

CONTRACT
between the

Taft School District 90 Board of Education
and

The Taft Council of the
American Federation of Teachers, Local 604

2022-2025

I – INTRODUCTION

A. AGREEMENT

The Board of Education of Taft School District 90 hereinafter referred to as the “Board”, recognizes the Taft Council of the American Federation of Teachers Local 604, certified employed teaching personnel, hereinafter referred to as “Union”, except for the superintendent, principal, all supervisory and managerial personnel, and teaching aides. This contract will be in effect for the 2022-2023, 2023-2024, and 2024-2025 school years.

B. SCOPE

The Union and Board of Education agree that they shall bargain collectively matters directly affecting wages, hours and terms and conditions of employment, as well as impact thereon. The Board of Education shall not be required to bargain over matters of inherent managerial policy, which shall include such areas of discretion or policy as the functions of the employer, standards of services, its overall budget, the organizational structure and selection of new employees and direction of employees.

C. NEGOTIATION PROCEDURES

All negotiation meetings between the Union and the Board will be held in accordance with the ground rules that have been approved by both the Union and the Board. The approved ground rules are as follows:

1. The date, time, place, and agenda of the next meeting shall be established before adjournment of any meeting.
2. It is the mutual responsibility of the School Board and the Union that their representative negotiation agents shall have the necessary power and authority to make and consider tentative proposals, counter proposals, and tentative agreements.
3. All tentative agreements shall be written and initialed by the spokesman of their respective teams at the meeting the tentative agreement is reached. Signed copies shall be given to each negotiating team.
4. All negotiating meetings shall be closed to the public.
5. All agreements to, or any phase thereof, shall be considered tentative until the entire agreement is negotiated and ratified by both the Board and the Union.
6. Both parties reserve the right to utilize consultants or advisors who are not employees of the school district.
7. Composition of the negotiating teams shall be limited to three representatives each for both the Union and the Board.

8. Meetings will not exceed 2 hours, including caucus time. Meetings may be extended beyond 2 hours by mutual consent.

II – LEAVES

A. SICK LEAVES

The granting of sick leave shall be subject to the following:

1. Each teacher shall be entitled to a total of fifteen (15) sick leave days with full pay per school year. Such sick leave shall not exceed an accumulation of 340 days. Sick leave shall be interpreted to mean personal illness, quarantine at home, or death in the immediate family or household. The immediate family, for purposes of this section, shall include spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, sisters-in-law, brothers-in-law, son-in-law, daughter-in-law, and legal guardians.
2. Up to three (3) bereavement days with pay shall be allowed upon superintendent's approval in the event of a death in the immediate family as defined above. These days will be neither sick leave nor personal leave. Personal days may be used for the death of aunts, uncles, nieces and nephews, friends, or non-family members. If no personal days are available, sick days may be utilized. The teacher shall make every effort to notify the superintendent of his/her designated representative no later than 6:30 A.M. on the day of the absence.
3. A medical doctor's certificate may be required by the superintendent for any sick leave that exceeds three (3) consecutive school days or for excessive use of sick leave.
4. Teachers who have accumulated 340 days of sick leave shall be granted their annual allotment of fifteen (15) days of sick leave each year, but any such unused leave at the end of a school year shall not accumulate beyond 340 days, except in a teacher's last year of service.
5. Teachers shall be notified in writing at the beginning of each school year, and thereafter reported on subsequent paychecks, as the current number of sick leave/personal days they have accumulated.

B. PERSONAL LEAVE

Each teacher shall be allowed a maximum of three (3) days paid leave per school year for personal, moral, or business reasons, which cannot ordinarily be attended to while school is in session without specific reason being given. Teachers with twenty (20) or more years of district-recognized service shall be eligible for four (4) personal days maximum. The request for personal leave must be in writing and received by the Superintendent no less than two (2) days before the requested date of personal leave. No deduction from accumulated sick leave will be made for personal leave days. Such personal leave may not be requested nor allowed during the first two (2) teacher employment days or last two (2) teacher days of any school

year, nor the day preceding or following the school holiday period of Thanksgiving, winter, or spring break. Three (3) personal leave days per year may be accumulated toward sick leave. No teacher may accumulate personal or sick leave exceeding 340 days.

C. CIVIC DUTY LEAVE

A teacher shall be excused at full pay for the purpose of performing Civic duties such as jury duty and witnessing. The teacher will sign over to the District any money received from jury duty. Upon receiving jury duty notification, a teacher will immediately notify the Superintendent, who will do the scheduling of time away from school for Civic duty.

D. LEAVES OF ABSENCE

Leaves of absence without pay for up to one (1) year may be granted to tenured teachers if requested at least three (3) months before the leave is to be taken, subject to approval by the Board. Leaves may be granted for:

1. Advanced study leading to a degree in an approved university.
2. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program.
3. Military Service.
4. Other reasons acceptable to the Board, which will improve the educational program.
5. Childcare leave / Maternity leave.

