

Collective Bargaining Agreement
between the
Board of Education
of Oglesby Elementary School District No. 125

and

The Oglesby Federation of Teachers
AFT Local 604, AFT, AFL-CIO

2023-2027

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PREAMBLE

This agreement is made and entered into this 1st day of September, 2023, by and between the Board of Education of Oglesby School District #125, LaSalle County, Illinois, hereinafter referred to as the "Board" and the Oglesby Federation of Teachers, AFT Local #604, AFT, AFL-CIO, hereinafter referred to as the "Union," for the purpose of negotiating salaries, fringe benefits, and terms and conditions of employment of the bargaining unit defined herein.

The Union and the Board enter into this Agreement for the purpose of establishing a democratic atmosphere from which will develop procedures and policies conducive to a progressive educational milieu. Through the democratic procedure of collective bargaining, the above parties seek to promote effectiveness, fairness, and stability in teacher-administration relationships.

ARTICLE I RECOGNITION

1. For the purpose of collective bargaining with respect to wages and working conditions, the Board recognizes the Union as the sole bargaining agent for all full - and part-time regularly employed certified professionals as defined by The Illinois School Code, except for those employees exempted or excluded from the bargaining unit under the Illinois Educational Labor Relations Act as confidential, managerial, administrative or supervisory employees or otherwise exempted. The Board will not bargain with any non-Union faculty member nor any other organization on wages and fringe benefits during the term of this Agreement.
2. The provisions of this Agreement shall constitute Board policy of record for the duration hereof or until changed by mutual consent in writing. Any previously adopted policy, rule or regulation of the board, which is in conflict with a provision of this Agreement shall be superseded and replaced by this Agreement.
3. No member of the teaching staff shall be discriminated against for any purpose or in any respect by reason of membership in the Oglesby Federation of Teachers or for participation in the process of negotiations and resolving of grievances.
- 3A. Neither the Board nor the Administration shall make any attempt to regulate, control, or discipline a teacher's activities or behavior outside of the regular school day unless such activities or behavior clearly have a deleterious effect or impact on the discharge of the teacher's professional duties or the school district.
- 3B. Teachers, Board Members and Administrators shall attempt to avoid discussing Union-Board or Teacher-Board or Teacher-Administrator issues in the presence of students or other personnel.
4. The Union agrees to represent equally all certified employees covered by this agreement employed by the Oglesby Public Schools, District #125, included in the bargaining unit defined in Article I, Section 1, and to admit to membership all members of the professional staff, excluding the superintendent and principals, without qualifications other than payment of dues and employment by the Board.
5. Except as required by law, the Board agrees not to take any action which will prevent any teacher from making application for or accepting a position in another school district. An application placed with another prospective employer shall not in any way prejudice such applicant's status in their present

position.

6. Hereinafter the term "teacher" shall refer to all certified employees included in the bargaining unit as defined in Article I, Section 1 of this Agreement.
7. The Board shall not issue written individual contracts or written employment agreements with members of AFT Local 604 before a negotiated agreement has been reached between the Board and the Union.

ARTICLE II WORKING CONDITIONS

The following items contained in Article II termed "Working Conditions" shall not in any way abridge the customary rights and privileges of the employees unless explicitly explained to the contrary in this Agreement.

1. USE OF SCHOOL FACILITIES

- A. An authorized representative of the local union shall have the right to place any announcements of Union business in the faculty mailboxes/email. The Union shall first notify the administration.
- B. The Union shall be allowed, within reason, to use partial bulletin board space in the faculty lounge and any other designated official bulletin board. No person except the Union designee shall add or remove material from the bulletin board space allotted by the Union. Only official Union business will be posted.
- C. The Board shall provide a clean, comfortable lounge in each school building. Union and Board employees shall exercise reasonable care in keeping the lounges free from litter.
- D. The Board shall attempt to provide the students and faculty members with reasonably clean and comfortable classrooms.
- E. Teachers shall report to appropriate authority conditions in the school deemed to be unsafe or unhealthy.
- F. Excluding equipment in the main office, the Union may -- by notification to the office -- use certain school facilities and equipment. Use of said equipment shall not interfere with any school work or activities, and any cost involved shall be borne by the Union.
- G. The Board shall take the necessary steps to provide teachers with a telephone placed in the teachers' lounge.
- H. The Board shall provide tentative class rosters to each teacher a minimum of one business week prior to the first required work day and before the roster is made public. The tentative roster shall not be used to contact students or parents for any reason, including, but not limited to, sending welcome letters to each student on the tentative roster. Preschool teachers are excluded from this restriction and may contact students or parents once the tentative roster is furnished.

- I. It is the intent of the Board to issue building and classroom keys/fobs to each teacher at the earliest time applicable. In only special circumstances, shall a teacher not receive the building and classroom keys a minimum of one business week prior to the first required work day.
- J. Payroll Deductions – The District shall honor employees’ individually authorized deduction forms and shall make such deductions in the amounts certified by the Union for union dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the Union. In the event that an employee revokes his or her dues in accordance with their terms in which he or she authorized the dues deductions, the Union will notify the employer after the close of the revocation window.

The District agrees to remit these dues and/or fees to the Union each month that dues/fees are deducted. A list of teachers for whom deductions have been made and the amount of each deduction shall accompany the first remission. Any changes in personnel from the list previously furnished shall be submitted to the Union with five (5) workdays.

The Union shall indemnify and hold harmless the Board, its members officers, agents and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability that shall arise out of, or by reason of, action taken by the Board for the purposes of complying with this Section, including any claims, demands, actions, complaints, suits or other forms of liability arising out of claims that payroll deductions made under this Section were not authorized by an employee.

2. CREDIT/PLACEMENT ON SALARY SCHEDULE

- A. Those teachers who have had their teaching careers interrupted by mandatory military service will be given credit on the salary schedule for that time spent in the service of their country. All certified staff (teachers and non-teaching – nurse, speech pathologist, social worker and coordinator(s)) shall receive credit on the salary schedule for their previous experience on a one to one basis.
- B. Placement on the salary schedule for non-teaching certified staff (Nurse, Speech Pathologist and Social Worker).

All non-teaching certified staff shall be placed:

- a. On the negotiated salary schedule
 - b. In the appropriate column of educationally earned degree(s)/credit(s).
 - c. At a minimum of actual experience, but not to exceed five (5) years beyond actual experience.
- C. New employees will be placed on the salary schedule at a step not to exceed the placement of current teachers with the same amount of experience.
 - D. Placement on the salary schedule of all certified staff will be furnished by the Board of Education to the President of the Union within five (5) working days of the start of each school year.

3. SCHOOL CALENDAR

- A. The board shall establish a school calendar in cooperation with area schools and state law and consult with the union president prior to adoption.
- B. The Board shall notify the Union of the next school year's calendar and provide a copy for each teacher as soon as it has been adopted.

