

AGREEMENT BETWEEN

THE BOARD OF EDUCATION OF

IROQUOIS WEST COMMUNITY UNIT SCHOOL

DISTRICT NO. 10

AND

THE IROQUOIS WEST FACULTY AND STAFF ASSOCIATION

2023-2025

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ARTICLE I
RECOGNITION

The Board of Education of Iroquois West Community Unit District No. 10, Iroquois County, Illinois, hereinafter referred to as the "Board," hereby recognized the Iroquois West Federation for Teachers, Local No. 604, IFT, AFT, AFL-CIO, hereinafter referred to as the "Union," as the sole and exclusive bargaining representative for all regularly employed certified personnel who are employed by the Board with the exception of the Superintendent, Assistant Superintendent, principals, all noncertified employees, those teacher and other personnel who are employed by any cooperative agency whose duty is to serve the Board; All confidential and managerial employees and substitute employees. Part-time teaching personnel shall receive salary and fringe benefits based on their fractional employment status.

ARTICLE II
UNION RIGHTS

1. Copies for Distribution

The superintendent or designee shall provide the union president with copies of the following as soon as available for distribution:

- A. The District's annual financial statement
- B. Annual budget
- C. Annual audit
- D. Agenda
- E. Official approved Board minutes
- F. Scattergram which includes step placement and number of employees presently taking single health insurance and family health insurance
- G. Board policy manual
- H. Building teachers' manual
- I. Within 10 days after the approval of each previous open meeting minutes, copies of the approved minutes shall be given the Union President.

2. Use of the School Building

The Union shall have the right upon approval of the Building Principal or Unit Superintendent to use the school building for meetings at a time when school is not in session provided such meetings do not interfere with instructional and/or extra-curricular programs. Whenever special custodial service is required, the Board may make a reasonable charge for this service.

3. Use of Mailboxes

The Union shall have the right to use inter-school mail and distribute information to all teachers in the teachers' mailboxes.

4. Implementation of Agreement

The Superintendent or his/her designee shall meet with the Union President and other local Union delegates at mutually agreeable times to discuss questions relating to the implementation of the Agreement.

5. Copies of the Agreement

Each teacher shall receive a copy of the Collective Bargaining Agreement. Teachers newly hired by the District or newly transferred into the District through annexation or consolidation shall be given a copy (on line) of the Agreement upon their signing their contracts by the Superintendent or designee. The cost of the printing of the Agreement shall be shared equally by the Board and the Union.

6. Bulletin Boards

The Union shall be provided bulletin boards in each teachers' lounge for the purpose of posting official business and information.

7. Use of Business Equipment

With the approval of the Superintendent or his/her designee, the Union shall be allowed the use of school business equipment, except for Unit Office equipment, provided that the use of said equipment does not interfere with instructional and /or extra-curricular programs. The Union may be required to supply its own material.

8. Assignment of Deductions

An employee who wishes to begin union membership will indicate this by marking "yes" under IFT Union Dues on the Certified Salary Verification form provided by the district. The employee must also fill out a Union Membership card with the Union President before any dues may be withheld. The amount of annual dues will be specified by Local 604.

Union Membership can be revoked by completing the steps outlined in the paragraph marked "Revocation Window" on the Union Membership card.

The Board has no responsibility for collecting past or overdue dues if it has complied with the provisions of this paragraph for reasons such as but not limited to:

- A. Insufficient earnings
- B. Unpaid leave of absence
- C. Dues in arrears not related to the employer's compliance with this provision.

9. Names and Addresses of New Employees

Names, positions and addresses of newly hired teachers will be provided to the Union within ten (10) days of hiring.

ARTICLE III
TEACHER RIGHTS

1. Personnel File

- A. Only one (1) official file shall be kept for each employee in respect to disciplinary or evaluative materials. The employer may maintain other files including files in electronic form related to teacher retirement, sick and personal leave use, tax matters, employee insurance matters and other documents required to be maintained by law.
- B. Every employee shall have access to his/her official personnel file, during regular office hours, within forty-eight (48) hours from the time written notice is given to the Superintendent. The Superintendent or designee may be present during such review.
- C. A copy of any evaluative material shall be given to a teacher, or placed in his/her mailbox, at the time such material is added to his/her official personnel file.
- D. The employee shall have the right to attach any explanation to any materials that are placed in his/her personnel file.
- E. The employee shall acknowledge that he/she has seen the contents of his/her file by affixing his/her signature on the original copy. Said signature does not indicate agreement with the content of the file.
- F. Review shall be limited to documents or information that the employer may use in determining that employee's qualification for employment, promotion, transfer, additional compensation, discharge, or other disciplinary action.

Excluded from this right to review are the following:

- 1) All pre-employment confidential materials;
- 2) Tests used as a basis for hiring and promotion or graded questions and answers;
- 3) Materials used by the employer for management planning, external peer review documents concerning salary increases, promotions and job assignments or other comments or ratings used for planning purposes;
- 4) Records relevant to a pending claim between the employer and employee which are subject to discovery in a lawsuit;
- 5) Security records incident to an investigation of criminal conduct or other harmful activities by an employee.

2. Keys

Each teacher shall have keys to the building, assigned rooms, library, teachers' lounge, and High School teachers shall be given keys to the Teachers' copy room and outside gates. Keys may be issued to computer labs based upon need at the discretion of the building principals.

3. **Notification of Vacancies**

Notices for all new or vacant positions for professional employees shall be posted in the teacher's lounge and school offices as they become available. During the summer months, all union members shall be emailed vacancy notices.

4. **Telephones**

Teachers will have access to a telephone, to be used for school business, available after the main office(s) in their building is locked.

ARTICLE IV EVALUATION

1. In-Service

No formal evaluation of a teacher shall take place until the principal has acquainted each teacher under his/her supervision with the teacher evaluation procedures and instruments via in-service meeting. Teachers who are first employed after the in-service is held shall be acquainted with the teacher procedures and instruments by an Administrator.

2. Formal Evaluations

All formal evaluations of classroom teaching performances of teachers shall be conducted openly with full knowledge of the teacher. Generally, all formal observations shall be conducted between the 10th day and the 165th day of the school year. If the need arises, as determined by the Administration, formal observations may be conducted at other times. Informal observations may be conducted at the discretion of the administration.

3. Request for Evaluator

A teacher who objects to the formal written evaluation may request to be evaluated by one (1) other administrator.

4. Review of Written Evaluation

The principal or Supervisor shall meet with the teacher after the completion of the written evaluation and discuss the evaluation. This meeting shall take place within ten (10) school days of the classroom observation and be completed within fifteen (15) school days of the classroom observation. PERA language will always supersede contractual language.

5. Additional Written Statement

The teacher shall have the right to submit a written explanation or other written statements regarding any evaluation for inclusion in his/her personnel file.

6. Evaluation Copy

The Administration will provide each teacher with a copy of the written evaluation.

7. Pre-Evaluation Classroom Observation

A least one (1) classroom observation of no less than thirty (30) minutes shall be made prior to each formal written evaluation.

8. Tenured Teachers Evaluation

Tenured teachers will be evaluated as outlined by PERA laws and limitations and the mutually developed PERA Evaluation Tool that was instituted in the fall of 2016.

9. Non-tenured Teachers Evaluation

Non-tenured teachers shall be evaluated at least two (2) times each year.

10. No Limitations

Nothing contained herein shall limit the right of the administration to evaluate a teacher's performance of assigned duties. Any such observations which are to be used to evaluate the teacher shall be reduced to writing and discussed with the teacher prior to being placed in the teacher's personnel file.

11. Informal Observations

Agreeing to the procedures delineated above does not limit the right of the administration to utilize informal observation, or other criteria in the evaluation of teachers.

12. Development of Evaluation Instrument

The instrument to be used for formal teacher evaluation shall be cooperatively developed by representatives of the Board and the Union following the rules and language of PERA and agreed to by the Board and the Union.