Childcare leave without pay shall be granted for up to one (1) full year (unless mutually extended) to all full-time tenure teachers who desire to return to employment in a similar capacity at a time consistent with the needs of the District as determined by the Board. Each approved childcare/maternity leave of absence shall be of a reasonable duration required to meet the purpose of the leave consistent with a reasonable continuity of instruction of students. Leaves of absence for the purpose of childcare shall be granted under the following conditions:

- a. Request for childcare leave must be made in writing to the Superintendent at least ninety (90) calendar days before the leave is to begin, stating the beginning and ending dates of the requested leave.
- b. Requested dates of departure and return must be acceptable to the administration and the Board. Such leave shall not be allowed after the first day of school following the child's first birthday, or in case of adoption, the first day of school following the anniversary date of the adopted child's reception into the family.

- c. In case of adoption the Superintendent of Schools will be notified in writing within ten (10) days of filing an application for a child with an adoption agency.
- d. In the case of adoption the Superintendent of Schools will be notified in writing immediately upon notification to the teacher that child placement or custody is about to take place. (Specific date, if known, must be indicated.)

With the consent of the carrier, teachers on such leaves may continue benefits if they reimburse the District for any prorated costs of benefits for which they apply. Confirmation of intent to return from leave shall be given to the Superintendent in writing no less than sixty (60) days before the initial date of return. A teacher desiring to return at any other time may do so with the approval of the Board. Teachers will receive the negotiated salary increase on any approved leave of absence without pay, if the teacher has worked ninety (90) days.

III – SALARY PROVISIONS

A. SALARY SCHEDULES

Full time teacher salaries are shown in Appendix A. Speech pathologist hired by the district shall be placed on the salary schedule shown in Appendix B.

All employees on salary schedules shown in Appendix A & B along with all staff members who are currently off the salary schedules will receive a 6% increase in 2022/2023, a 5% in 2023/2024, and a 5% in 2024/2025. There will be no vertical step increases, only increases due to horizontal lane changes.

B. PLACEMENT ON THE SALARY SCHEDULE

New teachers or speech pathologists employed for the 2014-15 school year and thereafter will be granted credit for prior teaching experience not to exceed eight (8) years. The salary schedules (Appendices A and B) will be utilized for placement of new teachers or speech pathologists.

C. DEDUCTIONS

District 90 will make payroll deductions upon written request by the teacher on the form provided by the Board office, credit union, and annuity plans. All payroll deductions withheld for the purpose of annuity payments shall be paid/mailed by the first of each month. The Board shall honor employee's individually authorized deduction forms and shall make such deductions in the amounts certified by the Union for union dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the Union. In the event that an employee revokes his or her dues in accordance with the terms in which he or she authorized the dues deductions, the Union will notify the Superintendent or designee after the close of the revocation window.

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

D. COURSE WORK

Course work to be utilized for the advancement on the salary schedule will be accepted as follows:

1. Full credit for all graduate work leading to a master's degree in education.
2. Full credit for all graduate work pre-approved by the Superintendent.
3. Proof of completion of course work shall be filed by the teacher with the District office by September 30th in order to receive credit on the salary schedule during that year.
4. For all pre-approved course work in an approved master's program or advanced endorsement of degree taken after the beginning of the 2014-15 school year or for recertification college courses, the Board will reimburse a teacher \$200.00 per credit hour. Reimbursement to the teacher will be made upon receipt of proof of completion of the course work by the District office. Reimbursement for summer course work will be reimbursed by September 15 of the following academic year contingent upon reemployment in the district.
5. Beginning with the 2014-15 school year, a teacher who receives tuition reimbursement agrees to maintain employment in the District for no less than two (2) years or to repay the amount of the tuition reimbursement to the district. A teacher who elects to cease employment within less than one (1) calendar year of submitting the tuition reimbursement request shall reimburse the District 100% of the applicable tuition reimbursement amount. A teacher who elects to cease employment after one (1) calendar year but within less than two (2) calendar years of submitting the tuition reimbursement request shall reimburse the District 50% of the applicable tuition reimbursement amount. Said reimbursement shall be deducted from the balance of pay periods for which the teacher is entitled to receive payment for employment. Should the reimbursement exceed the pay period amount, the teacher agrees to make financial restitution to the District within thirty (30) calendar days from the date of terminated employment.
6. Each tuition reimbursement made by the District to an eligible teacher shall be considered a separate and distinct event for the purpose of maintenance of employment and repayment timelines.
7. The terms of repayment in the event that a teacher elects to leave the district within less than two (2) calendar years of submitting a tuition reimbursement request may be altered by written mutual agreement between the member and the Superintendent.

E. PAY PERIODS

Bimonthly paychecks will be issued on the 15th and 30th of each month (February 28th). The first pay period for each school year shall be September 15th. Each check shall be issued via direct deposit.