4. LEAVES

- A. **SICK LEAVE**-The Board shall grant all full-time employees twelve (12) days per year for the first twenty (20) years, fifteen (15) days for years twenty-one (21) through thirty (30) and eighteen (18) days for each year thereafter of employment in the District with unlimited accumulation. Teachers who retire from Oglesby Elementary School District No. 125 directly into the Illinois Teacher Retirement System will receive ten dollars (\$10.00) for each accumulated sick day in excess of sick days necessary and used to maximize retirees' TRS creditable service (up to a one thousand dollar (\$1,000) reimbursable cap). Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness, mental or behavioral health complications, or death in the immediate family or household, or birth, adoption, or placement for adoption. "Immediate family" shall include parents, stepparents, spouse, domestic partners, brothers, sisters, children, stepchildren, grandparents, grandparent-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians (105 ILCS 5/24-6). *CALLS SHOULD BE MADE TO THE AUTHORIZED PERSON BETWEEN 6:30 A.M. - 7:00 A.M.* The Board may require a physician's statement as a condition for payment of sick leave for absences in excess of three (3) consecutive days, or 30 days for birth, adoption or placement for adoption.
- B1. **PERSONAL LEAVE** - Personal leave for business or personal matters not covered by sick leave definition, and which cannot be handled outside school hours, will be granted to all personnel covered by this Agreement upon request for such leave. Request for such leave shall be submitted in writing to the Superintendent at least two (2) days in advance of the proposed leave. Each teacher shall be guaranteed three (3) salaried personal leave days each school year. Any unused personal leave day shall be rolled over to the following school year's allotment with a maximum of four (4) days. Any other shall be applied toward the unlimited accumulation of individual teacher sick leave days. No more than three consecutive personal days at any given time and no more than one personal day can be taken along with holidays, extended weekends and school breaks.
- B2. **EMERGENCY PERSONAL LEAVE** - Emergency personal leave without pay shall be granted for all personnel unable to comply with the requirements for regular personal leave unless such leave can be deducted from personal leave. Upon returning to work, the teacher shall provide a written statement of the reason for the emergency leave to the superintendent.
- C. **FMLA LEAVE FOR BIRTH/CHILDCARE**
 - 1. Teachers may use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Paid sick leave because of the birth of a child may be used absent medical certification for up to 30 working school days, which days may be used at any time within the 12-month period following the birth of the child.

2. Child Rearing Leave: Tenured teachers who wish to apply for a child rearing leave, without compensation, shall make written application for the leave with the Superintendent, whenever practical, no later than forty-five (45) calendar days prior to the expected date of childbirth or adoption. Any such leave of absence shall be granted for a fixed period, mutually agreed upon by the teacher and the Superintendent, but not to exceed one (1) calendar year in duration. The Board of Education shall have final discretion in determining whether to grant the leave. It is understood that for purposes of instructional continuity, the District may require leaves to correspond to the start and end of semesters. Once child rearing leave commences, the employee may not access or use sick leave days. Tenured teachers who are granted such leave shall retain tenure rights and seniority upon return, and will earn seniority while on leave. Leaves granted hereunder are countable toward any federal Family Medical Leave Act allotment.

3. Adoption: The provisions of subparagraphs (1) and (2) shall apply to adoption.

D. SABBATICAL LEAVE

A certified employee may apply for a sabbatical leave of absence pursuant to Section 24-6, 1, Chapter 122 of The School Code of Illinois as the law pertains to the existing school.

E. LEAVE OF ABSENCE - A leave of absence for tenure teachers for one year without pay or increment shall be granted for extended personal illness and for caring for a sick member of the immediate family. Similar leave of absence without pay or increment shall be granted for professional study but will be limited to one tenure teacher per year. Applications for such leave must be made in writing to the Superintendent by March 1st. Leaves granted hereunder are countable toward any federal Family Medical Leave Act allotment.

F. BEREAVEMENT LEAVE -

1. Death in the immediate family of a bargaining unit member shall be sufficient cause for a leave not to exceed three (3) school days, or five (5) school days if the death or burial occurs 350 miles or more (one way). For the purpose of this Section, immediate family shall include parents, stepparents, spouse, domestic partner, brothers, sisters, children, stepchildren, grandparents, grandparent-in-law, grandchildren, parent-in-law, brother-in-law, sister-in-law and legal guardian. One day of bereavement leave shall be granted in the event of the death of an aunt, uncle, niece or nephew. Such leave shall be paid and shall not decrease a teacher's sick leave accumulation nor personal leave.

2. Each teacher, upon written request, shall be granted up to two (2) non-family bereavement days per school year for any death outside the teacher's immediate family which shall result in the loss of a sick leave day per day used. The Superintendent may approve up to five (5) days of teacher's accumulated sick leave to be used as additional bereavement leave. This leave does not accumulate.

3. These provisions shall be interpreted and applied in conjunction with the Illinois Family Bereavement Leave Act (820 ILCS 154/1 et seq.).

5. CLASSROOM OBSERVATIONS

- A. Before any written evaluation is made, the administration shall discuss the evaluation with the teacher.
- B. The administration shall provide the teacher with an electronic copy of the evaluation.
- C. The observed teacher may place any correspondence to counteract any negative evaluation in his/her personnel file and will be allowed to correct the deficiencies as required by applicable state law.
- D. No teacher's evaluation shall be discussed before any student nor any teacher be criticized before any student.
- E. The District shall conduct Teacher evaluations in accordance with IL School Code (105 ILCS 5/24A) Evaluation of Certified Employees.

6. SCHOOL DAY AND DAILY SCHEDULE

- A. The regular school day for teachers shall be from 8:30 a.m. to 3:35 p.m. or such times as fixed by the Board of Education, but not to exceed seven hours and five minutes. Faculty meetings may be called at the discretion of the administration and will not exceed thirty minutes.
- B. Club activities, sports activities, and dramatic activities shall be scheduled carefully so that major conflicts are avoided.
- C. Working on learning objectives and curriculum guides as required by the State Superintendent's office shall be done on calendar school days during school hours. Said work shall not be required during planning periods.
- D. Planning time. A teacher shall not be required to remain in his/her classroom during his planning periods, but shall not leave the building unless permission by the principal has been granted.
- E. There shall be early dismissal of school for the Thanksgiving, Winter Break and Spring Break.
- F. *LUNCH. THE DAILY LUNCH PERIOD SHALL BE THIRTY (30) CONSECUTIVE MINUTES.*
- G. After School Events: Each full-time K-8 teacher shall be required to attend three (3) after-school events unless on approved leave. Preschool teachers must attend all required for the grant. All K-8 teachers will be compensated with the hourly rate stipend listed in Section 12 for all required activities exceeding three (3).