ARTICLE V
WORKING CONDITIONS

1. Duty-Free Lunch Period

Employees shall have a duty-free lunch period no less than that of the students' lunch period, but no less than thirty (30) minutes.

2. Employment year

The employment year for all teachers shall not exceed 180 teacher responsibility days, which may include up to four (4) institute days. This paragraph does not prohibit extended year contracts which provide for pro-rated salary.

3. Notice of Tentative Teaching Assignments

All employees shall be given notice of their tentative teaching assignments for the forthcoming school year no later than 45 days prior to the first day of the school term. In the event changes in these assignments are necessary, the employees shall be notified as soon as possible and such employees shall be allowed to resign without penalty.

4. School Cancellation

Teachers shall not be required to notify other employees in the event that school has been cancelled due to weather conditions.

5. Eligibility Lists for IHSA and IESA

Teachers shall not be required to accumulate and type eligibility list for IHSA and IESA but shall provide the list of names.

6. Notice of Change in Traveling Teachers Daily Routine

A reasonable effort will be made to insure that traveling teachers receive notice of any change in the students' daily routine.

7. Preparation Period

The Board of Education and the Administration reserve the right to assign teachers to substitute in classes where needed during their preparation time and the teacher will be reimbursed Twenty-two and 00/100 dollars (\$22.00) per class period assigned. A form will be submitted by the teacher to the building principal when this occurs.

Said substitution will first be offered on a voluntary basis before it is assigned. Classroom teachers shall have preparation time assigned to them. Elementary teachers' prep time shall be a minimum of forty (40) minutes per day. Upper elementary teachers' prep time shall be a minimum of thirty (30) minutes per day. Prep time for employees 6 through 12 shall be equal to one (1) class period per day. On days of early dismissal, this item shall not be applicable to this Agreement. This provision shall not apply to guidance, library or other certificated employees whose principal duty is not classroom instruction.

8. Bus Supervision

Each teacher who is required to provide afternoon bus supervision of students in the Danforth attendance center or the Middle School shall be paid an additional stipend of Ten and no/100 dollars (\$10.00) per day.

9. 7th Class Assignment

Teachers who are assigned to the high school or middle school, and are assigned to teach seven classes, shall be compensated at the rate of one eighth of base salary (BS-1Yr) per year, or the fractional equivalent computed giving consideration to length of class time, hours daily and total duration in days. A forty-two minute period shall serve as the standard period length in the high school. The standard period length in the middle school shall be 42 minutes. This compensation shall be granted exclusively to regular, self-contained, academic, full-time high school and/or middle school teachers who are assigned seven classes to teach. Therefore, this does not include: Elementary Teachers (Pre-K - 5) and teachers whose predominate assignment is Physical Education, Fine Arts, Guidance Counselors, Librarians, or Substitute Teaching. An extra class does not include Vocational Work study or Summer Project Supervision, Home Room Sessions, Individualized Instruction Sessions (such as, but not limited to, Instrumental Music, Independent Study or Title I), Supervision Duties (such as, but not limited to, Lunch, Bus or Study Hall), Special Education Teaching, Homebound Instructors and/or other similar positions which are not self-contained classroom assignments of the middle school or high school.

Fine Arts is defined to include: Visual Media (Art), Drama, Dance and Music (Band & Chorus).

An example of predominate assignment would be: An Art / English combination position with 4 English classes and 2 Art classes. The building principal assigns another Art class. The teacher in this example is predominantly an English teacher and would receive the additional compensation.

10. Detention Pay

Unit 10 teachers, who serve as detention hall supervisors for detentions assigned by the administration, will be compensated at the rate specified in APPENDIX B, EXTRA-DUTY INCREMENTS. Teachers may volunteer to serve as detention hall supervisors for sessions scheduled by the administration. If a teacher supervises a Saturday detention hall session, the teacher-supervisor shall be compensated at the rate specified in APPENDIX B, EXTRA-DUTY INCREMENTS.

11. Teacher Mentoring Program

Each trained mentor teacher will be paid \$500.00 per year for each assigned mentee. Additionally, a lead mentor teacher will be assigned to coordinate the mentoring program. His/her pay will be \$750.00 per year plus regular mentor stipend if assigned a mentee.

If/when additional funding is provided from outside sources for the mentoring program, the funds will be distributed as follows: first – all bills related to the mentoring program will be paid (e.g. mileage, substitute teachers, supplies, etc.) with the remainder set aside for teacher stipends. Second – in the spring, the mentors will meet to develop a

recommendation for the fair and equitable distribution of the stipend among the mentors, taking into account the aspects of release time provided, number of protégés, meeting schedules, etc. Third, that recommendation will be forwarded to the Superintendent who may make minor modifications as he/she sees fit. In the event that one or more of the mentors feel that the distribution is not fair, the Superintendent's decision can be appealed to the Executive Committee of the Board of Education. The Executive Committee's decision will be binding.

12. **Curriculum Work Time**

Each teacher will be provided with a two (2) hour early dismissal on the third Wednesday of each month in which school is in session. These dismissals shall be used to enrich curriculum, attend curriculum meetings, and/or work on cross-curricular planning.

13. **School Events Outside of Contracted Time**

Hours worked outside of the 8 - 3:50 p.m. contracted day for Elementary and Upper Elementary concerts, Family Reading Night, Carnival, STEM Night, and/or monthly family education nights shall be a voluntary activity of all teachers and at the discretion of the building administration. All compensated activities must be pre-approved by the building principal and form (OT form will suffice) completed describing teacher's responsibilities. Teachers that volunteer for the above referenced activities shall be compensated at the rate of twenty-two dollars (\$22.00) per event. **(Open Houses are exclude from compensation.)**

14. **Teacher Dean**

Teachers who have assigned hours in their day to complete duties related to student discipline, scheduling, or other types of non-teaching student support duties will be compensated at a rate of 13% of base salary for BS-A on the salary schedule.

15. **Extended Contract**

Any teacher on extended contract shall be paid commensurate to a salary fractionalized by status on the salary schedule.

Positions that use extended contractual days are:

Preschool (up to 6 days)

HS Guidance (up to 20 days total – 10 days before the school year begins and 10 days after the end of the school year)

Technology (up to 5 days)

HS Ag/FFA (40 days)

Each teacher will be required to fill out a form with general documentation of their activities during the extended contract period.

Positions that stipulate "up to" will not be required to use all of the days available if they are deemed unnecessary by the teacher, building administrator and the superintendent.

ARTICLE VI
GRIEVANCE PROCEDURE

1. Definition

A grievance is a claim by the Union, an employee, or group of employees involving an alleged violation, misinterpretation, or misapplication of the terms of this Agreement.

2. General Provisions

All time limits consist of school days, except that during the summer when school is not in session, time limits shall consist of all weekdays.

Nothing contained herein shall be construed as to limit the right of any employee having a grievance to discuss the matter informally with his/her supervisor and having the grievance adjusted, providing the adjustment is not inconsistent with the terms of the Agreement.

At the informal level, the Union President shall be notified in writing concerning the adjustment of the grievance.

Failure of a teacher or Union to act on any grievance within the prescribed time limits will bar any further appeal. An Administrator failure to give a decision within the time limits shall permit the grievance to proceed to the next step. Time limits shall be extended by mutual consent.

Any investigation, handling, or processing of any grievance by the grievant or the teaching staff shall insure that the educational process is not interrupted.

Step A of the grievance procedure may be bypassed and the grievance brought directly to Step B if mutually agreed upon by the employee and the Superintendent.

Class grievances involving one (1) or more teachers or one (1) or more supervisors and grievances involving an administrator above the building level may be initially filed by the Union at Step B.

Teachers shall have the right to be represented by a Union representative or other representatives of the teacher's choice if one (1) is requested at all steps of the formal grievance procedure.

No reprisals shall be taken by the Board or the administration against a teacher because of his participation in a grievance.

All records related to a grievance shall be filed separately from the personnel files of the teachers.