F. HOLD HARMLESS TEACHER RETIREMENT

- a. It is expressly understood that the Board will pay a sum equal to 9.0% of the stated salary to the Teacher's Retirement System on the teacher's behalf. The teacher shall have no claim upon this money except as such may arise upon retirement or upon severance from the retirement system.
- b. The Union agrees to indemnify and hold harmless the Board, individual members thereof and its agents and employees from any and all claims, including but not limited to the cost of the defense thereof, resulting from any action taken to effect compliance with this section, provided the Union is served promptly with notice of any such claim and that defense thereof is surrendered to the Union and to counsel of its choosing. The parties understand that, should the Internal Revenue Service or any court of competent jurisdiction declare failure to withhold federal or Illinois Income Taxes on amounts paid by the Board to the retirement system in accordance with this section counter to law. The Board shall reserve the right to bring its practice in this regard into conformance with law, the above language notwithstanding.

G. HEALTH AND LIFE INSURANCE BENEFITS FOR FULL-TIME TEACHERS

1. The Board will provide single coverage health insurance only for full-time teachers.
2. All new enrollees to a district insurance plan must enroll in an HMO single or family option for coverage, or pay the cost difference for choosing another plan. For the purposes of this contract, a new enrollee will be defined as a new employee electing coverage, an existing employee switching from single HMO insurance to a PPO option, an existing employee switching from single insurance to family insurance, or an existing employee switching from no insurance to any district insurance plan.
3. For single insurance coverage, teachers will pay \$40 per month for the 2022-2023 school year, \$50 per month for the 2023-2024 school year, and \$50 per month for the 2024-2025 school year.
4. The Board will pay the increase for the single insurance premium each school year during the term of this contract.
5. Any full-time teacher hired prior to 2008-09 and entering at least the 20th year of service during the life of this contract may elect to receive 100% Board-paid family coverage. Teachers paying less than \$600 per month and who were enrolled in the family insurance plan prior to June 1, 2014 are grandfathered in at their then current rate, plus a 2% increase each year thereafter.
6. New full-time enrollees to the family insurance plan shall be subject to the following monthly contribution rates:

2022-23 \$710.00

2023-24 \$720.00

2024-25 \$720.00

7. All full-time teachers must participate in the District's hospitalization plan if they choose to enroll for the insurance coverage. Teachers will be billed bimonthly through payroll deductions for all insurance premium costs as stated above.
8. The Board of Education will provide life insurance for all employees for a policy in the amount of \$20,000 for death due to natural causes and \$20,000 due to accidental death.
9. Employees that opt out of insurance coverage will receive a lump sum payment of \$1,250 on the January 30 payroll each year.
10. At any time throughout the course of the school term if life changing conditions arise and the employee requires health insurance the option will be provided. The lump sum payment will be prorated based on the remaining monthly term of the school year.

IV – WORKING HOURS

1. Teachers shall be expected to open their rooms twenty (20) minutes before the first bell for students to enter the building. Teachers shall be expected to be in their rooms five (5) minutes before the first morning bell for students to enter the building and fifteen (15) minutes after the end of homeroom at the end of the day. The normal workday shall be seven (7) hours and twenty (20) minutes. Early dismissal days shall conclude at 1:45 p.m.
2. The school year for teachers shall consist of a total of 180 pupil attendance and institute days. It is acknowledged that there will be 185 scheduled days in the school calendar; however, this is only to insure that there will be 180 teacher attendance days.
3. Each full-time certified teacher will have a daily plan period equal to one 42-minute class period. Teachers who give up their plan periods will be reimbursed \$25.00 per each missed plan period. Teachers are only to be used if substitutes are unavailable.
4. MEETINGS:
 - a. Teachers' meetings, including all certified staff, will be scheduled by the administration.
 - b. Barring an emergency, there shall be no more than 120 minutes of required teacher monthly meetings not held during the regular school hours. If a staff member is required to attend more than the 120 minutes of regularly scheduled teacher meetings, said staff member shall be paid \$30.00 per hour.
 - c. Staff members will be obligated to be present at grade nights, winter program and graduation. All measures will be taken to minimize attendance time.

5. By the last day of any given school year, a tentative schedule of all paid assignments for the coming year will be posted. Teaching assignment is interpreted to mean grade level in grades K-5 and basic subject areas in grades 6-8 as well as paid duty assignment notification. Every effort will be made by the administration to adhere to the assignment given. Any necessary change will be relayed to the teacher involved as soon as possible for planning purposes.

V – GRIEVANCE PROCEDURE

SECTION 1. DEFINITION:

A grievance shall mean a complaint that there has been an alleged violation or misapplication of any provision of this agreement.

SECTION 2. STATEMENT OF BASIC PRINCIPLES:

- A. Every teacher covered by this agreement shall have the right to present grievances in accordance with these procedures, with or without representation. Nothing contained in this article or elsewhere in this agreement shall be construed to prevent any individual teacher from discussing a problem with the administration and having it adjusted without intervention or representation of union representative.
- B. A teacher who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation. A grievance may be withdrawn at any level without reprisal from the Union or Board against grievance.
- C. The failure of a teacher or the Union to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievance to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- D. Any teacher has a right to be represented in the grievance procedure. The teacher shall be present at any grievance discussion when the administration and/or the Union deem it necessary. When the presence of a teacher at a grievance hearing is requested by either party, illness or other incapacity of the teacher shall be grounds for any reasonable extension of grievance procedure time limits.
- E. In any instance where the Union is not represented in the grievance procedure, the Union will be notified of the final disposition of the grievance which disposition shall not be in conflict with any of the terms or conditions of this agreement. Any final disposition of grievance alleged by the Union to be in conflict with this agreement shall be grievable by the Union.
- F. Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be

present, to attend and will be held insofar as possible, after regular school hours, or during non-teaching time of personnel involved. When such hearings and conferences are held, at the option of the administration, during school hours all employees whose presence is required shall be excused with pay for that purpose.