Required:

- K-5 Meet the teacher
Open House/Health and Safety Fair (combined)
Christmas Program
- 6-8 Information Night (Curriculum Night)

Open House
Graduation

7. SENIORITY, TRANSFERS, ASSIGNMENTS, LAYOFF/RECALL AND PREPARATION PERIODS

- A. **Posting of Vacancies:** When openings occur prior to August 1 of each year, each certified and qualified teacher will be notified of such openings by the Administration through posting of the vacancies through District Email. A copy will also be given to the union president. Over summer break the District will utilize electronic mail and/or an automated notification system to notify teachers who are legally qualified and certified to hold the position. A teacher may request notification by mail by providing a self-addressed envelope prior to or during summer break. Any teacher desiring to fill the vacancy shall, within five (5) business days of notice being sent, express his/her desire to the superintendent's office. In filling vacancies, the Board will consider such relevant factors as certifications, qualifications, merit and ability (including performance evaluations, if available), and relevant experience. Length of continuing service with the District shall not be considered unless all other factors are determined by the District to be equal. When one such opening is filled by a teacher from within the system, no notice or any of the other privileges provided in this section will apply to the opening created.
- B. **Voluntary Transfers Or Reassignment:** Any tenured teacher may request a transfer or reassignment in the coming school year and may apply in writing to the Superintendent for a reassignment where a vacancy exists. In filling vacancies the Board will consider such relevant factors as certifications, qualifications, merit and ability (including performance evaluations, if available), and relevant experience. Length of continuing service with the District shall not be considered unless all other factors are determined by the District to be equal.
- C. A teacher transferring from the bargaining unit to an administrator position shall return to the bargaining unit if released from the administrator position unless the employee has been terminated for cause or has waived tenure under The Illinois School Code. Said teacher shall be given full credit on the salary schedule for service spent in the administration.
- D. **Layoff and Recall:** The District shall conduct layoff and recall in accordance with IL School Code (*ILCS 5/24-12*).
- E. **Preparation Periods:** As described below, teachers shall receive a minimum amount of weekly preparation time during the student attendance day. Part-time teachers shall receive a pro-rated amount of preparation time proportionate to the time spent in the District. Preparation time is defined as non-student contact time and shall not include teachers' lunch period.
1. **Washington:** Teachers shall receive a minimum of one class period daily for preparation time during the student attendance day. *Grant funded and Special Education Teachers are excluded from this section (See E3 below).
 2. **Lincoln:** Teachers shall receive a minimum of one hundred (100) minutes of preparation time during the student attendance week. *Grant funded and Special Education Teachers are excluded from this section (See E3 below).
 3. **Special Education and Grant Funded Teachers** shall receive preparation time similar to the 2009-2010 school year.

4. Teachers who perform internal substitution during their preparation time shall be compensated at the rate of pay stated on the extracurricular assignments schedule.

F. Seniority is defined as the length of continuous service determined by date of hire.

8. CUSTODIAL AND/OR CLERICAL DUTIES

A. The teacher shall not be required to perform any custodial and/or clerical duties of any nature with the following exceptions:

1. Taking of attendance as required by the School Code.
2. Taking of lunch monies and lunch count.
3. Issuance and collection of textbooks and manuals.
4. Collection of textbook rentals and insurance monies.
5. Grading of papers, class preparations, lesson plans and similar teaching duties.

9. NOTIFICATION OF TEACHING ASSIGNMENTS AND SALARY

A. The administration shall notify teachers in writing of their tentative teaching assignments for the coming school year on or before May 25th of the current school year. If there is any change in teaching assignment, the teacher will be notified as soon as possible.

B. The administration will not modify or change the teaching assignment given to a teacher after the initial notification unless such change may be necessitated by staffing, enrollment, or other changes in conditions prevailing at the time of initial notification, which directly affect teaching programs and assignments. This, at the discretion of the Board only.

B. The following will be placed on contract along with the above information: Any extracurricular activities offered and accepted with the amount paid for such extracurricular activity.

10. STUDENT GRADES

Student grades as reported by a teacher shall be final and shall not be questioned if pedagogically justifiable and reasonable, given established school grading policy and tradition.

11. REPORT OF PERSONAL INJURY CASES

A. Teachers or their designees shall report immediately in writing to the central office all cases of assault and/or battery suffered by them in connection with their employment.

B. The report shall be forwarded to the Board. No disclosures shall be made by the Board which prejudices its coverage under its policies of insurance.

C. The Board agrees to name teachers as employees of the Board within the scope of policies of insurance maintained by the Board for the District and the Board.

D. Whenever a teacher is absent from school as a result of personal injury caused by an assault and/or battery arising out of and in the course of employment, he/she shall continue to receive his/her regular salary for a period of time equal to thirty (30) school days plus a number

of school days equal to his/her accumulated sick leave days.

In no event shall the teacher receive his/her salary if he/she is declared physically able to return to work by a Board-designated physician. Any amount of salary payable pursuant to this Section shall be reduced by the amount of any Workmen's Compensation and/or Teacher Pension payments for temporary disability due to the said assault and/or battery injury for the period in which such salary is paid.

12. EXTRACURRICULAR ASSIGNMENTS

- A. No teacher shall be expected to perform any extracurricular duties unless compensated.
- B. All extracurricular assignments shall be first offered on a voluntary basis internally (certified or non-certified). If the position is not filled within, the Board has the right to fill the position(s) with community members (with or without pay). If the district finds no qualified applicants, the position(s) will be assigned to certified staff by reverse seniority (hire date) or the activity will not be offered.

Applicable extracurricular assignments include:

	23-24	24-25	25-26	26-27
	0.00%	2.00%	2.00%	0.00%
EXTRACURRICULAR STIPENDS				
	23-24	24-25	25-26	26-27
Boys Basketball Coach (Head)	4072	4153	4237	4237
Girls Basketball Coach (Head)	4072	4153	4237	4237
Boys/Girls 5th/6th Basketball Coach Head	2630	2683	2736	2736
Track Coach (Head)	4072	4153	4237	4237
Boys' Basketball Coach (Asst)	2209	2253	2298	2298
Girls Basketball Coach (Asst)	2209	2253	2298	2298
Track Coach (Asst)	2209	2253	2298	2298
Cheerleading	2209	2253	2298	2298
Volleyball (Head)	4072	4153	4237	4237
Volleyball (Asst)	2209	2253	2298	2298
Student Council	2499	2549	2600	2600
Yearbook	2499	2549	2600	2600
Scholastic Bowl	2209	2253	2298	2298
Band	4072	4153	4237	4237
Choral Assistant	2209	2253	2298	2298
Musical Director	3139	3202	3266	3266
Technical Services	40.24	41.04	41.87	41.87
Internal Substitute	7.15	7.29	7.44	7.44
Head Teacher	14.31	14.60	14.89	14.89
Breakfast Supervision	2719	2773	2829	2829
Lunch Supervision	2719	2773	2829	2829

Registration Coordinators	766	781	797	797
Registration Workers/Data Input	28.63	29.20	29.79	29.79
Daily Lunch & Breakfast Supervision	15.16	15.46	15.77	15.77
Tutoring	2809	2865	2922	2922
Homebound tutoring	53.96	55.04	56.14	56.14
Hourly rate (preapproved beyond contractual work day)	40.00	40.80	41.62	41.62
PBIS coaches L2 W1	1000	1020.00	1040.40	1040.40
PBIS Lincoln secondary members	300	306.00	312.12	312.12
Mentor	1000	1020.00	1040.40	1040.40

*Assistant coaches hired as needed.

13. ACADEMIC FREEDOM

- A. All instructional and newly initiated programs should be studied by a faculty committee with guidance from the principal and the superintendent with final approval by the Board at its sole discretion.
- C. Inquiries and Complaints. Except in unusual circumstances, upon the receipt of a formal complaint by a parent of a student directed toward a teacher, the building principal will attempt to channel such to the specific teacher. Resolution of such complaints will be explored through parent-teacher conference and/or principal-parent-teacher conference whenever possible. If the parent refuses to meet with the teacher, the building principal shall act as a mediator between the two parties.