A grievance may be withdrawn at any level without establishing a precedent.

No provision of law is incorporated into this Agreement except as explicitly stated herein.

Conferences held under this procedure shall be at a mutually agreeable time and place. With the Superintendent's approval, the grievant and/or other employees may be released from his/her regular assignment without loss of pay or benefits to attend the meeting specified in the Grievance Procedure Steps A through C.

3. Procedure

The parties hereto acknowledge that it is usually most desirable for an employee and the immediately involved supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the employee, a grievance may be processed as follows:

- A. The grievant or Union shall present the grievance in writing within twenty (20) days of the occurrence of the event giving rise to the grievance or within twenty (20) days of the time the teacher should have reasonably become aware of such event specifying the article and clause alleged to have been violated and stating the remedy sought, to the supervisor immediately involved. The supervisor shall arrange for a meeting to take place within ten (10) days of his/her receipt of the written grievance. The supervisor shall provide a written answer to the grievance. The supervisor shall provide a written answer to the grievance of the aggrieved teacher and the Union President within ten (10) days after the meeting.
- B. If the grievance is not resolved at Step A, the grievance may be referred to the Superintendent or official designee within ten (10) days of the receipt of the Step A answer. The Superintendent shall arrange for a meeting to take place within ten (10) days of his receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be provided with the Superintendent's written response with a copy to the Union President.
- C. If the Union is not satisfied with the disposition of the grievance at Step B or the time limits expire without the issuance of the Superintendent's written reply, the Union may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings.
- D. If a demand for arbitration is not filed within thirty (30) days of the date for the Step B answer, then the grievance shall be deemed withdrawn.
 1. The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. His/her authority shall be strictly limited to deciding only the issues presented to him/her in writing by the school District and the Union, and his/her decision must be based only upon his/her interpretation of the meaning or application or the express relevant language of the Agreement.
 2. Each party shall bear the full cost for its representation in the grievance procedure.
 3. If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript. If both parties order a transcript, the costs of the two (2) transcripts shall be divided equally between the Board and the Union.
 4. Each party shall share equally the cost of the arbitrator and the AAA.

ARTICLE VII

LEAVES

1. Sick Leave

Each employee shall be entitled to twelve (12) days of sick leave each year without loss of pay. Sick leave not used in the year of service for which it was granted shall accumulate to a maximum of 340 days. Employees shall be notified in writing at the beginning of each school year as to the current number of sick days they have accumulated.

To the extent permissible without penalty at TRS, for the 2009-2010 year only, the standard allotment of sick days will be the greater of twelve days or two (2) days of sick leave for each year of service on the district to a maximum of twenty-four (24) days.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family. For the purpose of sick leave "immediate family" shall include parents, spouse, civil partner, significant other, brothers, sisters, children, children-in-law, step-children, step-children-in-law, grandparents, grandchildren, grandparent-in-law, parent-in-law, brothers-in-law, sisters-in-law, legal guardians, and foster family.

2. Catastrophic Sick Day Donation

The purpose of this program is to permit certified staff who suffer a "catastrophic" condition or event as defined below to request that other certified staff donate no more than two (2) sick days each in a year to a person and no more than ten (10) sick days in the aggregate in the same year to others with the catastrophic condition or event as a way to bridge the gap from the point the person exhausted all of his or her sick days to the point the person returns to work or is on disability leave or other leave approved by the Board or collective bargaining agreement.

Eligibility to Receive Sick Days

This program is available to full-time certified staff of the Iroquois West CUSD #10 who have exhausted all of their accumulated sick leave and suffer from a personal illness, disability, or hospitalization of a "catastrophic" nature or from a "catastrophic" event. Catastrophic refers to life-threatening, extraordinary, or chronically debilitating medical conditions and is not intended to include commonplace or ordinary medical conditions. Examples of catastrophic medical conditions include certain cancers and pregnancy/child-birth complications that are hazardous to the life of the mother and/or unborn child. In contrast, the flu, broken leg, and routine pregnancies are not considered catastrophic medical conditions. Generally, catastrophic medical conditions must be considered both long-term in nature and require long-term recuperation periods. A physician's statement certifying that the medical condition is life-threatening, extraordinary, or chronically debilitating must be submitted with the staff person's request to access this program. A catastrophic event would include, but is not limited to, death of a spouse or a child or the catastrophic illness of a spouse or child. The Catastrophic Leave Committee shall determine whether a staff person qualifies for this program.

Any staff person who is receiving disability benefits or who is absent for illness or injury due to a work-related accident may not avail himself/herself of any benefits of this program. Any staff person who is on a Board-approved leave of absence shall be ineligible under this program.

Any sick days received in connection with this program must be used during the school year in which the sick days were donated. A staff person may not carryover any unused sick days to a subsequent school year.

Eligibility to Donate Sick Days

All full-time certified staff are eligible to donate sick days under this program. Certified staff can decide, within each of his/her own discretion, whether he/she would like to participate in this program since it is purely voluntary. No person may donate more than two (2) sick days in a year to a person with a catastrophic condition or event and no more than ten (10) sick days in the aggregate in that same year to others with a catastrophic condition or event. BE AWARE that by donating your sick day(s) under this program to another person, you will be transferring all of your rights to this sick day(s) and will not be able to use it for yourself.

Procedure

A person wanting to receive sick days under this program must first make a written request to the Superintendent asking to solicit sick days from others who are certified staff. Within three (3) days of receiving the written request, the Superintendent shall convene the Catastrophic Leave Committee to determine whether the requesting person is eligible for this program. Within one (1) day of when the committee determines that the person is eligible, the Superintendent shall deliver a copy via email and via mailbox to the staff eligible to donate sick days. A staff person should respond to the request within ten (10) school days by contacting the Superintendent and executing any forms necessary to effectuate the transfer of the sick days. Sick days must be donated to the requesting staff person directly, not as part of a bank for others to use.

Any sick days received in connection with this program must be used during the school year in which the sick days were donated. A staff person may not carryover any unused sick days to a subsequent school year.

Penalties

To the extent Iroquois West CUSD #10 incurs any penalties with respect to the Teachers' Retirement System for the transfer of sick days pursuant to this program, the teacher receiving the sick days shall, at the Board's discretion, reimburse IWCUSD #10 for the payment of those penalties and shall work cooperatively with IWCUSD #10 to take any action or execute any documents necessary to cure the application of penalties.

Catastrophic Leave Committee

The Catastrophic Leave Committee shall be made up of the four (4) members, consisting of the Superintendent, the Union President, and one designee by each. The decisions of the Committee shall be final and are not subject to a grievance, arbitration or other review.

3. Bereavement Leave

In the case of a death in the immediate family of an employee, a maximum of three (3) consecutive days, up to and including the funeral, absence per incident shall be allowed at full pay. This type of bereavement leave shall not be taken from sick leave. For the purpose of bereavement "immediate family" shall be defined the same as above in sick leave.

The Superintendent may discretionarily waive the restrictions of this provision.

4. Personal Leave

Each employee shall be entitled to two (2) days per year for personal or emergency use without loss of pay or deduction of sick leave. The use of personal days is subject to the following conditions:

- A. Except in the case of emergency, written advance notice of the necessity for personal leave shall be submitted as soon as possible to the Superintendent, or the Superintendent's designee. Personal leaves will be limited to one teacher per building on any given day unless the building principal agrees that a second absence would not be disruptive to the educational environment.
- B. Personal leave may not be used on a day immediately preceding or immediately following a legal holiday or on the opening and /or closing day of school unless approval is granted by the Superintendent.
- C. Such personal leave may not be used in increments of less than one-half (1/2) day at a time.
- D. Unused personal days shall accumulate to a maximum of three (3). Any remaining days will be added to accumulated sick leave days at the end of each year.
- E. Under no circumstances can personal leave days be used for work stoppage.
- F. The Superintendent may discretionarily waive the restrictions of the provision.

