

LARAWAY COMMUNITY CONSOLIDATED SCHOOL  
DISTRICT #70-C

Collective Bargaining Agreement

Between

The Laraway Board of Education

and

The Laraway Teacher Council



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## PREAMBLE

This agreement is effective this 1st day of July, 2022, by and between the Laraway Board of Education 70-C, Will County, Illinois, (hereinafter referred to as the “Board”) and the Laraway Teacher Council (hereinafter referred to as the “Teacher Group”). This agreement incorporates a number of understandings which derive from the parties’ mutual belief that the education of our youth is important. In fulfilling this objective, it is essential that board members, administrators, and teachers work cooperatively.

## ARTICLE I Introduction

### A. Recognition:

The Board recognizes the Teacher Group as the sole and exclusive bargaining representative with respect to rates of pay, wages, and other terms and conditions of employment for all full-time and regularly employed part-time teachers.

### B. Scope of Agreement:

It is the intention of this agreement to provide for the rates of pay, wages, and other terms and conditions of employment of the aforesaid teachers.

This agreement and its provisions shall supersede any and all prior contracts of employment, agreements, and policies regarding rates of pay, wages, and other terms and conditions of employment as set forth herein.

## ARTICLE II General Conditions

### A. Teaching Assignments:

At least one (1) week prior to the closing of school, the building principal shall give notice to all teachers of their grade and/or subject assignment for the next school year. In the event that an unforeseen change in a teacher’s assignment is necessary, whether prior to the commencement of the school year or during the school year, the principal will notify the teacher of the new position and reasons for the assignment in writing at least thirty (30) calendar days prior to the date that the reassignment is to start. Reassignment with less notification than thirty (30) calendar days may be made in emergency situations.

### B. Voluntary Transfers:

A teacher may initiate a request for a transfer or change of assignment, by adhering to the following procedure:

1. Discuss his/her desire for transfer or reassignment with the principal.

2. File a written request with the principal indicating the desire for a reassignment, prior to March 1.
3. Include in the request the specific grade level or subject area to which the teacher is seeking reassignment.

The superintendent (principal) and the teacher(s) involved shall review the request for reassignment and arrive at a decision as soon as practical. In making this decision of reassignment, the teacher with seniority will be given consideration to that assignment. The teacher(s) who made a request for reassignment shall be notified in writing accordingly.

C. Involuntary Transfers:

An involuntary reassignment shall be made only after a meeting between the teacher(s) and the superintendent (principal). At this meeting the teacher shall be notified, in writing, of the reasons for the reassignment. If, at this meeting, the teacher objects to the reassignment, he/she may appeal, in writing, to the superintendent. The superintendent shall meet with the teacher to discuss the appeal and shall subsequently advise the teacher in writing of his determination and his determination shall be final and binding on the teacher.

D. Teaching Hours:

The working day for teachers and other professional personnel assigned to the schools will be determined by the school day established for students. Laraway C.C.S.D. 70-C teacher hours are 8:05 a.m. to 3:15 p.m. Teacher and student schedules shall be established to provide the optimum educational opportunities for the students and adequate classroom instruction for the teachers and shall include a supervisory period which will not require preparation time or direct instruction.

Teachers shall have a daily thirty (30) minute, duty-free lunch period between the hours of 10:30 a.m. and 1:30 p.m. with provisions for the availability of a hot lunch from the cafeteria. In addition, teachers will have a minimum of forty (40) minutes daily for classroom instruction preparation during teacher hours. Effort will be made by the principal to incorporate these forty minutes into the pupil attendance hours.

E. Vacancies:

All full and part-time employees will be notified of all vacancies by an announcement of the vacancy, will be sent via e-mail.

F. Evaluation:

The evaluation process and instrument shall be in compliance with the requirements of Article 24A of the School Code of Illinois. (Appendix A)

G. Personnel File:

A teacher shall have the right to review the contents of his/her personnel file and to place in the file written reaction to any of its contents. A request to review the contents shall be made in writing and provide for at least one day's notice. The review shall be done in the presence of an administrator or his/her delegate, and the contents shall not be removed from the office. However, the employee shall, upon request, be allowed to have a copy of its contents. A staff member must receive, in writing, notification of any and all documents being placed in his/her personnel file and shall initial the original upon receiving the copy.