If the parent or teacher is not satisfied with the results from the above, to seek adequate resolution of the problem, the following sequence of conferences will be employed as needed:

- (1) Parent-teacher conference;
- (2) Teacher-principal-parent conference;
- (3) Superintendent-parent-teacher conference;
- (4) Board of education-parent-teacher.

Should the complaint reach Level 4, the Administration shall notify the Union in writing.

14. COLLEGIATE COURSE WORK BEYOND BACHELOR DEGREE

Completion of collegiate course work past the Bachelor's degree shall not be required for continued employment by the Board of Education. However, to attain lateral or horizontal movement on the salary schedule, the following criteria and rules must be used:

- A. All course work must have prior approval of the Superintendent.
- B. Transcripts proving successful completion of the course work from an accredited University or College must be presented to the District before the beginning of any given school year.
- C. Course work shall be approved by meeting one of the following criteria:

1. Courses in the teacher's field of instruction or teaching assignment and approved by an accredited University or College which are approved by the institution for a degree program.
 2. A teacher with a Bachelor's degree must provide proof of acceptance into a recognized advanced degree program or the courses must be part of the teacher's approved plan for certification renewal or otherwise approved in advance by the Superintendent or designee.
 3. Teachers with a Master's degree must take courses in a recognized program to which they are admitted, leading to an advanced degree or second masters or the courses must be part of the teacher's approved plan for certification renewal at present assignment or otherwise approved by the Superintendent or designee to be entitled to tuition reimbursement.
- D. Course work taken outside of a teacher's field of instruction or teaching assignment that has prior written approval from Superintendent or designee will be reimbursed however, if an employee is reimbursed and terminates district employment within three years of reimbursement, the employee will repay the District a percentage of the tuition amount paid to the employee by the District according to the chart below:

1 year	2 years	3 years
75%	50%	25%

- E. All course work to be reimbursed to the district will be deducted at the discretion of the district from the remaining payroll of a teacher upon resignation.
- F. All tuition reimbursements will be paid to the faculty on or before June 30. The actual amount of tuition reimbursement per credit hour will be determined by dividing \$15,000 by the total faculty approved hours. Reimbursement will not exceed actual cost per college credit hour.

15. PROFESSIONAL GROWTH

School boards may require teachers in their employ to furnish from time to time evidence of continued professional growth.

16. EMERGENCY REQUISITIONS

- A. The emergency requisition shall be filed with the principal, and he/she will forward it to the superintendent for final approval.
- C. The superintendent shall notify the principal within two (2) days time of the approval or rejection. The principal will then notify the teacher.

17. EMPLOYEE PERSONAL INFORMATION

No member of the bargaining unit shall be required to furnish any personal information other than name, age, phone number and social security number unless the information is required by state or

federal laws.

18. PROCEDURE IN THE EVENT OF HAZARDOUS CONDUCT

- A. Whenever a teacher determines that the classroom conduct of a student may create an emergency safety hazard for himself/herself or other students enrolled in the class, the teacher shall act as follows:
 - 1. The teacher shall notify the principal, identifying the problem created by the student's conduct.
 - 2. The principal shall promptly investigate the matter and confer with the teacher and other appropriate members of the staff to verify the basis of the problem. The principal shall communicate his/her decision on the matter to the teacher.

19. PARKING FACILITIES

- A. Existing off-street paved parking facilities shall be properly maintained and identified exclusively for full-time employees' use.
- B. Snow, sleet or ice shall be removed from the teachers' parking facilities before 8:00 a.m. if at all possible. No teacher or other personnel is to park in said facilities prior to 8:00 a.m. when snow, sleet or ice conditions exist. This is to facilitate the removal of the above mentioned.

20. SUMMER WORK

Any certified staff employee assigned work to be performed during the months when school is not session or beyond the contractual school calendar will be compensated at a per diem rate. Certified staff retain the right to refuse any work beyond the contractual school calendar.

21. UNION/MANAGEMENT MEETINGS:

The Superintendent or his/her designee shall meet on a monthly basis during the months of September through May with the union president or his/her designee at a mutually agreed upon time to discuss matters relating to the implementation of this agreement. The meetings shall be informal and have no official minutes maintained. Meetings can be postponed, rescheduled or cancelled by mutual agreement.

22. SPECIAL EDUCATION LIASON STIPEND

<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>	<u>2026-2027</u>
\$5,816.00	\$6,107.00	\$6,413.00	\$6,7022.00

ARTICLE III
GRIEVANCE PROCEDURE

1. DEFINITION OF GRIEVANCE

A grievance shall be a claim by a teacher that there has been an alleged violation, misapplication or misinterpretation of the terms of this Agreement.

2. STATEMENT OF BASIC PRINCIPLES

- A. Every teacher, group of teachers or the Union shall have the right to present grievances in accordance with the procedure.
- B. Any person who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation.
- C. All parties have the responsibility to consider and take action promptly, within authority delegated to them, on grievances presented to them.
- D. If the teacher or the Union fails to pursue to the 5th step, the grievance shall be dropped without prejudice. If the Board or its administration fails to respond within the time limits established in the grievance procedure which follows, the grievance shall automatically go to the next step.
- E. The term "day" in this Article shall be considered school days, except that between the end of the school term in June and the beginning of the next school term, the term "day" shall refer to days in which the administrative offices are open. Timelines may be extended upon mutual agreement of the Union and the Board.

3. PROCEDURE

- A. 1st Step: Within five (5) school days of the occurrence or within fifteen (15) days of the date the teacher knows or should know of the occurrence an attempt shall be made to resolve any grievance by means of an informal, verbal discussion between the complainant and the lowest person in the administrative hierarchy who has the authority to make a decision on the matter. This person shall be designated to be the principal.
- B. 2nd Step: If the grievance cannot be resolved at the first step, it shall be put in writing within ten (10) school days of the informal hearing and presented to the administrator with whom the informal discussion was held. The written grievance shall be submitted on the form attached hereto and made part of this Agreement. Within ten (10) school days of receipt of the written grievance, the administrator shall confer with the aggrieved, with the Union representation if desired, and render a written decision to the aggrieved and the Union.
- C. 3rd Step: If the grievance is not resolved at the second step, the aggrieved may appeal the decision of the first step administrator to the superintendent or his/her designee within ten (10) school days following receipt of the written decision at the second step. Within ten (10) school days after written appeal of the grievance is filed and the aggrieved, the Union representative, the superintendent or his/her designee, and such other representative of the District as either party deems necessary shall meet at a mutually agreeable time to discuss the grievance. If the

grievance is not resolved to the satisfaction of the aggrieved at that meeting, the superintendent or his/her designee shall prepare and deliver his/her written decision to the aggrieved and the Union within ten (10) school days following said meeting.