5. Jury Duty

Any employee called for jury duty shall be paid his/her full compensation for such time with no loss of any leaves, seniority, or other benefits provided he/she turns over his/her check received for jury duty to the District. The employees shall retain any mileage reimbursement. All employees must notify their immediate supervisor at least three days in advance prior to serving jury duty so that an acceptable substitute may be found.

6. Subpoena Leave

If an employee has been issued a subpoena to appear as a witness in any school-related proceedings in which the employee is not a party of interest against the district, the employee shall suffer no loss in salary or employees benefits.

On occasions when an employee is issued a subpoena but the employee is not required to attend that day, the employee shall report to work, unless the Superintendent or Building Principal waives the employee's presence that day due, for example, to the hiring of a substitute employee.

7. Professional Leave

Each employee shall be entitled to two (2) days per year for attendance at professional development without loss of pay or deduction of sick leave or personal leave.

If the District is running budget deficits, the professional development and expenses will be at employee's expense. The District will supply the substitute. The teacher will need to debrief and share the professional development at staff, department, or grade level meetings. Only one employee will be allowed to attend the same professional development from each building. The Superintendent may, in special circumstances, allow more attendance from each building.

8. General Leave

Leaves of absence without pay may be granted to tenured employees for reasons such as illness, education, personal or family matters, maternity, paternity, child care, the adoption of a child, etc.

Each approved leave of absence shall be of the shortest possible duration required to meet the purpose for the leave consistent with a reasonable continuity of instruction for student. Leaves of absence without pay for not more than one (1) year may be granted to tenured teachers according to the following conditions:

Written requests for leaves of absence without pay should be made at least ninety (90) days before the leave is desired, subject to approval by the Board. In emergency cases this provision may be waived.

The employee shall inform the superintendent of his/her intent to return not later than March 1.

Leaves of less than one (1) month, if acceptable and approved by the superintendent, will not require board approval nor three (3) month's notice. Teachers on unpaid leave of absence shall be allowed to continue to participate in the District's group insurance programs by paying the monthly premiums to the District's business office, subject to the requirements of the insurance carrier.

ARTICLE VIII
BENEFITS

1. Board Contribution – Section 125 Plan Sheltering

A. Section 125 Plan Sheltering

1) The Board of Education shall contribute to the Section 125 Plan for each full time employee, the sum equal to the total amount of the single health insurance premium rate for the 2023-2024 school year. For the 2024-2025 school year, the Board will pay half of the increase in cost of the single coverage premium. The Board of Education contribution for part time employees shall be pro-rated, as provided in Article I.

2) As an option to paragraph one (1) above, employees who began contractual service prior to July 1, 2006, may elect a cash option in lieu of health insurance in the amount of \$4,500 per year. If an eligible teacher has elected NOT to take cash in lieu of health insurance, they may not opt back in again. Each eligible employee shall have the option, under the District Section 125 Plan, to shelter the premium cost of the eligible employee's participation in the District's Health Plan from income tax. If the employee fails to exercise the option to so shelter the premium cost, the Board contribution shall be additional taxable income to the employee, as required by law.

3) Teachers who began contractual service in the District after July 1, 2006, are not eligible for the Section 125 Board contribution. However, the Board will pay for group health insurance coverage in accordance with provisions in paragraph one (1) above.

B. Group Health Insurance

All teachers who have not elected the Section 125 Plan in accordance with Section A, above, will be entitled to participate in the District's Group Health Insurance Plan. The Board of Education shall contribute to the Section 125 Plan for each full time employee, the sum equal to the total amount of the single health insurance premium rate for the 2023-2024 school year. For the 2024-2025 school year, the Board will pay half of the increase in cost of the single coverage premium; The Board of Education contribution for part time employees shall be pro-rated, as provided in Article I.

- For those employees choosing to take the \$1000 deductible option, the BOE will only pay 50% of the **difference** in premium from the \$500 plan. This amount will be applied to the employee's paycheck.
- For those employees choosing to take the \$2700 deductible HSA the BOE will only pay 50% of the **difference** in premium from the \$500 plan. This amount will be deposited into the employee's HSA account.

2. **Sheltering Member Contributions to the Teachers' Retirement System**

- A. The Board of Education shall pick up and pay the 9.4% for Tier I and Tier II member contributions to the Teachers' Retirement System. The purpose of such pick up shall be to shelter such sum from payment of Federal Income Tax pursuant to Internal Revenue Code Section 414(h)(2), and Revenue Rulings 81-35 and 81-36. Should such pick-up or shelter be subsequently declared illegal by a court of competent jurisdiction, or superseded by change in law or tax ruling, such payment by the Board of Education shall become gross income to the employee.

In the event of an increase in contribution rates, the Board will pay half of the increase in cost (i.e. beyond 9.7%) for the 2017-2018 school year, and half of any increase in future years.

- B. Furthermore, the Board of Education shall pay the legally required employer amount (currently .97%) contribution to T.H.I.S. on behalf of the member. It is understood that there is currently no method to shelter this payment from taxation. If laws are modified to allow for sheltering of T.H.I.S on contributions, the Board of Education agrees to process and shelter this benefit in accordance with law.

3. **Tuition Reimbursement**

- A. Tuition reimbursement is limited to tenured teachers. Teachers who were employed by IW #10 prior to June 1, 2009 will not be subject to this limitation.
- B. Salary schedule advancement will be allowed for hours earned in a NCATE accredited college or university in courses that lead to advanced degree in the field of education to which the teacher has been admitted. Advancement on the salary schedule may be approved by the Superintendent for courses related to the employee's teaching area, supervision area, or an anticipated teaching or supervision area, or for courses which lead to additional areas of endorsement and/or certification. For tuition reimbursement and/or salary schedule advancement, all courses must be approved in advance by the Superintendent. Approval of such courses shall be at the discretion of the Superintendent.

The Board will pay up to one hundred and 00/100 dollars (\$100.00) per hour toward college hours, which have received prior administrative approval. The amount reimbursed will be equal to the actual amount of tuition and fees paid by the teacher up to the one hundred and 00/100 dollars (\$100.00) figure. Teachers receiving scholarships, stipends or tuition waivers will not receive reimbursement. Payment is to be made within thirty (30) days of the time the District receives a transcript indicating that the hours have been obtained. Teachers shall not be required to take professional growth courses.

- C. Nine hours of graduate credit will be recognized on the salary schedule for attainment of the National Board Certification.
- D. Up to \$100/semester hour of tuition reimbursement (only) will be provided for teachers who complete: i) undergraduate coursework that contributes to the faculty member's teaching or extra-curricular assignment. All

coursework must have the prior approval of the Superintendent.

- E. The Superintendent may waive any of the above requirements at his/her discretion.

4. **Passes**

Employees and spouses shall be given passes to school activities.

ARTICLE IX

SALARY

1. **Salary Schedule**

Employees shall be paid in accordance with the Salary Schedule attached as APPENDIX A.

2. **Stipend for Curriculum / Insurance Tutorial Work Days**

Each employee will be granted paid work time for Curriculum alignment and/or Insurance tutorials. The work must be completed between July 1st and the first day of the school year. The hours of work must be documented via a sign in sheet with the building principal. The employee may work up to a documented fifteen (15) hours exclusive of lunch. The pay will be at a rate of \$25 per hour. Administration will work with Bushue Human Resources, Inc. to decrease the number of insurance suggested trainings.

3. **Extra-Curricular Duties**

- A. Employees shall be paid for extra-curricular duties in accordance with APPENDIX B.
- B. Ticket Takers – 2 hour minimum paid in accordance with Appendix B.; ¼ hour increments thereafter.

4. **Payment Increments**

Each employee shall be paid on the basis of 18 or 24 payments at the option of the employee. The administration will be advised of the employee's option by the first teacher's institute day of each school term. The option for 18 payments will not be available to teachers on extended contracts.