H. Surveys:

The teachers will be given the opportunity to participate in surveys regarding the educational process, the teacher/student relationship, the teacher/administrator relationship, and potential improvements for the improved quality of the District's educational program.

I. Use of Buildings, Mailboxes, and Bulletin boards:

The Teacher Group will be allowed usage of the buildings for meetings and usage of mailboxes, email, and bulletin boards for internal communication to its members.

J. Union/Principal Meetings and Union/Superintendent Meetings:

**Union/Principal Meetings**

The principal shall meet with Representative(s) of the Union to discuss matters relating to the implementation of this Agreement as well as matters of mutual concern, provided that the Principal shall not be required to meet more than once each month. The principal shall not be required during such meetings to discuss any pending grievances or any matter, which is, then subject to consideration as part of the negotiations of a successor Agreement. Upon request, the Principal and/or Union Representative(s) shall submit an agenda of items to be discussed at least three (3) calendar days, in advance, if possible of such meeting.

**Union/Superintendent Meetings**

The Superintendent shall meet with Representative(s) of the Union to discuss matters relating to the implementation of the Agreement, as well as matters of mutual concern, provided that the Superintendent shall not be required to meet more than one (1) time per calendar month. The Superintendent shall not be required during such meetings to discuss any pending grievances or any matter, which is, then subject to consideration as part of the negotiations of a successor Agreement. Upon request, the Superintendent and/or Union Representative(s) shall submit an agenda of items to be discussed at least three (3) calendar days in advance, if possible, of such meeting.

In the event any bargaining unit member commences a legal action against the Board in a court or administrative agency because of the Board's compliance with the previous Sections of the Article, the Teacher Group and its affiliates agree to defend such action, at its expense and through counsel of its own choice, provided:

1. The Board gives immediate notice of such action in writing to the Teacher Group and permits the Teacher Group to intervene as a party; and
2. The Board gives full and complete cooperation to the Teacher Group and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at any stage, hearing, or argument of said legal action.
3. The Teacher Group and its affiliates agree that in any such action, it will save, indemnify, and hold harmless the Board, its members, employees and agents from any liability for damages and costs imposed by a final judgment or a court or administrative agency.

It is expressly understood and agreed that the defense and indemnification covenants that are expressed herein shall not apply to any claim, demand, or suit which may arise as a result of any type of willful misconduct by the Board (other than any necessary action required to be performed by the Board in this Article).

#### K. Seniority List:

The Superintendent will annually compile a list of all employees and their seniority and provide a copy of the seniority list to the Union President by February 1<sup>st</sup>. Any objection to the seniority list shall be reported to the Superintendent within twenty (20) work days after receipt by the Union or such objections shall be waived and said list shall stand as approved.

#### L. Meetings -- Faculty and Committee:

Within the first ten (10) school days of each school year, the building principal and the District Leadership Team will establish a yearly schedule for faculty meetings. All teachers shall attend faculty meetings, unless excused by the superintendent/principal.

For required or voluntary faculty meetings which are not on the yearly schedule, faculty in attendance shall be paid for each meeting at the hourly rate on the negotiated salary schedule Lane 1, Step 1 prorated.

Teachers who are interested may serve on a variety of approved district committees and/or Professional Learning Teams, provided the teacher makes a commitment to be a member of the committee or team for at least one school year, or the duration of the committee or team, if shorter. The Administration and the District Leadership Team will establish a yearly list of committees/teams. Each committee/team shall choose a chairperson annually. Should no teacher be interested or available, the leadership role would be assumed by the administration.

Teachers will be compensated for committee/team work outside the work day (for each committee/team on which they serve) at the rate of \$35 per meeting.