- D. 4th Step: Appeal to the Board. Within ten (10) school days following receipt of the Superintendent's written decision of the grievance it shall be submitted to the Board of Education through the office of Superintendent. After the grievance has been submitted, the Board shall hear the grievance together with such parties as either party may desire. It will be the intent of the Board to consider such a grievance whenever practicable at the regularly scheduled meeting next following submission of the grievance to the Board level. In no event, however, will such grievance be considered later than the second meeting (regularly scheduled) following submission. A special meeting may be called if mutually agreed upon by both parties.
- E. 5th Step: If the grievance is not resolved in accordance with the foregoing procedures, the Union may, within thirty (30) days after the receipt of the Board's written answer, submit the grievance to the Illinois Educational Labor Relations Board or the Federal Mediation and Conciliation Service for binding arbitration. The arbitrator shall not, however, have the power to add to, subtract from, alter or modify in any way the terms or conditions of this Agreement. The selection of the Arbitrator shall be mutually agreed upon.
- F. Payment of Expenses: Expenses for the Arbitrator and expenses which are common to both parties shall be borne equally by the Board and the Union. Each party shall be responsible for the cost of compensating its own representatives and witnesses. If either party orders a transcript of the arbitration proceedings, the other party shall have access to the transcript.

ARTICLE IV EDUCATIONAL DEVELOPMENT COMMITTEE

1. COMMITTEE ORGANIZATION, OPERATION AND ROLE

- A. The Union and the Board agree that an Education Development Committee (EDC) shall be established.
- B. The Committee shall consist of six (6) members -- three (3) appointed by the Union and three (3) appointed by the Board. Both parties may utilize resource personnel and alternatives as possible.
- C. The Committee shall establish its own time of meetings and rules of procedure; provided, however, that meetings of the Committee shall be held so as not to interfere in any way with any teacher's regularly scheduled school day.
- D. The EDC shall discuss and consider professional matters relating to any changes or improvement of the educational programs.
- E. The Board shall seek, whenever practical, EDC judgment on Board plans or proposals relating to the improvement of the Oglesby Public Schools. The Board shall also receive and act on plans and proposals originated by the EDC.
- F. This Committee shall be authorized to establish sub-committees and appoint members to such

committees as it deems necessary.

- G. In any reports or recommendations from EDC to the Board, minority or differing views of individuals or groups on the committee may be made known.
- H. The EDC and its sub-committees may be granted released time from the regularly scheduled school day as the Committee and the Board deem necessary to accomplish its functions.
- I. Before budget hearings are held, the Union president will be allowed to make budget proposals to the Superintendent and his/her staff.

ARTICLE V PERSONNEL RECORDS

- 1. The teacher shall have the right to see all items and information in his/her personnel file, except for the confidential credentials sought at the time of employment.
- 2. All teachers' records shall be maintained under the following circumstances:
 - A. Only one official file shall be kept for each teacher.
 - B. Each teacher shall have the right to insert material relevant to his/her services in the school or his/her qualifications in general.
 - C. Neither a teacher's file nor any of its contents shall be copied without him/her being notified.
 - D. The teacher shall have the right to attach dissenting material to any item in his/her file.
 - E. No teacher or school official or officer shall remove any material from the official teacher's file without notification to and acquiescence by both teacher and school official.
 - F. All teachers' files shall be available for inspection by the Board of Education, any of its members, the superintendent and principals at any time.

ARTICLE VI UNION ACTIVITIES

- 1. **USE OF SCHOOL FACILITIES.** An authorized representative of the Union local shall have the right to place a reasonable number of announcements in the faculty mailboxes. The superintendent shall receive a copy signed by the authorized Union representative of all the items placed in faculty mailboxes.
- 2. The President of the Union, or his/her designee, shall have the right to be present at all Board meetings, open meetings and special meetings.
- 3. The representative to the State or National convention may be excused from school to attend this convention without pay.
- 4. The Board shall place on the agenda of each regular Board meeting under "New Business" any matters

brought to its attention for its consideration by the Union so long as these matters are made known in writing to the superintendent 72 hours prior to the regular meeting during vacation and two (2) school days at all other times.

5. The administration should not openly criticize a teacher. All such instances will be forwarded to the Union and appropriate action taken in the form of a grievance except that this paragraph shall not abridge the rights of the Board for tenure proceedings as provided by statute.
6. **RIGHT TO REPRESENTATION.** If a faculty member is called to a disciplinary conference by an administrator, he/she shall have the right to a Union representative present at the conference.
7. For all members of the bargaining unit, the administration shall provide the Union with a copy of letters of reprimand, unsatisfactory summative evaluations, notices to remedy, or notices regarding consideration of disciplinary measures, when requested to do so by the Teacher.
8. The Board shall give the union president a copy of the Board agenda by Monday of said Board meeting. The minutes of the previous meeting will be given after approval of the Board. When school is not in session, the above aforementioned shall be sent to the Union president in such a manner that he/she shall receive such on the day of the meeting.

ARTICLE VII NEGOTIATIONS

Negotiations shall begin on or before February 1, or on a mutually acceptable date, in each school year when the end of the contract is reached. A written request for negotiations to begin shall constitute the beginning of negotiations.

Negotiations and Impasse procedures shall adhere to the School Code and the laws pertaining to collective bargaining in the State of Illinois.

NO STRIKE. During the term of this Agreement, except as prescribed in Section 13 of the new collective bargaining law governing the circumstances under which a strike shall occur, the Union agrees there shall be no strikes, work stoppages or slow downs. No officer or representative of the Union shall authorize, institute, instigate, aid or condone such activities.

NO REPRISAL CLAUSE. No employee of the District will be penalized, discriminated against, or disciplined because of participation in or support of the strike. However, it is understood and agreed that the days lost because of the strike will not be made up.

ARTICLE VIII SAVINGS CLAUSE

In the event that any of the provisions of this Agreement shall be or become legally invalid or unenforceable this shall not affect the remainder of the provisions hereof, and either party, upon written notice, may demand negotiations of the subject held legally invalid or unenforceable.

ARTICLE IX MANAGEMENT RIGHTS

It is recognized that the Board of Education and Administration hereby retain and reserve unto themselves all rights, powers, authority, duties and responsibilities conferred upon or vested in them by law, including the right to determine the purpose, mission, object and policies of the School District; to determine the facilities, method, means, equipment, procedure, and personnel required to conduct School District programs, to administer the personnel system of the School District, including the recruitment, selection, appointment, evaluation, training, retention, promotion, assignment, discipline, suspension, demotion, layoff, and discharge of employees; to direct, supervise, schedule and assign the work force; to establish standards and efficiency of the employees and the operation of the School District; to halt work stoppages and take effective action against slowdowns; and to take whatever actions may be necessary or appropriate to carry out the objectives of the School District. The parties agree that all customary and usual rights, powers, functions, and authority possessed by management are vested in the Board of Education and Administration, and they shall continue to exclusively exercise such powers, duties, and responsibilities during the period of this Agreement except as limited by the specific and express terms of this Agreement.

ARTICLE X ZIPPER CLAUSE

The parties agree that all negotiable items have been discussed during the negotiations of this Agreement and that no additional negotiations on this Agreement will be conducted on any item, whether contained herein or not during the life of this Agreement except by mutual consent.