During the regular work year, employees shall receive their paychecks on the 10th day and 25th day of each month. If the 10th and 25th falls on a day when school is not in session, the paychecks shall be given to the employees on the last work day prior to the regular pay day or, at the option of the employer, mailed three (3) days prior to the regular payday.

During the summer months (June, July, August), teachers' direct deposit vouchers shall be emailed on the 9th and 24th of the month.

- A. Effective September 1, 2012, paychecks are to be electronically deposited directly into the account(s) the employee has designated.
- B. The employee will be provided a "pay-stub" detailing pertinent information.

5. **Supplemental Pay**

Supplemental pay shall be added to the employee's salary and shall be paid in the paycheck each pay period. Teachers shall have the option of electing to receive supplemental pay in a lump sum on the last payday in May.

6. Mileage Reimbursement

Employees who use their personal vehicles in the course of their employment or otherwise use their vehicles in approved service to the School District shall be reimbursed at the current business rate of the IRS per mile following authorization by the Board of Education. Employees shall use District vehicles for District-related travel whenever available.

7. Credit for Experience and Education

- A. Teachers entering the District shall be allowed full credit for all years of full time public school experience in which they held a valid teaching certificate and for degrees held in educational content areas per superintendent approval. For part-time service, experience shall be prorated to the nearest whole year of service.
- B. Any currently employed IW teacher has until May 15, 2023 to submit paperwork to the unit office to request superintendent approval to receive full credit for all degrees and experience held in educational applicable fields.

8. College Credit

Credit in a graduate degree program at an NCATE accredited institution shall apply toward horizontal advancement on the salary schedule provided such credit receives approval of the Superintendent. Teachers who complete course work during the first semester which would cause horizontal movement on the salary schedule shall be moved at mid-year on a pro rata basis. Once a master's degree is attained, college credit applied to the schedule prior to such attainment shall not apply unless approved by the superintendent as beneficial to the school district. Current teachers who have already completed a master's degree may apply by June 1, 2022 to the superintendent to get hours earned in service of the district applied to the salary schedule.

9. Advancement on Salary Schedule

- A. Advancement on the salary schedule shall be granted to regularly, contractually employed teachers (not day to day substitutes or substitutes hired to fill positions of teachers on leave) who are compensated for at least one hundred twenty (120) days in the school year.
- B. Teachers employed at Iroquois West CUSD 10 during the 2019-2020 and 2020-2021 school years remained on their cell in the salary schedule from 2018-2021 as per the contract in those years. For example: a teacher that has 10 years of experience and worked at IW in 2019-2021 would be in cell G on the salary schedule.

10. Retirement Benefits

A. Retirement Benefit

1. Notice of Retirement

If a teacher with ten (10) years total service at Iroquois West #10 with the last five (5) years being consecutive years of service at the Iroquois West #10 gives the Board an irrevocable notice of retirement by March 1st up

to four (4) years prior to the year of retirement, the Board shall pay him/her at the following; 4% year 1, 4% year 2, 4% year 3, 5% year 4 retirement incentive, inclusive of any other increase in compensation for each of his/her remaining years of service. The retirement incentive rate above will apply to any eligible staff who entered their irrevocable letter of retirement during the 2020-2021, 2021-2022, and 2022-2023 school years.

2. Calculation of Retirement Incentive:

Once a teacher submits an irrevocable notice of retirement by March 1st, the teacher shall be removed from the salary schedule(s) contained in Appendix A, and extra duty pay schedule Appendix B of this Agreement and any other compensation clauses of this Agreement that yield Teacher Retirement Service (TRS) creditable earnings for the teacher. All calculations for salary increases will be based on the Teacher Retirement System (TRS) creditable earnings in the year of the submission of the irrevocable notice of retirement. In no case will the teacher's TRS creditable earnings increase exceed six percent (6%) of the previous year once the teacher submits an irrevocable notice of retirement.

If after submitting an irrevocable notice of retirement the teacher resigns from or is dismissed from activities covered in Appendix B of this Agreement, the retirement incentive for the teacher will be recalculated accordingly. Any teacher on an extended contract (over 180 days), or on a contract that is a result of an inter-district agreement between the District and another agency whose contract is reduced or eliminated due to changes or non-renewal of the inter-district agreement shall have their incentive recalculated accordingly.

The Board retains the sole right to assign teachers to extra duties for which TRS creditable earnings are paid including but not limited to: 7th Class Assignment, class sponsorships, and any other duties that are assigned based on volunteer basis during the teacher's years of service and used to calculate final annual earnings for the basis of determining TRS pension.

3. Eligibility and Procedures

Teachers who have become eligible for retirement under TRS guidelines without penalty to the District, shall be eligible for those retirement benefits.

Eligible teachers shall qualify for this benefit by applying to the Board of Education by March 1st of the year in which the teacher would receive payment pursuant to Article IX, Section 9.A.1. However, the Superintendent may waive this restriction in case of hardship.

Teachers retiring with an effective date prior to the end of any school term shall not qualify for the Retirement Incentive. To apply for the Retirement Incentive, the teacher must submit an irrevocable letter of resignation from all employment duties with the District by March 1st of the preceding school year, which must be accompanied by a Teacher Retirement

Service member requested, "Personal Statement of Benefits", and a "Benefits Estimate" confirmation of total years of service.

The application shall not be deemed complete by March 1st if the District does not receive all of the following three required items by the March 1st deadline:

1. Irrevocable Letter of Resignation from all employment duties
2. Teacher requested TRS "Personal Statement of Benefits"
3. Teacher requested TRS "Benefits Estimate"

This provision shall cease to be effective should the provisions of the Illinois Pension Code be modified to increase the employer's obligation in case a teacher exercises the Early Retirement Option, or if another mandatory early retirement provision becomes law, substantially increasing the

Employer's costs in respect to teachers who retire into the Teachers' Retirement System.

4. **Method of Payment**

The retirement incentive shall be paid annually in equal increments distributed with the teacher's regular compensation (e.g. 18 pay periods or 24 pay periods). All applicable deductions shall be made that are required by federal, state, and local statutes.

B. **Re-employment of Retired Teachers**

An employee who has resigned to become an annuitant under the Teachers Retirement System, who subsequently becomes re-employed shall earn and accumulate sick leave as a new employee, and no earned and accrued sick leave prior to retirement shall be recognized upon re-employment.

11. **Speech Language Pathologist**

Speech Language Pathologists will be placed in the MS +24 Lane (see Salary Schedule, Appendix A) as a starting salary.

12. **Tutoring**

Teachers that are tutoring as part of a school sponsored tutoring program paid by a grant or other district money may start working with students as soon as students are dismissed from school. Early release times and planning periods do not apply. They may begin earning money for tutoring before contracted hours are over, in the same way that coaches or Detention Hall Supervisors are paid.

13. **Teacher Bus Drivers**

- A. When driving a bus, teachers will be paid for driving time at a rate of the current bus driver hourly rate per hour. This rate reflects the licensing required to drive a bus. Hours driven during contracted time for the teacher will be paid at this rate as well, as the teacher will still have to complete their required contracted duties once the driving is completed.

- B. Bus drivers that are also being paid a stipend for the activity will be compensated from the time the driver leaves the district parking lot until the driver returns to the district parking lot minus the time spent at the event.

14. Annual Increase of Base Salary

During the first year of the contract base salary will increase by **5.5%**. During the second year of the contract base salary will increase by **3.0%**.

15. Social Workers

Social workers will be placed in the MS +24 Lane (see Salary Schedule, Appendix A) as a starting salary. Any currently employed social workers will be placed according to years of experience at IW in the correct row (A-DD). For example: a social worker with 10 years experience at IW would be in MS +24 in row J.

16. 10 Year Incentive

All covered by this contract will, upon ten (10) consecutive and uninterrupted years of continual contractual service to Iroquois West CUSD #10, receive a \$1,000.00 (one thousand dollar) one time bonus in the first December pay period of the tenth year.

All those under this contract employed for greater than ten (10) years as of the 2023-2024 school year will receive this one time incentive in the first December 2023 pay period.