Attendance will be kept by the chairperson (or an administrator, if no chairperson), and the attendance sheet will be submitted to the business office by the next teacher attendance day for

monthly Board review and payment. Administration will monitor committees/teams and committee/team meetings and may set the maximum number of committee/team members allowed to participate on each district committee/team.

M. Internal Substitutes:

Every effort shall be made to hire qualified substitute teachers to assume the duties of regularly employed teachers in their absence. In emergency situations, when no substitute is available, the administration may assign an internal substitute with an attempt to rotate equally. Compensation for internal substitution shall be at the hourly rate on the negotiated salary schedule Lane 1, Step 1, pro-rated.

Example:     \$55,806 = Lane 1 Step 1  
              \$55,806 ÷ 176 days = \$317.08  
              \$317.08 ÷ 7 hours = \$45.30 hourly rate

N. Supervisory Duties:

According to Illinois School Code, every teacher shall be entitled to and be allowed a duty-free lunch period equal to the regular local lunch period but not less than thirty (30) minutes each school day. Supervisory duty will be paid at the rate of Lane 1, Step 1 pro rata rate (176/7 hours per day). Teachers who are interested in lunch supervisory duty will also receive an adult lunch at no charge. Supervisors will be able to eat while on duty, but supervision shall be their main responsibility.

Example:     \$55,806 ÷ 176 days = \$317.08  
              \$317.08 ÷ 7 hours = \$45.30 hourly rate

O. Open House:

All teachers shall attend their school's open house. Failure to attend the open house(s) will result in a letter of reprimand being placed in the teacher's personnel file. The superintendent/principal will have sole discretion in waiving the attendance.

P. Staff/Faculty Handbook:

All teachers will be provided a copy of the staff/faculty handbook at the start of the school year during the staff institute day(s) or during their first week of employment for staff hired after the start of the school year.

Q. Class Size:

The Board shall endeavor to maintain class size at an acceptable educational level. The superintendent will draft and share a class size contingency plan for the development of a process to deal with class size issues. This section shall not be subject to the grievance procedure found in this agreement.



R. Classroom Stipend:

Every teacher shall receive a \$400 classroom stipend annually. Receipts need to be submitted no later than April 1<sup>st</sup> for reimbursement.

ARTICLE III  
Compensation and Benefits

A. Salary Schedule:

The salary schedule for the 2022-2023; 2023-2024; 2024-2025; 2025-2026 and the 2026-2027 school years shall be as set forth in Appendix B which is attached hereto and incorporated into this agreement.

Teachers may move up to two (2) lanes each school year, unless the requested move will increase the teacher's TRS-creditable earnings by more than six percent (6%) or the highest amount that would not require the Board to pay an additional or one-time penalty for contribution to TRS (whichever is less). Lane movements can only occur prior to August 31.

Initial placement on the salary schedule is based on:

1. A teacher's highest educational degree plus graduate hours earned subsequent to that degree; and,
2. Prior teaching experience; and,
3. The course work requirement.

In determining columnar (horizontal) placement, only degrees and graduate hours in the professional area for which the teacher is hired and which have been taken from accredited institutions shall be considered. Official transcripts from colleges and universities must be filed in the district office to support initial placement on the salary schedule. In determining step (vertical) placement, credit for prior full-time teaching experience outside of Laraway C.C.S.D. 70-C may be credited year for year. Only those years taught with a degree from a fully accredited institution will be considered creditable for this purpose. Such experience should be comparable to that for which the teacher is being employed and may include parochial, private, or overseas service schools. Letters from former employers and other pertinent documents verifying prior teaching experience must be filed in the district office.

The district Superintendent, subject to board approval, shall evaluate a candidate's qualifications and determine his/her initial placement on the salary schedule. The salary schedule placement of a new teacher and the basis for that placement shall be made public at the meeting at which the Board approves his/her employment.