ARTICLE XI COMPENSATION

TAX SHELTERED RETIREMENT

For the duration of this contract, the Board shall pay "full" T.R.S. (9 %) on top of the salary schedule to defer T.R.S. contribution. It is further agreed that the Board will continue to pick up and to submit the remaining teacher's share as a tax shelter for the duration of this contract. The Board will also pay the 1.24% for the retired teachers' medical insurance beginning the 2019-2020 school year. Any increase in T.R.S., the Board and teachers will split 50/50.

It is further agreed that the Union will hold the Board harmless and indemnify the Board against all liability, loss or expense of whatever nature arising out of the Board's agreement to make payments on behalf of each teacher to the Illinois Teacher's Retirement System. It is further agreed that the Board may deduct from each teacher's paycheck on a pro rata and otherwise reasonable basis any amounts which the Board is obligated to pay as a result of the incorrect withholding of income or other taxes or contributions to the T.R.S.

LONGEVITY PAYMENT

Teachers on the last step of a salary column who do not receive a step increase in a school year shall receive in each such school year a longevity payment in addition to the amount shown on the last step of the salary schedule.

Once an employee qualifies for a longevity payment, that employee will continue to receive the annual longevity amount. Employees will receive a five percent (3%) increase to their annual longevity amount each

year an employee does not receive a salary schedule step increase.

LONGEVITY SCHEDULE These figures include the Board contribution of “full” TRS (9%).

23-24									
Step	BS	BS+7	BS+15	BS+22	MA	MA+7	MA+18	MA+30	
1	342	685	1029	1370	1712	2055	2397	2742	3%
2	361	719	1079	1439	1798	2158	2518	2877	
3	378	755	1132	1511	1888	2266	2644	3022	
4	397	793	1190	1587	1982	2379	2775	3168	
5	416	832	1249	1666	2082	2498	2915	3332	
6	438	873	1311	1749	2186	2622	3060	3498	
7	458	919	1377	1835	2295	2754	3213	3672	
8	482	964	1446	1928	2410	2892	3374	3855	
9	507	1012	1519	2024	2530	3035	3542	4050	
10	531	1064	1593	2125	2656	3189	3719	4253	
24-25									
Step	BS	BS+7	BS+15	BS+22	MA	MA+7	MA+18	MA+30	
1	352	705	1060	1411	1763	2116	2469	2824	3%
2	371	741	1112	1482	1852	2223	2594	2963	
3	389	778	1166	1556	1945	2334	2723	3113	
4	408	817	1225	1635	2041	2451	2858	3263	
5	429	857	1287	1715	2144	2573	3002	3432	
6	451	900	1351	1801	2251	2701	3152	3603	
7	472	946	1418	1891	2364	2837	3309	3782	
8	497	993	1490	1986	2483	2979	3476	3971	
9	522	1043	1565	2085	2606	3126	3648	4171	
10	547	1096	1641	2189	2736	3285	3831	4380	
25-26									
Step	BS	BS+7	BS+15	BS+22	MA	MA+7	MA+18	MA+30	
1	363	727	1092	1453	1816	2180	2543	2909	3%
2	382	763	1145	1527	1908	2289	2672	3052	
3	401	801	1201	1603	2003	2404	2805	3206	
4	421	841	1262	1684	2102	2524	2944	3361	
5	441	883	1325	1767	2208	2650	3092	3535	
6	464	927	1391	1855	2319	2782	3246	3711	
7	486	975	1461	1947	2435	2922	3408	3896	
8	511	1023	1534	2046	2557	3068	3580	4090	
9	538	1074	1612	2147	2684	3220	3758	4297	

	10	564	1129	1690	2254	2818	3383	3946	4512	
26-27										
Step	BS	BS+7	BS+15	BS+22	MA	MA+7	MA+18	MA+30		
1	374	748	1124	1497	1871	2245	2619	2996	3%	
2	394	786	1180	1572	1965	2358	2752	3144		
3	413	825	1237	1651	2063	2476	2889	3302		
4	433	867	1300	1734	2165	2600	3032	3462		
5	455	909	1365	1820	2275	2729	3185	3641		
6	478	954	1433	1911	2388	2866	3344	3822		
7	501	1004	1505	2006	2508	3010	3510	4012		
8	527	1053	1580	2107	2634	3160	3687	4213		
9	554	1106	1660	2212	2764	3317	3871	4426		
10	581	1163	1741	2322	2903	3485	4064	4647		

HEALTH INSURANCE

For each full-time teacher who elects coverage under the District's group health, dental and vision insurance plan, the Board shall contribute the following:

1. 100% towards the individual employee premium
2. 20% family (employee plus)

The Board will establish and maintain a Health Reimbursement Arrangement Plan ("HRA Plan") in order to reimburse teachers participating in the District's health insurance plan a portion of their deductible expenses, as defined in the HRA plan.

Single Coverage - \$3,100 deductible: Each employee electing single coverage is responsible for the first \$250 of the deductible. Thereafter, the Board will reimburse the employee 93% of additional deductible expenses from \$250 to \$3,100 up to a maximum total reimbursement of \$2,625 per year. The employee is responsible for the remaining deductible cost after the Board's maximum reimbursement of \$2,625. The maximum total employee out-of-pocket deductible expense annually is \$475.

Dependent or Family Coverage - \$6,200 deductible: Each employee electing employee plus one dependent or family coverage is responsible for the first \$250 of the deductible expenses incurred by the employee, and the first \$2,500 of the deductible expenses incurred by the employee's covered dependents and/or family members. Thereafter, the Board will reimburse the employee 96% of additional deductible expenses up to a maximum total reimbursement of \$3,325 per year. The employee is responsible for the remaining deductible cost after the Board's maximum reimbursement of \$3,325. The maximum total employee out-of-pocket deductible expense annually is \$2,875.

Reimbursements to be issued pursuant to this section shall be done bi-monthly (i.e., twice per month).

LIFE INSURANCE

The Board will pay the premium for a life insurance policy in the amount of \$50,000.00 with accidental death and dismemberment benefits.

INSURANCE COMMITTEE

Teachers will form a committee which shall meet with the Superintendent and any other persons or employees the Superintendent or Board may select (including employees from other bargaining units) to consider ways to reduce premiums and contain insurance costs and to provide input to the Board regarding health insurance coverage.

EARLY NOTIFICATION OF RETIREMENT

A. District Retirement Incentive

1. To be eligible, the teacher must have completed at least seventeen (17) years of full-time employment in District 125 immediately preceding retirement, and must be at least fifty-five (55) years of age by June 30 of the teacher's retirement year (as interpreted by TRS), will be eligible to receive the retirement enhancements as described in number 2 below provided the district would not or is not determined to owe, in connection with said teacher, any payment or penalty to TRS under any other law, regulation or applicable rules.

The District, by June 1 of each year, shall notify the Union of the number of available retirement incentive opportunities for that year. The minimum shall be set at no less than two (2) per retirement year. Eligible employees may initiate a retirement plan by submitting an irrevocable letter of intent to retire, specifying the year of retirement, between June 1 and June 30 prior to the school year the retirement plan is to begin. Of those having so submitted their irrevocable notice, seniority shall rule as to the order of granting of the benefit.