- G. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or teacher union representative shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.

SECTION 3. PROCEDURE:

- A. **FIRST STEP:** An attempt will be made to resolve any grievance in informal, verbal discussion between complainant and his immediate supervisor.
- B. **SECOND STEP:** If a grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the immediate supervisor. The written grievance shall state the nature of the grievance, shall state the specific clause or clauses of the agreement allegedly violated, and shall state the remedy requested. The filing of the grievance at the second step must be within ten (10) working days from the date of the occurrence of the event giving rise to the grievance. The immediate supervisor who has authority to make a decision on the grievance shall make such decision and communicate it in writing to the teacher and the Superintendent within ten (10) working days.
- C. **THIRD STEP:** In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved teacher shall file, within five (5) school days of the immediate supervisor's written decision or answer at the second step, a copy of the grievance with the Superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved, the representative of the aggrieved as desired, the immediate supervisor, Superintendent or his designee shall meet. The Superintendent shall file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the teacher, the immediate supervisor, and the Union.
- D. **FOURTH STEP:** If the grievance cannot be settled at the Third step the grievance shall be submitted to the Board of Education within five (5) school days. The aggrieved, acting independently or through the Union, shall have a hearing conducted by the full Board in closed session of the Board at the next regularly scheduled Board meeting. The Board shall render its decision in writing within five (5) school days after the meeting.
- E. **FIFTH STEP:** If the grievance is not resolved satisfactorily to the Union within five (5) school days after consideration by the Board, there shall be available a fifth step of impartial binding arbitration. The Union may submit, in writing, a request to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within seven (7) school days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) school days, the American Arbitration Association will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternatively

strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be binding on the parties. Expense for the arbitrator's services and the expenses that are common to both parties to the arbitration shall be borne equally by the Board and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own in his agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the School Board and the Union and his decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the agreement.

VI – CONFORMITY TO LAW AND RESERVATION OF RIGHTS PROVISION

- A. It is expressly understood and agreed that all functions, rights, powers or authority of the administration of Taft School District 90 and the Board of Education which are not specifically limited by the express language of this agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this agreement.
- B. The terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written amendment executed according to the provisions of this agreement.
- C. Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section or clause shall be automatically deleted from this agreement to the extent that it violated the law. 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.

VII – NO STRIKE PROVISION

- A. During the term of this agreement and any extension thereof:
 - 1. The Board shall not lock out its employees.
 - 2. No employee covered by this agreement, nor the Union, nor any person acting on behalf of the Union, shall ever or at any time engage in, authorize, or instigate any picketing, any recognition of any picket line at the school District's premises, any strike, slow down, or other refusal to render full and complete services to the Board, i.e. beat the system, or any activity whatsoever which should disrupt in any manner in whole or in part the operation of the school district.
- B. In the event of any violation of any provision of Section A2 of this Article by the Union, its members or representative, or by any employee:

1. Any violating employee shall be subject to discipline or discharge as determined appropriate in the sole unilateral discretion of the Board.
2. The Union shall, upon notice from the Board, immediately direct such employees both orally and in writing to resume normal operations immediately and make every other reasonable effort to end any violation(s).

VIII – CO-CURRICULAR ASSIGNMENTS

1. Co-curricular positions shall be compensated in accordance with the co-curricular salary schedule. At the beginning of each year, each employee who has a full-year co-curricular assignment will elect to receive their compensation on a monthly basis or elect to receive two lump-sum payments equivalent to half the annual stipend to be paid on December 15th and June 30th for year-round assignments. A copy of this schedule will be found under Appendix C of this agreement. Teachers will be encouraged to participate as sponsors of these programs.
2. Employees that serve as summer school teachers will be compensated for summer hours at a rate of \$40/hour. Within the summer school program teachers will be entitled to a paid, duty free 30 minutes of instructional planning time for every four (4) hours worked on a daily basis.

IX – EXPENSES OF PRINTING AGREEMENT

The cost incurred for printing this agreement for teacher distributions shall be borne equally by the Union and the Board.

X – USE OF SCHOOL FACILITIES

The Union and its representative may use school facilities after school hours for their Union meetings if approved by the building administrator at least two (2) days prior to meeting and provided this does not conflict with regularly or previously scheduled building or district activities. Committee meetings of five or fewer members may be held after school hours prior to 4:45 p.m. without special permission. When special custodial services are required, the Union will pay for said services at the usual and customary rates.