Any teacher, with the exception of the band director, scheduled to teach their assignment, by

the administration beyond the regular school day shall have his/her salary pro-rated based on his/her respective salary, and the amount of time shall be derived from pupil contact hours. Compensation for the band director shall be at the hourly rate on the negotiated salary schedule Lane 1, Step 1, pro-rated.

Example:      $\$55,806 \div 176 \text{ days} = \$317.08$   
                   $\$317.08 \div 7 \text{ hours} = \$45.30 \text{ hourly rate}$

Part-time personnel with fifty (50) percent full-time equivalency (FTE) or greater will advance on the salary schedule in full year increments, e.g. half-time positions for two years has an equivalent of one year. At the conclusion of the second assignment, the individual may advance one step on the salary schedule.

Should the extra-curricular services of a teacher not be needed due to an insufficient number of participants, the teacher would retain any accumulative experience credit. The Extra-Curricular salary schedule as set forth in Appendix C shall be attached and incorporated into this agreement.

#### B. Payday Schedule

All Laraway C.C.S.D. 70-C employees shall have the opportunity to receive their payroll checks in a direct pay program. The employee's compensation will be deposited into the teacher's personal account every other Friday commencing around Teacher Institute day in August. When payday falls on a holiday, or holiday break, the payday will be advanced to the last working day. Employees will have the option of receiving their annual salary in 21 or 26 installments. At the beginning of each school year, the teachers will receive a calendar listing the pay dates for the school year.

#### C. Instructional Staff Reimbursement:

The Laraway C.C.S.D. 70-C Board of Education will reimburse teachers, including those teachers in the Master's lane and above, for taking courses equal to the average of the semester hour tuition at N.I.U., I.S.U., and U. of I. However, reimbursement will not exceed the tuition rate by the attending university. This reimbursement will be available to teachers employed by the District as of September 1, 2011, and to teachers first employed by the District after September 1, 2011 who have attained tenure. In order to qualify for reimbursement a course must:

1. Be in the subject area (Technology, Art, Music, P.E., Reading/Language Arts, Social Studies/History, Science and Math) in which he/she is currently teaching, the teaching field (Elementary Education, Early Childhood, ELL/Bilingual, Special Education and Social Work, Library/Media Specialist) in which he/she is currently employed, or in an area of need as determined by the Superintendent in his/her sole discretion.
2. Be in an approved "program" and/or course. For purposes of the Section, "Program" shall mean a series or sequence of courses, which are completed and necessary to obtain a state

mandated endorsement a Master's degree. A Type 75 Master's Program does not qualify as an approved course or sequence of courses under this section, nor would it be recognized for horizontal advancement on the salary schedule.

3. Be taken from an accredited institution,
4. Have prior approval, of the program and/or course, by the Superintendent and prior approval by the Laraway CCSD 70-C Board of Education.
5. Be completed with a grade no lower than "B" with evidence thereof filed in the district office.
6. Eligible teachers not enrolled as part of an approved "Program" ("Program" as defined in bullet point No. 2) may take courses in their present teaching area in order to keep their teaching license current.

The Board shall establish a pool of \$35,000 per school year for reimbursement paid pursuant to this Section. The total amount of reimbursement paid by the Board to all eligible teachers pursuant to this Section shall not exceed \$35,000 per school year.

The teacher must remain in the District for two years after receiving reimbursement or shall repay the reimbursement to the District. Courses, which receive tuition reimbursement, may also be used for advancement on the salary schedule.

D. Professional Staff Fringe Benefits:

1. Health and Dental Insurance:

The Laraway C.C.S.D. 70-C Board will provide health and dental insurance coverage for all full-time employees and qualified dependents, in accordance with the health and dental insurance plans as designated by the Board. Part-time employees employed at fifty (50) percent full time equivalency or more will have the health insurance prorated respectively. Employees with less than a fifty (50) percent full-time equivalency may enroll at their expense.

The Board contribution toward the employee premium will be capped at \$17,000, being the Board's maximum dollar contribution for each of the 2022-2023 through 2026-2027 school years.

The Laraway C.C.S.D. 70-C Board provides \$25,000 term insurance for full time employees.