ARTICLE X
TERMS OF AGREEMENT

A. No Strike

The Union and the employees agree not to strike or engage in any concerted action during the term of this Agreement.

B. Savings Clause

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of this Agreement.


C. Management Rights

The Board of Education expressly retains all rights, powers and authorities granted to the Constitution and the laws of the State of Illinois except to the extent explicitly and expressly limited by this Agreement.


D. Effective

This Agreement shall become effective July 1, 2023 and shall remain in effect until June 30, 2025.

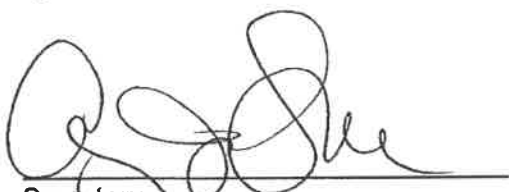
E. This Agreement is signed this 21st February day of February, 2023.




President
Board of Education



Co-President
Iroquois West Federation of Teachers



Secretary
Board of Education



Co-President
Iroquois West Federation of Teachers

Iroquois West C.U.S.D. #10

Salary Schedule

\$37,363 - prior year base

Years	B.S.		B.S. + 8		B.S. +16		B.S. +24		M.S.	
	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS
A	\$39,418	\$43,316	\$40,313	\$44,300	\$41,208	\$45,283	\$42,102	\$46,266	\$42,997	\$47,250
B	\$40,399	\$44,395	\$41,294	\$45,378	\$42,189	\$46,362	\$43,084	\$47,345	\$43,979	\$48,328
C	\$41,381	\$45,474	\$42,276	\$46,457	\$43,171	\$47,440	\$44,065	\$48,423	\$44,960	\$49,407
D	\$42,362	\$46,552	\$43,257	\$47,535	\$44,152	\$48,519	\$45,047	\$49,502	\$45,942	\$50,485
E	\$43,344	\$47,631	\$44,239	\$48,614	\$45,134	\$49,597	\$46,028	\$50,581	\$46,923	\$51,564
F	\$44,326	\$48,709	\$45,220	\$49,693	\$46,115	\$50,676	\$47,010	\$51,659	\$47,905	\$52,642
G	\$45,307	\$49,788	\$46,202	\$50,771	\$47,097	\$51,754	\$47,991	\$52,738	\$48,886	\$53,721
H	\$46,289	\$50,866	\$47,183	\$51,850	\$48,078	\$52,833	\$48,973	\$53,816	\$49,868	\$54,800
I	\$47,270	\$51,945	\$48,165	\$52,928	\$49,060	\$53,912	\$49,954	\$54,895	\$50,849	\$55,878
J	\$48,252	\$53,024	\$49,146	\$54,007	\$50,041	\$54,990	\$50,936	\$55,974	\$51,831	\$56,957
K	\$49,233	\$54,102	\$50,128	\$55,086	\$51,023	\$56,069	\$51,917	\$57,052	\$52,812	\$58,035
L	\$50,215	\$55,181	\$51,109	\$56,164	\$52,004	\$57,147	\$52,899	\$58,131	\$53,794	\$59,114
M	\$51,196	\$56,259	\$52,091	\$57,243	\$52,986	\$58,226	\$53,880	\$59,209	\$54,775	\$60,193
N	\$52,178	\$57,338	\$53,072	\$58,321	\$53,967	\$59,305	\$54,862	\$60,288	\$55,757	\$61,271
O	\$53,159	\$58,417	\$54,054	\$59,400	\$54,949	\$60,383	\$55,843	\$61,366	\$56,738	\$62,350
P	\$54,141	\$59,495	\$55,035	\$60,478	\$55,930	\$61,462	\$56,825	\$62,445	\$57,720	\$63,428
Q	\$55,122	\$60,574	\$56,017	\$61,557	\$56,912	\$62,540	\$57,806	\$63,524	\$58,701	\$64,507
R	\$56,104	\$61,652	\$56,998	\$62,636	\$57,893	\$63,619	\$58,788	\$64,602	\$59,683	\$65,585
S			\$57,980	\$63,714	\$58,875	\$64,697	\$59,769	\$65,681	\$60,664	\$66,664
T			\$58,961	\$64,793	\$59,856	\$65,776	\$60,751	\$66,759	\$61,646	\$67,743
U			\$59,943	\$65,871	\$60,838	\$66,855	\$61,732	\$67,838	\$62,627	\$68,821
V					\$61,819	\$67,933	\$62,714	\$68,916	\$63,609	\$69,900
W							\$63,695	\$69,995	\$64,590	\$70,978
X									\$65,572	\$72,057
Y										
Z										
AA										
BB										
CC										
DD										

Iroquois West C.U.S.D. #10
Salary Schedule

Years	M.S. +8		M.S. +16		M.S. +24		M.S. +32	
	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS
A	\$43,892	\$48,233	\$44,787	\$49,216	\$45,681	\$50,199	\$46,576	\$51,183
B	\$44,873	\$49,311	\$45,768	\$50,295	\$46,663	\$51,278	\$47,558	\$52,261
C	\$45,855	\$50,390	\$46,750	\$51,373	\$47,644	\$52,357	\$48,539	\$53,340
D	\$46,836	\$51,469	\$47,731	\$52,452	\$48,626	\$53,435	\$49,521	\$54,418
E	\$47,818	\$52,547	\$48,713	\$53,530	\$49,608	\$54,514	\$50,502	\$55,497
F	\$48,799	\$53,626	\$49,694	\$54,609	\$50,589	\$55,592	\$51,484	\$56,576
G	\$49,781	\$54,704	\$50,676	\$55,688	\$51,571	\$56,671	\$52,465	\$57,654
H	\$50,762	\$55,783	\$51,657	\$56,766	\$52,552	\$57,749	\$53,447	\$58,733
I	\$51,744	\$56,861	\$52,639	\$57,845	\$53,534	\$58,828	\$54,428	\$59,811
J	\$52,725	\$57,940	\$53,620	\$58,923	\$54,515	\$59,907	\$55,410	\$60,890
K	\$53,707	\$59,019	\$54,602	\$60,002	\$55,497	\$60,985	\$56,391	\$61,969
L	\$54,688	\$60,097	\$55,583	\$61,081	\$56,478	\$62,064	\$57,373	\$63,047
M	\$55,670	\$61,176	\$56,565	\$62,159	\$57,460	\$63,142	\$58,354	\$64,126
N	\$56,651	\$62,254	\$57,546	\$63,238	\$58,441	\$64,221	\$59,336	\$65,204
O	\$57,633	\$63,333	\$58,528	\$64,316	\$59,423	\$65,300	\$60,317	\$66,283
P	\$58,615	\$64,412	\$59,509	\$65,395	\$60,404	\$66,378	\$61,299	\$67,361
Q	\$59,596	\$65,490	\$60,491	\$66,473	\$61,386	\$67,457	\$62,280	\$68,440
R	\$60,578	\$66,569	\$61,472	\$67,552	\$62,367	\$68,535	\$63,262	\$69,519
S	\$61,559	\$67,647	\$62,454	\$68,631	\$63,349	\$69,614	\$64,243	\$70,597
T	\$62,541	\$68,726	\$63,435	\$69,709	\$64,330	\$70,692	\$65,225	\$71,676
U	\$63,522	\$69,804	\$64,417	\$70,788	\$65,312	\$71,771	\$66,206	\$72,754
V	\$64,504	\$70,883	\$65,398	\$71,866	\$66,293	\$72,850	\$67,188	\$73,833
W	\$65,485	\$71,962	\$66,380	\$72,945	\$67,275	\$73,928	\$68,169	\$74,911
X	\$66,467	\$73,040	\$67,361	\$74,023	\$68,256	\$75,007	\$69,151	\$75,990
Y	\$67,448	\$74,119	\$68,343	\$75,102	\$69,238	\$76,085	\$70,132	\$77,069
Z			\$69,324	\$76,181	\$70,219	\$77,164	\$71,114	\$78,147
AA					\$71,201	\$78,242	\$72,095	\$79,226
BB							\$73,077	\$80,304
CC								
DD								