XI – TEACHERS EVALUATION

1. The Board, Administration, and the Union will continue to collaborate to develop a teacher evaluation plan consistent with the requirements of Illinois Law. In the event of a conflict between the Evaluation Plan and the state law or state regulations, the provisions of state law and state regulations shall govern.
2. The teacher shall reserve the right to attach any explanation to observation notes as part of that observation and may place his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file.

3. In the event that the teacher contends his/her formal written evaluation of the classroom teaching performance was incomplete and inaccurate, he/she shall, within twenty (20) school days after the classroom observation conference with evaluator, put his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file.

XII – REMEDIATION PLAN

1. A tenured teacher shall have a remediation plan and procedure developed and implemented in accordance with Chapter 122, 24A-5 of the School Code.
2. The Union shall supply a roster of qualified teachers from whom the consulting teacher is to be selected.
3. The consulting teacher shall not be required by either party to participate in any dismissal hearing. The consulting teacher shall provide advice to the teacher rated “unsatisfactory” on how to improve teaching skills and to successfully complete the remediation plan. The consulting teacher shall participate in developing the remediation plan.
4. Consulting teachers will receive a stipend of \$25.00 for every verified clock hour beyond the regular teacher work hours that will include any loss of planning time.
5. The Board will hold consulting teachers harmless from any legal liability arising from the performance of their responsibilities as consulting teachers.
6. The remediation guidelines shall be submitted to the evaluation plan committee for final approval or revisions.

XIII – ZIPPER CLAUSE

WAIVER OF MID-TERM BARGAINING

- A. The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties. Therefore, the Board and Union for the life of this Agreement each voluntarily and unqualifiedly waive any right which may otherwise exist to negotiate over any matter which either is referred to in this Agreement or which included the exchange of proposals and substantive counterproposals made by either party during the course of negotiating this or prior agreements.
- B. The Union and the Board agree that there may be instances where strict adherence to contract language may impede implementation of educational alternatives which are designed to meet student needs. In those instances, the Union and the Administration may discuss possible alternatives to provide relief from specific contract provision in order to meet student needs.

Mutual agreements reached in this process shall be considered non-precedential. Any letters of understanding reached under this provision shall terminate upon the expiration of this contract or as specified in the letter.

SIDE LETTER ON SPOUSAL INSURANCE COVERAGE SURCHARGES

In the event that the district's insurance provider sets a surcharge rate for covering employees' spouses/domestic partners when these individuals have access to insurance through their own employers, the Union and the Board agree to negotiate a spousal surcharge consistent with that rate.

SIDE LETTER ON 2022 INSURANCE OPEN ENROLLMENT

Any employee wishing to elect a different insurance option from what they are currently enrolled in during the 2022 open enrollment period ending on July 1st, 2022, shall not be required to enroll in the HMO option or pay the difference in costs.

SIDE LETTER ON CORRECTING SPEECH PATHOLOGIST SALARY SCHEDULE

The Union and the Board agree to review historical inconsistencies in line 1 of the 2021-2022 Speech Pathologist Salary Schedule and to make such revisions as mutually agreed upon to correct those inconsistencies moving forward.

APPENDIX A: TEACHER SALARY SCHEDULES

2022-23

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	EdD
1	38,988	40,158	41,363	43,017	44,308	45,637	47,006	48,886
2	39,768	40,961	42,190	43,878	45,194	46,550	47,946	49,864
3	40,548	41,764	43,017	44,738	46,080	47,462	48,886	50,842
4	41,343	42,583	43,861	45,615	46,984	48,393	49,845	51,839
5	42,154	43,418	44,721	46,509	47,905	49,342	50,822	52,855
6	42,997	44,286	45,615	47,440	48,863	50,329	51,839	53,912
7	43,857	45,172	46,527	48,388	49,840	51,335	52,875	54,990
8	44,734	46,076	47,458	49,356	50,837	52,362	53,933	56,090
9	45,628	46,997	48,407	50,343	51,854	53,409	55,012	57,212
10	46,541	47,937	49,375	51,350	52,891	54,477	56,112	58,356
11	47,472	48,896	50,363	52,377	53,949	55,567	57,234	59,523
12	48,421	49,874	51,370	53,425	55,028	56,678	58,379	60,714
13	48,905	50,871	52,397	54,493	56,128	57,812	59,546	61,928
14	49,394	51,889	53,445	55,583	57,251	58,968	60,737	63,167
15	49,888	52,408	54,514	56,695	58,396	60,148	61,952	64,430
16	50,387	52,932	55,605	57,829	59,564	61,350	63,191	65,719
17	50,891	53,461	56,161	58,985	60,755	62,577	64,455	67,033
18	51,400	53,996	56,722	60,165	61,970	63,829	65,744	68,374
19	51,914	54,536	57,289	60,767	63,209	65,106	67,059	69,741
20	52,433	55,081	57,862	61,374	64,474	66,408	68,400	71,136
21	52,957	55,632	58,441	61,988	65,763	67,736	69,768	72,559
22	53,487	56,188	59,025	62,608	67,078	69,091	71,163	74,010
23	54,022	56,750	59,616	63,234	68,420	70,472	72,587	75,490
24	54,562	57,317	60,212	63,866	69,788	71,882	74,038	77,000
25	55,108	57,891	60,814	64,505	71,184	73,320	75,519	78,540
26	55,659	58,469	61,422	65,150	72,608	74,786	77,029	80,111
27	56,215	59,054	62,036	65,802	73,334	76,282	78,570	81,713
28	56,778	59,645	62,657	66,460	74,067	77,807	80,141	83,347
29	57,345	60,241	63,283	67,124	74,808	79,363	81,744	85,014
30	57,919	60,844	63,916	67,795	75,556	80,951	83,379	86,714
31	58,498	61,452	64,555	68,473	76,311	81,760	85,047	88,449
32	59,083	62,067	65,201	69,158	77,074	82,578	86,748	90,218
33	59,674	62,687	65,853	69,850	77,845	83,404	88,483	92,022
34	60,271	63,314	66,511	70,548	78,624	84,238	90,252	93,862
35	60,873	63,947	67,176	71,254	79,410	85,080	91,155	95,740

