61	5,042.48	5,193.76	5.0
Tier 4	3,546.24	3,581.71	3,617.52	3,653.70	3,726.77	3,801.31	3,877.34	3,954.88	4,033.98	4,155.00	4.0
Tier 5	2,659.69	2,686.28	2,713.15	2,740.28	2,795.08	2,850.98	2,908.00	2,966.16	3,025.49	3,116.25	3.0
Tier 6	2,216.41	2,238.57	2,260.96	2,283.57	2,329.24	2,375.82	2,423.34	2,471.81	2,521.24	2,596.88	2.5
Tier 7	886.56	895.42	904.38	913.42	931.69	950.32	969.33	988.72	1,008.49	1,038.75	1.0

## 12.3 Non-Tiered Stipend Positions (2020-2025)

**FFA** – Amount Equal to 20 Per Diem Days or the minimum amount necessary for the FFA sponsor to apply for the ISBE 3-Circles Grant.

	2020-2025 PAY
Athletic Director	12,601.47
Band	5,266.71
Choir	2,194.46
Credit Recovery	3,886.52
Department Chairs	4,388.92
Saturday School	6,583.38

### Summary

1. Positions are not part of the salary schedule or the athletics/activities longevity schedule.

This Contract shall be effective July 1, 2020 and shall remain in effect until and including June 30, 2025.

Dated this \_\_\_\_ day of February, 2020.

STREATOR TOWNSHIP HIGH SCHOOL District #40

By: \_\_\_\_\_  
Dr. Earl Woeltje, President

ATTEST:

\_\_\_\_\_  
James Parr, Secretary

STREATOR TOWNSHIP HIGH SCHOOL COUNCIL OF AFT  
LOCAL #604

By: \_\_\_\_\_  
Jason Robart, Co-President

By: \_\_\_\_\_  
Robb Watson, Co-President

ATTEST:

\_\_\_\_\_  
Education Policies Committee  
Representative

Duly signed and sworn to before me this \_\_\_\_ day of February, 2020.

\_\_\_\_\_  
Notary Public

### Appendix A

2020-2021 Starting Pay										
	40000.00	Bachelor's Base								
	Step	0.020	Lane	0.025						
BACHELOR HOURS		0		8		16		24		
YEARS										
1	1.000	40,000.00	1.025	41,000.00	1.050	42,000.00	1.075	43,000.00		
2	1.020	40,800.00	1.045	41,800.00	1.070	42,800.00	1.095	43,800.00		
3	1.040	41,600.00	1.065	42,600.00	1.090	43,600.00	1.115	44,600.00		
4	1.060	42,400.00	1.085	43,400.00	1.110	44,400.00	1.135	45,400.00		
5	1.080	43,200.00	1.105	44,200.00	1.130	45,200.00	1.155	46,200.00		
6	1.100	44,000.00	1.125	45,000.00	1.150	46,000.00	1.175	47,000.00		
7	1.120	44,800.00	1.145	45,800.00	1.170	46,800.00	1.195	47,800.00		
8			1.165	46,600.00	1.190	47,600.00	1.215	48,600.00		
9					1.210	48,400.00	1.235	49,400.00		
10							1.255	50,200.00		
MASTER										
YEARS	HOURS	0		8		16		24		32
1	1.100	44,000.00	1.125	45,000.00	1.150	46,000.00	1.175	47,000.00	1.200	48,000.00
2	1.120	44,800.00	1.145	45,800.00	1.170	46,800.00	1.195	47,800.00	1.220	48,800.00
3	1.140	45,600.00	1.165	46,600.00	1.190	47,600.00	1.215	48,600.00	1.240	49,600.00
4	1.160	46,400.00	1.185	47,400.00	1.210	48,400.00	1.235	49,400.00	1.260	50,400.00
5	1.180	47,200.00	1.205	48,200.00	1.230	49,200.00	1.255	50,200.00	1.280	51,200.00
6	1.200	48,000.00	1.225	49,000.00	1.250	50,000.00	1.275	51,000.00	1.300	52,000.00
7	1.220	48,800.00	1.245	49,800.00	1.270	50,800.00	1.295	51,800.00	1.320	52,800.00
8	1.240	49,600.00	1.265	50,600.00	1.290	51,600.00	1.315	52,600.00	1.340	53,600.00
9	1.260	50,400.00	1.285	51,400.00	1.310	52,400.00	1.335	53,400.00	1.360	54,400.00
10	1.280	51,200.00	1.305	52,200.00	1.330	53,200.00	1.355	54,200.00	1.380	55,200.00
11	1.300	52,000.00	1.325	53,000.00	1.350	54,000.00	1.375	55,000.00	1.400	56,000.00
12	1.320	52,800.00	1.345	53,800.00	1.370	54,800.00	1.395	55,800.00	1.420	56,800.00
13	1.340	53,600.00	1.365	54,600.00	1.390	55,600.00	1.415	56,600.00	1.440	57,600.00
14	1.360	54,400.00	1.385	55,400.00	1.410	56,400.00	1.435	57,400.00	1.460	58,400.00
15	1.380	55,200.00	1.405	56,200.00	1.430	57,200.00	1.455	58,200.00	1.480	59,200.00
16	1.400	56,000.00	1.425	57,000.00	1.450	58,000.00	1.475	59,000.00	1.500	60,000.00
17	1.420	56,800.00	1.445	57,800.00	1.470	58,800.00	1.495	59,800.00	1.520	60,800.00
18	1.440	57,600.00	1.465	58,600.00	1.490	59,600.00	1.515	60,600.00	1.540	61,600.00
19	1.460	58,400.00	1.485	59,400.00	1.510	60,400.00	1.535	61,400.00	1.560	62,400.00