Base Salary Increase =	5.50%
Education Increment* =	\$894.79
Experience Increment** =	\$981.51
* Ed Incre. = 2.27% of Base (B.S. year 'A')	
** Exp Incre. = 2.49% of Base (B.S. year 'A')	

TRS Factor	9.8901%
THIS Factor (of TRS creditable)	2.27%
NEC Factor (of TRS creditable)	0.58%

Salary Schedule

\$39,418 - prior year base

Years	B.S. + 8		B.S. + 16		B.S. + 24		M.S.	
	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS
A	\$40,601	\$44,616	\$41,522	\$45,629	\$42,444	\$46,641	\$43,365	\$47,654
B	\$41,611	\$45,727	\$42,533	\$46,740	\$43,455	\$47,752	\$44,376	\$48,765
C	\$42,622	\$46,838	\$43,544	\$47,851	\$44,466	\$48,863	\$45,387	\$49,876
D	\$43,633	\$47,949	\$44,555	\$48,962	\$45,477	\$49,974	\$46,398	\$50,987
E	\$44,644	\$49,060	\$45,566	\$50,072	\$46,488	\$51,085	\$47,409	\$52,098
F	\$45,655	\$50,171	\$46,577	\$51,183	\$47,499	\$52,196	\$48,420	\$53,209
G	\$46,666	\$51,282	\$47,588	\$52,294	\$48,509	\$53,307	\$49,431	\$54,320
H	\$47,677	\$52,392	\$48,599	\$53,405	\$49,520	\$54,418	\$50,442	\$55,431
I	\$48,688	\$53,503	\$49,610	\$54,516	\$50,531	\$55,529	\$51,453	\$56,542
J	\$49,699	\$54,614	\$50,621	\$55,627	\$51,542	\$56,640	\$52,464	\$57,653
K	\$50,710	\$55,725	\$51,632	\$56,738	\$52,553	\$57,751	\$53,475	\$58,764
L	\$51,721	\$56,836	\$52,643	\$57,849	\$53,564	\$58,862	\$54,486	\$59,875
M	\$52,732	\$57,947	\$53,654	\$58,960	\$54,575	\$59,973	\$55,497	\$60,986
N	\$53,743	\$59,058	\$54,665	\$60,071	\$55,586	\$61,084	\$56,508	\$62,096
O	\$54,754	\$60,169	\$55,675	\$61,182	\$56,597	\$62,195	\$57,519	\$63,207
P	\$55,765	\$61,280	\$56,686	\$62,293	\$57,608	\$63,306	\$58,530	\$64,318
Q	\$56,776	\$62,391	\$57,697	\$63,404	\$58,619	\$64,416	\$59,541	\$65,429
R	\$57,787	\$63,502	\$58,708	\$64,515	\$59,630	\$65,527	\$60,552	\$66,540
S			\$59,719	\$65,626	\$60,641	\$66,638	\$61,563	\$67,651
T			\$60,730	\$66,737	\$61,652	\$67,749	\$62,573	\$68,762
U			\$61,741	\$67,847	\$62,663	\$68,860	\$63,584	\$69,873
V					\$63,674	\$69,971	\$64,595	\$70,984
W							\$65,606	\$72,095
X								
Y								
Z								
AA								
BB								
CC								
DD								

Iroquois West C.U.S.D. #10
Salary Schedule

Years	M.S. +8		M.S. +16		M.S. +24		M.S. +32	
	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS	base salary	with TRS, NEC, THIS
A	\$45,209	\$49,680	\$46,130	\$50,693	\$47,052	\$51,705	\$47,974	\$52,718
B	\$46,220	\$50,791	\$47,141	\$51,804	\$48,063	\$52,816	\$48,985	\$53,829
C	\$47,231	\$51,902	\$48,152	\$52,914	\$49,074	\$53,927	\$49,995	\$54,940
D	\$48,242	\$53,013	\$49,163	\$54,025	\$50,085	\$55,038	\$51,006	\$56,051
E	\$49,252	\$54,124	\$50,174	\$55,136	\$51,096	\$56,149	\$52,017	\$57,162
F	\$50,263	\$55,235	\$51,185	\$56,247	\$52,107	\$57,260	\$53,028	\$58,273
G	\$51,274	\$56,345	\$52,196	\$57,358	\$53,118	\$58,371	\$54,039	\$59,384
H	\$52,285	\$57,456	\$53,207	\$58,469	\$54,129	\$59,482	\$55,050	\$60,495
I	\$53,296	\$58,567	\$54,218	\$59,580	\$55,140	\$60,593	\$56,061	\$61,606
J	\$54,307	\$59,678	\$55,229	\$60,691	\$56,150	\$61,704	\$57,072	\$62,717
K	\$55,318	\$60,789	\$56,240	\$61,802	\$57,161	\$62,815	\$58,083	\$63,828
L	\$56,329	\$61,900	\$57,251	\$62,913	\$58,172	\$63,926	\$59,094	\$64,938
M	\$57,340	\$63,011	\$58,262	\$64,024	\$59,183	\$65,037	\$60,105	\$66,049
N	\$58,351	\$64,122	\$59,273	\$65,135	\$60,194	\$66,148	\$61,116	\$67,160
O	\$59,362	\$65,233	\$60,284	\$66,246	\$61,205	\$67,259	\$62,127	\$68,271
P	\$60,373	\$66,344	\$61,295	\$67,357	\$62,216	\$68,369	\$63,138	\$69,382
Q	\$61,384	\$67,455	\$62,306	\$68,468	\$63,227	\$69,480	\$64,149	\$70,493
R	\$62,395	\$68,566	\$63,316	\$69,579	\$64,238	\$70,591	\$65,160	\$71,604
S	\$63,406	\$69,677	\$64,327	\$70,689	\$65,249	\$71,702	\$66,171	\$72,715
T	\$64,417	\$70,788	\$65,338	\$71,800	\$66,260	\$72,813	\$67,182	\$73,826
U	\$65,428	\$71,899	\$66,349	\$72,911	\$67,271	\$73,924	\$68,193	\$74,937
V	\$66,439	\$73,010	\$67,360	\$74,022	\$68,282	\$75,035	\$69,204	\$76,048
W	\$67,450	\$74,120	\$68,371	\$75,133	\$69,293	\$76,146	\$70,215	\$77,159
X	\$68,461	\$75,231	\$69,382	\$76,244	\$70,304	\$77,257	\$71,225	\$78,270
Y	\$69,472	\$76,342	\$70,393	\$77,355	\$71,315	\$78,368	\$72,236	\$79,381
Z			\$71,404	\$78,466	\$72,326	\$79,479	\$73,247	\$80,492
AA					\$73,337	\$80,590	\$74,258	\$81,603
BB							\$75,269	\$82,713
CC								
DD								

Base Salary Increase=	3.00%
Education Increment* =	\$921.63
Experience Increment*** =	\$1,010.95
* Ed Incre. = 2.27% of Base (B.S. year 'A')	
** Exp Incre. = 2.49% of Base (B.S. year 'A')	

TRS Factor	9.8901%
THIS Factor (of TRS creditable)	2.27%
NEC Factor (of TRS creditable)	0.58%