2. Instructional Staff Non-Paid Leaves of Absence:

Tenured teachers of Laraway C.C.S.D. 70-C may request leaves of absence without compensation. Written application including the reason for the request and the length

of the absence shall be made to the superintendent. The Board, with the superintendent's recommendation, shall either approve or deny all requests. The teacher who is granted a non-paid leave of absence and returns to the district shall neither lose tenure status or his/her position on the salary schedule. During a non-paid leave, a teacher shall not advance on the salary schedule and shall not receive any fringe benefits. In special cases, however, the Board may provide some fringe benefits (such as health insurance) providing the teacher shall formally agree in writing to reimburse the district the full cost of the benefits if he/she does not return for at least one school year following the termination date of the leave.

Requests for extensions of non-paid leave of absence will follow the same procedures established for original requests.

3. Sick Leave:

a. Definition of Sick Leave:

For purposes of this section, sick leave shall be interpreted to mean personal illness, birth, adoption (including placement of the child), quarantine at home, or serious illness or death in the immediate family or household. The term "immediate family" shall be construed to mean a spouse, parents, children, grandchildren, brothers, sisters, grandparents, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians. Limited exceptions to the above specified individuals may be granted at the discretion of the superintendent. The Board may require a physician's certificate as a basis for pay after an absence of three (3) consecutive days for personal illness, or as it may deem necessary in other cases.

b. Annual Sick Leave:

At the beginning of each school year a bank of fifteen (15) fully paid sick leave days will be granted to each new full-time teacher. At the beginning of each subsequent school year, fifteen (15) days will be added. Teachers who are hired during the school year will be granted a bank of sick leave days on a pro-rated basis. Part-time teachers with a fifty (50) percent full time equivalency or better will receive a pro-rated number of days respectively.

c. Accumulation of Sick Days:

Each full-time teacher shall accumulate unused sick leave days. Present teachers will be granted a bank of fifteen (15) fully paid sick leave days at the start of each school year. Teachers shall neither receive nor accumulate sick leave days during non-paid leaves of absence. Records of accrued sick leave for each teacher will be maintained in the district office. Part-time teachers will be permitted to accumulate sick leave.

#### 4. Personal Business Leave:

All requests for personal business leave must be submitted through the Frontline Education system. Except in emergency situations, all requests for personal business leave must be through Frontline Education and submitted to the superintendent/principal or designee at least three (3) working days prior to the requested day. Approval or denial of a request will be given within two working days. Each full-time teacher may request up to three (3) personal business days per year. Part-time teachers with a fifty percent (50%) full-time equivalency (FTE) or greater will receive a pro-rated number of personal business days. Although the request must be submitted, no stated reason need be given for a requested personal business day, and the superintendent (principal) will automatically grant all first requests unless the operation of the school will be adversely affected because of the lack of available substitute personnel. First requests will be given priority consideration over second and third requests made by others for the same day. However, where this priority consideration is not a factor, the approval of personal business requests shall be based on rank order of the submission dates. The superintendent (principal) will exercise his/her discretion when granting these requests. A guideline to be used when considering second and third requests is that personal business leave should be granted only for business that must be handled during school hours. Personal business leave is also available for use as sick leave. No personal business leave, including first requests, may be taken at the following times:

- a. During the first ten (10) work days of the school year,
- b. At any time, which would extend a school vacation period as scheduled in the school calendar,
- c. At any time, which would extend a holiday, as scheduled in the school calendar,
- d. During the last ten (10) work days of the school year unless a child or spouse of the teacher may be graduating from a grade school, high school, college, or other advanced schooling. If this situation occurs, all effort should be made by both teacher and principal to ensure that the teacher be absent no more than one day.
- e. The above constraints may be waived by the superintendent.

Personal business leave is accruable from year to year. Unused personal business leave shall be converted to sick leave prior to the beginning of the next school year. In the event a request for personal business leave is denied, the teacher will be notified, with a specific reason for denial, as far in advance as possible. Every effort should be made by the superintendent/principal or designee to notify the teacher in writing prior to the requested day; however, the teacher must be given a written reason no later than the end of the second working day following the requested personal business leave day. The reason for denial shall be final.