Off-schedule teachers receive a 6% salary increase in 2022-23.

Off-schedule teachers' lane advancement is based on the schedule.

2023-24

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	EdD
1	40,135	41,339	42,579	44,282	45,611	46,979	48,389	50,324
2	40,938	42,166	43,431	45,168	46,523	47,919	49,356	51,331
3	41,756	43,009	44,299	46,071	47,454	48,877	50,343	52,357
4	42,575	43,852	45,168	46,975	48,384	49,836	51,331	53,384
5	43,410	44,712	46,054	47,896	49,333	50,813	52,337	54,431
6	44,261	45,589	46,957	48,835	50,300	51,809	53,363	55,498
7	45,146	46,501	47,896	49,812	51,306	52,845	54,431	56,608
8	46,049	47,431	48,854	50,808	52,332	53,902	55,519	57,740
9	46,970	48,379	49,831	51,824	53,379	54,980	56,630	58,895
10	47,910	49,347	50,827	52,861	54,446	56,080	57,762	60,073
11	48,868	50,334	51,844	53,918	55,535	57,201	58,917	61,274
12	49,845	51,341	52,881	54,996	56,646	58,345	60,096	62,500
13	50,842	52,367	53,938	56,096	57,779	59,512	61,298	63,750
14	51,351	53,415	55,017	57,218	58,934	60,703	62,524	65,025
15	51,864	54,483	56,118	58,362	60,113	61,917	63,774	66,325
16	52,383	55,028	57,240	59,530	61,315	63,155	65,050	67,652
17	52,907	55,578	58,385	60,720	62,542	64,418	66,351	69,005
18	53,436	56,134	58,969	61,935	63,793	65,706	67,678	70,385
19	53,970	56,695	59,558	63,173	65,068	67,020	69,031	71,792
20	54,510	57,262	60,154	63,805	66,370	68,361	70,412	73,228
21	55,055	57,835	60,755	64,443	67,697	69,728	71,820	74,693
22	55,605	58,413	61,363	65,087	69,051	71,123	73,256	76,187
23	56,161	58,997	61,977	65,738	70,432	72,545	74,721	77,710
24	56,723	59,587	62,596	66,396	71,841	73,996	76,216	79,265
25	57,290	60,183	63,222	67,060	73,278	75,476	77,740	80,850
26	57,863	60,785	63,855	67,730	74,743	76,985	79,295	82,467
27	58,442	61,393	64,493	68,408	76,238	78,525	80,881	84,116
28	59,026	62,007	65,138	69,092	77,000	80,096	82,499	85,799
29	59,616	62,627	65,789	69,783	77,770	81,698	84,149	87,514
30	60,213	63,253	66,447	70,480	78,548	83,332	85,832	89,265
31	60,815	63,886	67,112	71,185	79,334	84,998	87,548	91,050
32	61,423	64,525	67,783	71,897	80,127	85,848	89,299	92,871
33	62,037	65,170	68,461	72,616	80,928	86,707	91,085	94,728
34	62,658	65,822	69,145	73,342	81,738	87,574	92,907	96,623
35	63,284	66,480	69,837	74,076	82,555	88,449	94,765	98,556

Off-schedule teachers receive a 5% salary increase in 2023-24.

Off-schedule teachers' lane advancement is based on the schedule.