**APPENDIX B
EXTRA-DUTY INCREMENTS**

2023-2025

High School Football	0.140
Ass't High School Football	0.100
Ass't High School Football	0.100
Ass't High School Football	0.100
Boys' High School Basketball	0.150
Ass't Boys' High School Basketball	0.100
Girls' High School Basketball	0.150
Ass't Girls' High School Basketball	0.100
Boys' High School Track	0.120
Girls' High School Track	0.120
Boys' High School Baseball	0.120
Ass't Boys High School Baseball	0.080
High School Girls' Softball	0.120
High School Asst. Girls' Softball	0.080
High School Golf	0.100
Ass't High School Golf	0.070
High School Soccer	0.115
Ass't High School Soccer	0.050
High School Cheerleading Football	0.030
High School Cheerleading Basketball	0.050
Middle School Cheerleading	0.030
High School Pom Pon/Drill Team	0.020
School Play Director	0.070
HS Musical Director	0.070
High School Student Council	0.030
Middle School Student Council	0.015
Girls' High School Volleyball	0.120
Ass't Girls' High School Volleyball	0.080
Rifle Club	0.080
Rifle Club Assistant	0.040

High School Yearbook	0.070
Middle School Yearbook	0.020
Elementary School Yearbook	0.010
National Honor Society	0.020
FCCLA	0.060
Athletic Director High School	0.200
Athletic Director Middle School	0.120
Boys' 8th Grade Basketball	0.100
Boys' 7th Grade Basketball	0.100
Middle School Track	0.100
Ass't Middle School Track	0.080
Girls' 8th Grade Basketball	0.100
Girls' 7th Grade Basketball	0.100
Boys' Middle School Baseball	0.080
Ass't Middle School Baseball	0.060
Girls' 8th Grade Volleyball	0.090
Girls' 7th Grade Volleyball	0.090
High School Math Club	0.020
High School Math Club	0.020
High School Art Club	0.010
High School Student Mentoring	0.010
High School Spanish Club	0.010
Middle School Math Counts	0.010
High School Scholastic Bowl	0.025
Middle School Scholastic Bowl	0.010
Driver Education - Summer	\$20.00
Detention Hall Supervisor	\$10.00
HS Cross Country	0.070
MS Cross Country	0.070
HS Marching Band	0.040
Pep Band	0.020

MS Jazz Band	0.020
HS Jazz Band	0.020
MS Band Outside of contract time	0.020 per semester
Music Concert Director (See note at end of stipend list)	0.005 per event
HS Instrumental Organizational Contest and HS Instrumental Solo and Ensemble Contest Combined	0.015
HS Vocal Organizational Contest and HS Vocal Solo and Ensemble Contest Combined	0.015
MS Instrumental Organizational Contest and MS Instrumental Solo and Ensemble Contest Combined	0.015
MS Vocal Organizational Contest and MS Vocal Solo and Ensemble Contest Combined	0.015
HS Chamber Choir	0.010
All District Choir or Band	0.010
HS Entrepreneurship Class Teacher	0.020
Freshman Class Sponsor	0.020
Sophomore Class Sponsor	0.020
Junior Class Sponsor	0.020
Senior Class Sponsor	0.020

Extra-curricular sponsorship and coaching salaries will be determined by using the following percentages on the salary schedule in effect for the year in which the sponsor or coach is engaged in the activity under the following conditions:

- A. Increments will be based on B.S. plus years of experience in that position in the activity up to a maximum of twelve (12) (Cell L on the salary schedule) years.
- B. Experience gained in similar activities or a lesser position held in the same activity do not count toward years of experience.

C. Years of experience must be consecutive years.

Ticket takers: If/when faculty members are needed to sell/collect tickets at extra curricular events, volunteers will be solicited and will be paid at a rate of current state minimum wage per hour.

Music Concert Director

Concerts eligible for this stipend are HS/MS Fall, MS/HS Winter, UES Winter, MS/HS Jingle Bell Swing, MS/UES Spring, HS Spring, GES/DES Spring, HS/MS Memorial Day, and HS Graduation. Any extra concerts not listed will need to be approved by the building administrator and superintendent to become eligible for the stipend.

APPENDIX C

New Teacher Incentive

A New Teacher Incentive based on the accompanying table will be paid to beginning teachers during their first three years of Creditable Service.

Year	Incentive	W/TRS
1	1,000	1,099
2	650	714
3	300	330

MEMORANDUM OF UNDERSTANDING

Between
Iroquois West Community Unit School District No. 10
And
The Iroquois West Faculty and Staff Association

February 2023

This agreement sets forth the terms and understanding between the Iroquois West CUSD No. 10 and the Iroquois West Faculty and Staff Association, Local No. 604, IFT, AFT, AFL-CIO for:

Absorbing Special Education Teachers

Purpose

To amend the contract to reflect the addition of Special Education Teachers from IESA to the IW contract.

Article V Working Conditions

17. Preparation for Annual Reviews

Each Special Education Teacher will be provided a substitute in order to provide him/her with 1 (one) duty free day for the purpose of preparing for Annual Reviews.

18. Non- Qualified Special Education Teacher

If the Board is unable to fill a vacancy with a qualified teacher and a non-qualified teacher is employed, the teacher who is assigned responsibility by the Board for the non-certified teacher's caseload shall receive seventy-five dollars (\$75) per IEP. These individuals will be volunteers for this position and the Board reserves the right to choose those people designated to write IEP's.

Article VII Leaves

9. Accident or Injury Leave

When an absence is due to a work related accident or injury inflicted by a student and which falls under the Illinois Workers Compensation Act, the employee will be paid the difference between his/her contractual salary (including benefits) and all benefits received under the Illinois Workers Compensation Act for the duration of such absence.

Article IX Salary

10. Retirement Benefits

1. Notice of Retirement

If a teacher with ten (10) years total service at Iroquois West #10 with the last five (5) years being consecutive years of service at Iroquois West #10 gives the Board an irrevocable notice of retirement by March 1st up to four (4) years prior to the year of retirement, the Board shall pay him/her at the following; **4%** year 1, **4%** year 2, **4%** year 3, **5%** year 4 retirement incentive, inclusive of any other increase in compensation for each of his/her remaining years of service. The retirement incentive rate above will apply to any eligible staff who entered their irrevocable letter of retirement during the 2020-2021, 2021-2022, and 2022-2023 school years.

- Special Education teachers transferred to Iroquois West #10 from the Iroquois Special Education Association (ISEA) during the merge will be credited their years of service with ISEA toward retirement benefits at Iroquois West.

Duration

This MOU is at-will and may be modified by mutual consent of authorized officials from the District and Union. It is the understanding of the District and Union that this MOU be in effect from the date Special Education Teachers are hired as IW employees and thereafter.

Iroquois West Board of Education Date

Iroquois West Faculty and Staff Association
Local No. 604, IFT, AFT, AFL-CIO Date

Iroquois West Board of Education Date

Iroquois West Faculty and Staff Association
Local No. 604, IFT, AFT, AFL-CIO Date

MEMORANDUM OF UNDERSTANDING

Between
Iroquois West Community Unit School District No. 10
And
The Iroquois West Faculty and Staff Association

February 2023

This agreement sets forth the terms and understanding between the Iroquois West CUSD No. 10 and the Iroquois West Faculty and Staff Association, Local No. 604, IFT, AFT, AFL-CIO for:

Credit for Experience and Education for Current Teachers

Purpose

To amend the contract to enable current IW teachers to get credit on the salary schedule for all degrees relating to education with Superintendent approval for the 2023-2024 school year.

Article IX Salary

7. Credit for Experience and Education

a. Teachers entering the district shall be allowed full credit for all years of full time public school experience in which they held a valid teaching certificate and for degrees held in educational content areas per superintendent approval. For part-time service, experience shall be prorated to the nearest whole year of service.

b. Any currently employed IW teacher has until May 15, 2023 to submit paperwork to the unit office to request superintendent approval to receive full credit for all degrees and experience held in educational applicable fields.

Duration

This MOU is at-will and may be modified by mutual consent of authorized officials from the District and Union. It is the understanding of the District and Union that this MOU be in effect from the date of ratification and thereafter.

Iroquois West Board of Education Date

Iroquois West Faculty and Staff Association
Local No. 604, IFT, AFT, AFL-CIO Date

Iroquois West Board of Education Date

Iroquois West Faculty and Staff Association
Local No. 604, IFT, AFT, AFL-CIO Date