5. Salary Deduction:

The Laraway C.C.S.D. 70-C Board of Education will allow payroll deductions for any employee.

a. Tax Shelter Annuities:

In order to treat all interested parties fairly, the Laraway Board of Education sets the following requirements for companies that wish to participate in the tax shelter annuity program authorized for employees:

1. Annuity contracts will be accepted for payroll deduction at any time during the school year.
2. A minimum enrollment of one employee(s) will be required before a company is accepted as an authorized agent and must be an approved company through the Third-Party Administrator.
3. There must be a minimum requirement of twenty-five (\$25.00) dollars per pay, total contribution.

b. Professional Membership:

The district will, upon written request of an employee, withhold from compensation of that employee the membership dues of an organization. (Chapter 122, Section 21-24, THE SCHOOL CODE OF ILLINOIS). The business office is to be notified prior to the first Friday in September and/or January of the amount of the deduction.

c. Savings Plans:

Deductions from employee compensation for deposits to a savings account are allowed under the following conditions:

1. At any time during the year.
2. A minimum deduction of \$25.00 per check is maintained.

6. Mileage Reimbursement:

The Laraway C.C.S.D. 70-C Board of Education will reimburse all district business travel, as approved by the superintendent, at the rate determined by the Internal Revenue Service.

7. Notification of Intent to Retire:

A teacher who provides the Board of Education with a nonbinding letter of intent to retire will be compensated for five (5) additional accumulated sick days beyond the

current cap (as per #8 below), for each year the letter of intent is submitted, not to exceed four (4) years or twenty (20) days, at the teacher's per diem rate of pay. This letter of intent must be submitted by March 1<sup>st</sup> of the preceding year(s) before retirement (see Appendix E). A teacher considering retirement will schedule a retirement planning consultation with the superintendent's office no later than May 1<sup>st</sup> preceding the 4-year notice of their retirement date.

#### 8. Retirement of Professional Staff Members:

Eligible retirees shall make application for retirement and submit an irrevocable letter of resignation by March 1st in order to receive any district retirement benefit. To be eligible, the retiree must have completed twenty (20) years of teaching in the Laraway School District or have reached the age of fifty-five (55) prior to the end of the school year. The Board will contribute: 1) 100% of the premium cost for the retiree's health and dental insurance; or 2) that amount toward the Teacher Retirement System Health and Prescription Drug Insurance Plan at the rate of one (1) year of coverage for every three (3) years of service, up to a maximum of ten (10) years or the retiree's date of first eligibility for Medicare (whichever occurs first). A retiree can purchase independent and dependent health and dental insurance coverage at 125% of the current district rate.

A retiree may receive reimbursement for accumulated sick leave in excess of 170 days, at his/her per diem rate of pay, up to a maximum of 220 days. Such reimbursement for accumulated sick leave, up to an amount that would increase the retiree's TRS-creditable earnings by more than six percent (6%) or the highest amount that would not require the Board to pay an additional or one-time penalty or contribution to TRS (whichever is less), can occur within the last year of employment; any remaining reimbursement amount will be paid to the retiree sixty (60) days following the date of the retiree's last regular payroll check (i.e., post-retirement).

#### 9. Student Teaching and Internships:

The Laraway C.C.S.D. 70-C Board of Education will award reimbursement received from colleges/universities to the cooperating teacher.

### ARTICLE IV

#### Grievance Procedure

##### A. Definitions:

A grievance shall mean a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the provisions of this Agreement.

All time limits contained herein shall consist of working days and shall be computed by excluding the first day and including the last day, unless the last day is Saturday or Sunday or a legal holiday and then it shall also be excluded.

## B. General Provisions:

A grievance may be initiated and/or conducted by:

1. A teacher in his or her own behalf;
2. A teacher accompanied by a Teacher Group representative; or
3. The Teacher Group as sole and exclusive representative of the employee or employees.