2024-25

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	EdD
1	41,315	42,555	43,832	45,585	46,952	48,361	49,812	51,804
2	42,142	43,406	44,708	46,497	47,891	49,328	50,808	52,840
3	42,985	44,274	45,602	47,426	48,849	50,315	51,824	53,897
4	43,844	45,160	46,514	48,375	49,826	51,321	52,861	54,975
5	44,704	46,045	47,426	49,323	50,803	52,327	53,897	56,053
6	45,581	46,948	48,356	50,291	51,799	53,353	54,954	57,152
7	46,474	47,868	49,305	51,277	52,815	54,399	56,031	58,273
8	47,404	48,826	50,291	52,302	53,871	55,487	57,152	59,438
9	48,352	49,802	51,296	53,348	54,949	56,597	58,295	60,627
10	49,319	50,798	52,322	54,415	56,048	57,729	59,461	61,839
11	50,305	51,814	53,369	55,504	57,169	58,884	60,650	63,076
12	51,311	52,851	54,436	56,614	58,312	60,061	61,863	64,338
13	52,338	53,908	55,525	57,746	59,478	61,263	63,101	65,625
14	53,384	54,986	56,635	58,901	60,668	62,488	64,363	66,937
15	53,918	56,086	57,768	60,079	61,881	63,738	65,650	68,276
16	54,457	57,207	58,923	61,280	63,119	65,012	66,963	69,641
17	55,002	57,779	60,102	62,506	64,381	66,313	68,302	71,034
18	55,552	58,357	61,304	63,756	65,669	67,639	69,668	72,455
19	56,107	58,941	61,917	65,031	66,982	68,992	71,061	73,904
20	56,669	59,530	62,536	66,332	68,322	70,372	72,483	75,382
21	57,235	60,125	63,162	66,995	69,688	71,779	73,932	76,890
22	57,808	60,727	63,793	67,665	71,082	73,215	75,411	78,427
23	58,386	61,334	64,431	68,342	72,504	74,679	76,919	79,996
24	58,969	61,947	65,075	69,025	73,954	76,172	78,458	81,596
25	59,559	62,567	65,726	69,715	75,433	77,696	80,027	83,228
26	60,155	63,192	66,383	70,413	76,942	79,250	81,627	84,892
27	60,756	63,824	67,047	71,117	78,480	80,835	83,260	86,590
28	61,364	64,463	67,718	71,828	80,050	82,451	84,925	88,322
29	61,978	65,107	68,395	72,546	80,850	84,100	86,623	90,088
30	62,597	65,758	69,079	73,272	81,659	85,782	88,356	91,890
31	63,223	66,416	69,770	74,004	82,476	87,498	90,123	93,728
32	63,856	67,080	70,467	74,744	83,300	89,248	91,926	95,603
33	64,494	67,751	71,172	75,492	84,133	90,141	93,764	97,515
34	65,139	68,428	71,884	76,247	84,975	91,042	95,639	99,465
35	65,790	69,113	72,603	77,009	85,824	91,952	97,552	101,454

Off-schedule teachers receive a 5% salary increase in 2024-25.

Off-schedule teachers' lane advancement is based on the schedule.

APPENDIX B: SPEECH PATHOLOGIST SALARY SCHEDULES

Speech Pathologist**2022-23**

	MA	MA+15	MA+30	MA+45	EdD
1	59,796	61,590	63,437	65,341	67,954
2	60,992	62,821	64,706	66,647	69,313
3	64,078	66,000	67,980	70,020	72,820
4	65,359	67,320	69,340	71,420	74,277
5	66,667	68,667	70,727	72,848	75,762
6	68,000	70,040	72,141	74,305	77,278
7	69,360	71,441	73,584	75,791	78,823
8	70,747	72,869	75,056	77,307	80,400
9	72,162	74,327	76,557	78,853	82,008
10	73,605	75,813	78,088	80,430	83,648
11	75,077	77,330	79,650	82,039	85,321
12	76,579	78,876	81,243	83,680	87,027
13	77,345	80,454	82,867	85,353	88,768
14	78,118	82,063	84,525	87,060	90,543
15	78,899	82,883	86,215	88,802	92,354
16	79,688	83,712	87,940	90,578	94,201
17	80,485	84,549	88,819	92,389	96,085
18	81,290	85,395	89,707	94,237	98,007
19	82,103	86,249	90,604	95,179	99,967
20	82,924	87,111	91,510	96,131	101,966
21	83,753	87,982	92,425	97,093	104,005
22	84,591	88,862	93,350	98,063	106,085
23	85,437	89,751	94,283	99,044	107,146
24	86,291	90,648	95,226	100,035	108,218
25	87,154	91,555	96,178	101,035	109,300
26	88,025	92,470	97,140	102,045	110,393
27	88,906	93,395	98,111	103,066	111,497
28	89,795	94,329	99,092	104,096	112,612
29	90,693	95,272	100,083	105,137	113,738
30	91,600	96,225	101,084	106,189	114,875
31	92,516	97,187	102,095	107,251	116,024
32	93,441	98,159	103,116	108,323	117,184
33	94,375	99,141	104,147	109,406	118,356
34	95,319	100,132	105,189	110,500	119,540
35	96,272	101,134	106,241	111,605	120,735