2. Employees may select a plan length between five years and one year. If the employee selects a five-year plan, his/her total creditable earnings during the fifth year before the retirement shall be increased by 6% over what it was the previous year. During the remaining four years of employment, the employee's creditable earnings shall be 6% more than it was the previous year. Employees selecting a plan less than five years, his/her creditable earnings in each of the years remaining until retirement shall be 6% greater than the previous year.


It is the intent of the parties that the Board of Education not be assessed any actuarial costs or other penalties by TRS as a result of employee compensation increases in any of the last four years of employment exceeding 6%. Therefore, the pay increase shall be limited to the amount that is TRS creditable without additional payment by the Board.

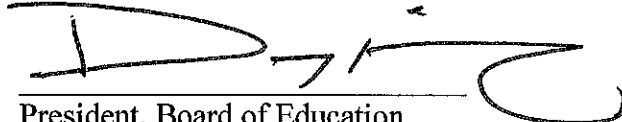
In the event that a teacher has submitted his/her irrevocable letter of retirement, the teacher may withdraw the letter of retirement in the event of illness, disability or death of a teacher's spouse or children, or other life changing event. This may also be granted in extenuating circumstances at Board discretion without setting precedent. If the withdrawal occurs, the teacher will be required to reimburse District all amounts received under this section in excess of what the teacher would have otherwise received in salary increase(s).

ARTICLE XII
DURATION OF AGREEMENT

This Agreement shall be effective as of September 1, 2023, and shall remain in full force and effect until August 31, 2027, and thereafter from year to year unless written notice shall be given to either party to amend or terminate this Agreement at least sixty (60) days prior to the 31st day of August, 2027, or any subsequent year.

DATED THIS 16th DAY OF AUGUST, 2023.


President, Oglesby Federation of Teachers,
AFL Local 604
AFL-CIO


President, Board of Education
District #125, Oglesby, IL

2023-2024, 2024-2025, 2025-2026, 2026-2027 SALARY SCHEDULE
DRUG AND ALCOHOL-FREE WORKPLACE AGREEMENT
GRIEVANCE FORM

Salary Schedule 2023-2024 (5.50%) Includes the Board contribution of “full” TRS (9%).

Initial placement	Step	B.S.	B.S.+7	B.S. +15	B.S.+22	M.A.	M.A.+7	M.A.+18	M.A.+30
1	1	41,465	43,110	44,755	46,401	48,594	50,239	51,885	53,531
2	2	41,574	43,220	44,865	46,511	48,704	50,349	51,995	53,640
3	3	41,794	43,439	45,082	46,730	48,924	50,568	52,214	53,860
4	4	42,123	43,768	45,414	47,058	49,253	50,897	52,543	54,189
5	5	42,562	44,207	45,852	47,497	49,692	51,336	52,982	54,628
6	6	43,110	44,755	46,401	48,046	50,239	51,885	53,531	55,177
7	7	43,768	45,414	47,058	48,704	50,897	52,543	54,188	55,834
8	8	44,536	46,182	47,826	49,472	51,665	53,311	54,956	56,602
9	9	45,414	47,058	48,704	50,349	52,543	54,188	55,834	57,480
10	10	46,401	48,046	49,692	51,336	53,531	55,175	56,821	58,467
11	11	48,046	49,692	51,336	52,982	55,175	56,821	58,466	60,112
12	12	49,143	50,788	52,434	54,078	56,273	57,917	59,563	61,209
13	13	50,239	51,885	53,531	55,175	57,369	59,015	60,659	62,305
14	14	51,336	52,982	54,627	56,273	58,466	60,112	61,757	63,402
15	15	52,434	54,078	55,724	57,369	59,563	61,208	62,854	64,500
16	16	54,078	55,724	57,369	59,015	61,208	62,854	64,498	66,144
17	17		56,821	58,466	60,112	62,305	63,951	65,596	67,241
18	18		57,917	59,563	61,208	63,402	65,047	66,693	68,339
19	19		59,015	60,659	62,305	64,498	66,144	67,789	69,435
20	20		60,112	61,757	63,402	65,596	67,241	68,886	70,532
21	21		61,757	63,402	65,047	67,241	68,886	70,532	72,178
22-23	22				66,144	68,338	69,983	71,628	73,274
24-25	23				67,241	69,435	71,080	72,725	74,371
26-27	24				68,338	70,532	72,177	73,823	75,468
28	25				69,435	71,628	73,274	74,919	76,565
29	26				71,080	73,274	74,919	76,565	78,210

Salary Schedule 2024-2025 (5.00%) Includes the Board contribution of "full" TRS (9%).

initial placement	Step	B.S.	B.S.+7	B.S. +15	B.S.+22	M.A.	M.A.+7	M.A.+18	M.A.+30
1	1	43,538	45,266	46,993	48,721	51,024	52,751	54,479	56,207
2	2	43,653	45,381	47,108	48,836	51,139	52,866	54,594	56,322
3	3	43,884	45,610	47,336	49,067	51,370	53,097	54,825	56,553
4	4	44,229	45,956	47,684	49,411	51,715	53,442	55,170	56,898
5	5	44,690	46,417	48,145	49,872	52,176	53,903	55,631	57,359
6	6	45,266	46,993	48,721	50,448	52,751	54,479	56,207	57,935
7	7	45,956	47,684	49,411	51,139	53,442	55,170	56,897	58,625
8	8	46,763	48,491	50,218	51,946	54,249	55,977	57,704	59,432
9	9	47,684	49,411	51,139	52,866	55,170	56,897	58,625	60,354
10	10	48,721	50,448	52,176	53,903	56,207	57,934	59,662	61,390
11	11	50,448	52,176	53,903	55,631	57,934	59,662	61,389	63,117
12	12	51,600	53,327	55,055	56,782	59,086	60,813	62,541	64,269
13	13	52,751	54,479	56,207	57,934	60,237	61,965	63,692	65,420
14	14	53,903	55,631	57,358	59,086	61,389	63,117	64,844	66,572
15	15	55,055	56,782	58,510	60,237	62,541	64,268	65,996	67,725
16	16	56,782	58,510	60,237	61,965	64,268	65,996	67,723	69,451
17	17		59,662	61,389	63,117	65,420	67,148	68,875	70,604
18	18		60,813	62,541	64,268	66,572	68,299	70,028	71,756
19	19		61,965	63,692	65,420	67,723	69,451	71,178	72,907
20	20		63,117	64,844	66,572	68,875	70,604	72,331	74,059
21	21		64,844	66,572	68,299	70,604	72,331	74,059	75,787
22	22				69,451	71,755	73,483	75,210	76,938
23-24	23				70,604	72,907	74,634	76,362	78,090
25-26	24				71,755	74,059	75,786	77,514	79,242
27-28	25				72,907	75,210	76,938	78,665	80,393
29	26				74,634	76,938	78,665	80,393	82,121

Salary Schedule 2025-2026 (5.00%) Includes the Board contribution of "full" TRS (9%).