Every teacher covered by this Agreement shall have the right to present grievances in accordance with the following procedures. Nothing contained in this article or elsewhere in this Agreement shall be construed to prevent any individual employee from discussing a problem with the superintendent (principal) and having it adjusted without representation of Teacher Group representatives.

The failure of a teacher or the Teacher Group to act on any grievance within the prescribed time limits will act as a bar to any further appeal and the superintendent's (principal) failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

Any teacher has the right to be represented in the grievance procedure. The teacher shall be present at any grievance discussion when the superintendent (principal) and/or the Teacher Group deems it necessary or the teacher so requests. When the presence of a teacher at a grievance hearing is requested by either party, the teacher shall attend.

Hearings and conferences under this procedure shall be conducted at a time which will afford an opportunity for all persons, including witnesses entitled to be present, to attend and will be held insofar as possible after regular school hours, or during non-teaching time of personnel involved.

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

## C. Grievance Procedure:

Step One: A complaint will first be discussed by the complainant and the person or persons against whom the complaint is registered, within ten (10) working days, with the object of resolving the matter informally.

Step Two: If the complaint is not satisfactorily resolved in Step One, the complainant will submit his/her complaint in writing to the superintendent (principal), stating the reasons for the complaint and the relief desired. The superintendent (principal) will then meet with the complainant at a mutually convenient time within ten (10) working days of receipt of the



written complaint. Within five (5) working days of this meeting, the superintendent (principal) will provide a written response to the complainant, stating reasons for his/her decisions.

Step Three: In the event the matter is not yet resolved, the complainant will file a written appeal to the superintendent within ten (10) working days of the complainant receiving the written response in Step Two. The written appeal to the superintendent will include the reasons for the complaint and the relief desired. The superintendent will then meet with the complainant and the superintendent (principal) within ten (10) working days of the receipt of the written appeal. Within five (5) working days of this meeting, the superintendent will communicate his decision, with supporting reasons, in writing, to the building principal and complainant.

Step Four: Within ten (10) working days of receiving the decision of the superintendent, the complainant may appeal to the Board of Education. This appeal, directed to the Secretary of the Board, will be in writing and will be accompanied by a copy of the appeal and the decision rendered at Step Three.

The Board will meet on the matter at the next regularly scheduled Board meeting, providing the appeal is received by the Board Secretary at least forty-eight (48) hours before the regularly scheduled meeting of the Board. This meeting will consist of the Board, Superintendent, and complainant. Within five (5) working days after this meeting, the Board will provide a written decision, with supporting reasons, to all parties involved.

Step Five: Should the complainant wish to appeal this decision; the complainant or Teacher Group may submit the grievance to final and binding arbitration under the voluntary labor arbitration rules of the American Arbitration Association. If a demand for arbitration is not filed within thirty (30) days of the Board's decision, then the grievance shall be ended.

## ARTICLE V

### Miscellaneous Provisions

#### A. Management Rights:

The Board shall retain whatever rights and authority are necessary for it to effectively carry out its responsibilities delegated to it by the laws of the State of Illinois without infringing on any rights or benefits accorded employees under the laws of the State of Illinois.

1. To determine its mission, functions, policies and all standards of service.
2. To plan, direct, control, and determine the operations or services to be conducted by the district, including but not limited to the methods of instruction, the selection of textbooks and teaching materials, and the utilization of teaching aids of all kinds with teacher input.

3. To determine the organizational structure, number of personnel, and type of personnel to be employed at any time in carrying out the district's mission.
4. To hire all employees and, subject to the provisions of the law, to determine their qualifications, and the conditions for their continued employment.
5. To assign, transfer or promote employees to various positions within the district.
6. To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the board.
7. To determine class schedules, the hours of instruction, and the duties, responsibilities and assignments of all employees, including non-classroom assignments according to the Illinois Educational Labor Relations Act of 1984. The Board, however, shall be required to bargain collectively with regard to policy matters directly affecting wages, hours, and terms and conditions of employment as well as the impact thereon upon request by employee representatives.
8. To direct the working forces and maintain executive management and administrative control of the school district, its properties and facilities, and the conduct of its employees as related to school functions.
9. To change or eliminate equipment or facilities.