Speech Pathologist**2023-24**

	MA	MA+15	MA+30	MA+45	EdD
1	61,555	63,401	65,303	67,262	69,953
2	62,786	64,669	66,609	68,608	71,352
3	64,041	65,963	67,941	69,980	72,779
4	67,282	69,300	71,379	73,521	76,461
5	68,627	70,686	72,807	74,991	77,991
6	70,000	72,100	74,263	76,491	79,550
7	71,400	73,542	75,748	78,021	81,141
8	72,828	75,013	77,263	79,581	82,764
9	74,284	76,513	78,808	81,173	84,419
10	75,770	78,043	80,385	82,796	86,108
11	77,286	79,604	81,992	84,452	87,830
12	78,831	81,196	83,632	86,141	89,587
13	80,408	82,820	85,305	87,864	91,378
14	81,212	84,476	87,011	89,621	93,206
15	82,024	86,166	88,751	91,414	95,070
16	82,844	87,028	90,526	93,242	96,971
17	83,673	87,898	92,337	95,107	98,911
18	84,509	88,777	93,260	97,009	100,889
19	85,355	89,665	94,192	98,949	102,907
20	86,208	90,561	95,134	99,938	104,965
21	87,070	91,467	96,086	100,938	107,064
22	87,941	92,382	97,047	101,947	109,206
23	88,820	93,305	98,017	102,967	111,390
24	89,708	94,238	98,997	103,996	112,504
25	90,606	95,181	99,987	105,036	113,629
26	91,512	96,133	100,987	106,087	114,765
27	92,427	97,094	101,997	107,148	115,913
28	93,351	98,065	103,017	108,219	117,072
29	94,285	99,046	104,047	109,301	118,242
30	95,227	100,036	105,088	110,394	119,425
31	96,180	101,036	106,138	111,498	120,619
32	97,141	102,047	107,200	112,613	121,825
33	98,113	103,067	108,272	113,739	123,044
34	99,094	104,098	109,355	114,877	124,274
35	100,085	105,139	110,448	116,025	125,517

Speech Pathologist

2024-25

	MA	MA+15	MA+30	MA+45	EdD
1	63,365	65,266	67,224	69,241	72,010
2	64,632	66,571	68,568	70,625	73,450
3	65,925	67,903	69,940	72,038	74,919
4	67,243	69,261	71,339	73,479	76,418
5	70,646	72,765	74,948	77,197	80,284
6	72,059	74,220	76,447	78,740	81,890
7	73,500	75,705	77,976	80,315	83,528
8	74,970	77,219	79,536	81,922	85,198
9	76,469	78,763	81,126	83,560	86,902
10	77,999	80,339	82,749	85,231	88,640
11	79,559	81,945	84,404	86,936	90,413
12	81,150	83,584	86,092	88,675	92,222
13	82,773	85,256	87,814	90,448	94,066
14	84,428	86,961	89,570	92,257	95,947
15	85,273	88,700	91,361	94,102	97,866
16	86,125	90,474	93,189	95,984	99,824
17	86,986	91,379	95,052	97,904	101,820
18	87,856	92,293	96,953	99,862	103,856
19	88,735	93,216	97,923	101,859	105,934
20	89,622	94,148	98,902	103,896	108,052
21	90,518	95,089	99,891	104,935	110,213
22	91,424	96,040	100,890	105,985	112,418
23	92,338	97,001	101,899	107,045	114,666
24	93,261	97,971	102,918	108,115	116,959
25	94,194	98,950	103,947	109,196	118,129
26	95,136	99,940	104,987	110,288	119,310
27	96,087	100,939	106,036	111,391	120,503
28	97,048	101,949	107,097	112,505	121,708
29	98,019	102,968	108,168	113,630	122,925
30	98,999	103,998	109,249	114,766	124,155
31	99,989	105,038	110,342	115,914	125,396
32	100,989	106,088	111,445	117,073	126,650
33	101,999	107,149	112,560	118,244	127,917
34	103,018	108,221	113,685	119,426	129,196
35	104,049	109,303	114,822	120,620	130,488

APPENDIX C: EXTRA CURRICULAR SCHEDULE

Activity	Year 1-5	Years 6-10	Years 11+
Boys Baseball	1800	2370	2900
Girls Softball	1800	2370	2900
7th Boys Basketball	2500	3340	4100
8th Boys Basketball	2500	3340	4100
7th Girls Basketball	2500	3340	4100
8th Girls Basketball	2500	3340	4100
7th Boys Volleyball	2100	2820	3650
8th Boys Volleyball	2100	2820	3650
7th Girls Volleyball	2100	2820	3650
8th Girls Volleyball	2100	2820	3650
Boys Track	1200	1600	1800
Girls Track	1200	1600	1800
Cheerleading	2600	3500	4200
Chorus	1900	2470	3040
Band	1900	2470	3040
Student Council	2000	2570	3140
Beta Club	1800	2370	2940
8th Grade Class Sponsor	1400	1700	2000
Science Fair	500	650	800
Yearbook	900	1200	1500
Athletic Director	3600	4700	5700

Lunchroom Supervisor (per lunch period)	\$25.00
Detention (per 45 min session)	\$25.00
Saturday School (4 hours)	\$100.00

SIGNATURE PAGE

This agreement shall be in effect from July 1, 2022, through June 30, 2025.

IN WITNESS THEREOF:

Taft Council
AFT Local 604
IFT/AFT/AFL-CIO

Kimberly B. Thompson
Council President or Designee

8/15/2022
Date

Taft School
District No. 90
Lockport, Illinois

Nicole Janl.
Board President or Designee

8/11/2022
Date