initial placement	Step	B.S.	B.S.+7	B.S. +15	B.S.+22	M.A.	M.A.+7	M.A.+18	M.A.+30
	1	45,715	47,529	49,343	51,157	53,575	55,389	57,203	59,018
2	2	45,836	47,650	49,464	51,278	53,696	55,510	57,324	59,139
3	3	46,078	47,891	49,703	51,520	53,938	55,752	57,566	59,380
4	4	46,441	48,254	50,068	51,882	54,301	56,114	57,929	59,743
5	5	46,924	48,738	50,552	52,366	54,785	56,598	58,413	60,227
6	6	47,529	49,343	51,157	52,970	55,389	57,203	59,018	60,832
7	7	48,254	50,068	51,882	53,696	56,114	57,929	59,742	61,557
8	8	49,101	50,915	52,729	54,543	56,961	58,776	60,589	62,403
9	9	50,068	51,882	53,696	55,510	57,929	59,742	61,557	63,371
10	10	51,157	52,970	54,785	56,598	59,018	60,831	62,645	64,460
11	11	52,970	54,785	56,598	58,413	60,831	62,645	64,459	66,273
12	12	54,180	55,993	57,808	59,621	62,041	63,854	65,668	67,483
13	13	55,389	57,203	59,018	60,831	63,249	65,064	66,877	68,691
14	14	56,598	58,413	60,226	62,041	64,459	66,273	68,087	69,901
15	15	57,808	59,621	61,436	63,249	65,668	67,482	69,296	71,111
16	16	59,621	61,436	63,249	65,064	67,482	69,296	71,110	72,924
17	17		62,645	64,459	66,273	68,691	70,506	72,319	74,134
18	18		63,854	65,668	67,482	69,901	71,714	73,529	75,343
19	19		65,064	66,877	68,691	71,110	72,924	74,737	76,552
20	20		66,273	68,087	69,901	72,319	74,134	75,947	77,762
21	21		68,087	69,901	71,714	74,134	75,947	77,762	79,576
22	22				72,924	75,342	77,157	78,970	80,785
23	23				74,134	76,552	78,365	80,180	81,994
24-25	24				75,342	77,762	79,575	81,389	83,204
26-27	25				76,552	78,970	80,785	82,598	84,412
28-29	26				78,365	80,785	82,598	84,412	86,227

Salary Schedule 2026-2027 (4.50%) Includes the Board contribution of "full" TRS (9%).

initial placement	Step	B.S.	B.S.+7	B.S. +15	B.S.+22	M.A.	M.A.+7	M.A.+18	M.A.+30
1	1	47,772	49,668	51,563	53,459	55,986	57,881	59,777	61,673
2	2	47,898	49,795	51,689	53,586	56,113	58,008	59,904	61,800
3	3	48,151	50,046	51,940	53,838	56,365	58,260	60,156	62,053
4	4	48,530	50,425	52,321	54,216	56,745	58,640	60,536	62,432
5	5	49,036	50,931	52,827	54,722	57,250	59,145	61,041	62,937
6	6	49,668	51,563	53,459	55,354	57,881	59,777	61,673	63,570
7	7	50,425	52,321	54,216	56,113	58,640	60,536	62,431	64,327
8	8	51,310	53,206	55,101	56,997	59,524	61,421	63,316	65,212
9	9	52,321	54,216	56,113	58,008	60,536	62,431	64,327	66,223
10	10	53,459	55,354	57,250	59,145	61,673	63,568	65,464	67,361
11	11	55,354	57,250	59,145	61,041	63,568	65,464	67,359	69,256
12	12	56,618	58,513	60,409	62,304	64,832	66,727	68,623	70,520
13	13	57,881	59,777	61,673	63,568	66,095	67,991	69,886	71,783
14	14	59,145	61,041	62,936	64,832	67,359	69,256	71,150	73,047
15	15	60,409	62,304	64,200	66,095	68,623	70,518	72,415	74,311
16	16	62,304	64,200	66,095	67,991	70,518	72,415	74,310	76,206
17	17		65,464	67,359	69,256	71,783	73,679	75,574	77,470
18	18		66,727	68,623	70,518	73,047	74,942	76,838	78,734
19	19		67,991	69,886	71,783	74,310	76,206	78,101	79,997
20	20		69,256	71,150	73,047	75,574	77,470	79,365	81,261
21	21		71,150	73,047	74,942	77,470	79,365	81,261	83,157
22	22				76,206	78,733	80,629	82,524	84,420
23	23				77,470	79,997	81,892	83,788	85,684
24	24				78,733	81,261	83,156	85,052	86,948
25-26	25				79,997	82,524	84,420	86,315	88,211
26-27	26				81,892	84,420	86,315	88,211	90,107

DRUG AND ALCOHOL-FREE WORKPLACE EMPLOYEES

It is the policy of Oglesby Public Schools, District #125 that all District #125 workplaces shall be free from drugs and alcohol. All employees shall be prohibited from:

1. The unlawful manufacture, distribution, dispensation, possession, use or being under the influence of a controlled substance while on District premises or while performing work for the District.
2. The distribution, consumption, possession of or being under the influence of alcohol or cannabis while on District premises or while performing work for the District.

As a condition of employment, new employees shall:

1. Agree in writing to abide by the terms of the District policy respecting a drug and alcohol-free workplace; and
2. Agree to notify his or her supervisor of his or her conviction of any criminal drug statute for a violation occurring on the District premises or while performing work for the District, no later than five (5) days after such a conviction.

In order to make employees aware of dangers of drug and alcohol abuse, the District shall:

1. Provide each employee with a copy of the District Drug and Alcohol Policy;
2. Post notice of the District Drug and Alcohol Policy in a place where other information for employees is posted;
3. Make available materials from local, state and national anti-drug and alcohol abuse organizations;
4. Enlist the aid of community and state agencies with drug and alcohol informational and rehabilitation programs to provide information to District employees.

DISTRICT ACTION UPON VIOLATION OF POLICY

Any employee who violates the terms of this policy may be subject to disciplinary action, up to and including termination.

The School Board shall take disciplinary action with respect to an employee conviction of a drug offense in the workplace within thirty (30) days after receiving notice of the conviction.

Should the District be a current participant in a federal education program in which the District is the prime grantee and a direct receiver of federal funds, the Superintendent shall notify the appropriate federal agency from which the District receives grant monies of the employee conviction within ten (10) days after receiving notice of the conviction.

The District may require an employee who violates the terms of this policy to satisfactorily participate in a drug or alcohol abuse assistance or rehabilitation program which has been approved by the Board.

OGLESBY PUBLIC SCHOOLS

DISTRICT #125

OGLESBY, ILLINOIS

NAME OF EMPLOYEE: _____

I acknowledge receipt of a copy of the Oglesby Public Schools, District #125 Board Policy, Drug and Alcohol-Free Workplace, Employees.

Employee's Signature

Date

Grievance Re: _____

Name of Grievant: _____

Time and Date of Submission: _____

Contract Provisions Violated: _____

Employee(s) Involved in Grievance: _____

Statement of Issues: _____

Synopsis of Facts Giving Rise to the Alleged Violation:

Action or Relief Sought:

Grievant

Union

Date and time received _____

Received by _____ Title _____