B. Right of Representation:

Whenever any teacher is required to appear before the Board or the superintendent (principal) concerning disciplinary action, the teacher shall be given prior written notice for such meeting and shall be permitted to have a representative of his/her choosing for advice and representation during such meeting.

C. Savings Clause:

Should any article, section, or clause of this agreement be declared illegal by a Court of competent jurisdiction, then said article, section, or clause shall be deleted but the remaining articles, sections, and clauses shall remain in full force and effect.

D. Continuation of Service

During the term of this Agreement, neither the Teacher Group or any employee, for any reason, will authorize, institute, aid, condone, engage in a slowdown, work stoppage, strike, picketing, or any interference with the work and statutory functions or obligations of Laraway Community Consolidated School District 70-C, whether it be at any of the District's public schools, its administrative offices, or any other location.

The Teacher Group agrees to notify all of its officers and representatives of their obligation and responsibility for maintaining compliance with this Section, including their responsibility to remain at work during any interruption which may be caused or initiated by others, and to encourage employees violating this Section to cease such violation.

Nothing contained herein shall preclude the Board from obtaining judicial relief and damages in the event of a violation of this Article.

The Board agrees that during the term of this Agreement, it will not conduct nor condone any lockout of the teachers.

E. Waiver of Mid-term Bargaining:

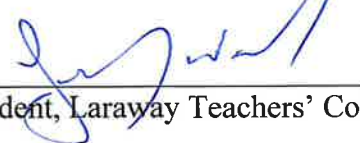
The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right are set forth in this Agreement. Therefore, the Board and the Teacher Group, for the life of this Agreement, each voluntarily and unqualifiedly waive any right, which might otherwise exist under current state statute, law, practice or custom, to negotiate any further agreement effective for or during the terms of this agreement.

This Agreement may only be amended during its term by the parties' mutual agreement in writing.

F. Term of Agreement:

This agreement shall be effective July 1, 2022 and shall continue in effect until June 30, 2027.

12-13-21  
Date   
\_\_\_\_\_  
President, Laraway Board of Education

12/8/21  
Date   
\_\_\_\_\_  
President, Laraway Teachers' Council

## Appendix A

### TEACHER EVALUATION, PROCESS, SCHEDULE, & STANDARDS

Teachers should know and understand the criteria of the Appraisal Record by which they are evaluated. The procedure is cooperatively planned, carried out, and implemented by the teacher and administrator.

Appraisals are more of diagnostic purposes rather than judgmental ones. Self-evaluation and appraisal is an important objective of this procedure.

The principal shall visit the tenured teacher in the classroom at least once (1) in a school year and non-tenured teachers at least two (2) times a year with a minimum of four (4) weeks between formal visitations except in situations of unforeseen circumstances such as but not limited to: extended illness, leaves of absence, and death in the family. However, tenured teachers receiving an “excellent” or “proficient” rating will be evaluated every two (2) years. Formal visitations will not occur on a day immediately preceding or following a school holiday (Christmas, Thanksgiving, and Easter). Teachers will be given notice of an intended date of visitation. A minimum one-week notice shall be given for a scheduled pre-conference.

The principal shall use the criteria on the Appraisal Record as the basis for evaluative judgment. Within ten (10) attendance days, a written summary and post-conference shall take place. During the conference, the teacher and the principal shall sign the statement on the Summary. The teacher and the principal may attach signed comments on the final Appraisal Summary. The teacher will be given a copy of the Summary. The original will be placed in the teacher’s file in the Office of the Superintendent.

All aspects of the appraisal procedure and use of the appraisal record shall be treated in a confidential and professional manner.

Appendix B  
**Laraway CCSD 70C**  
**Salary Schedule - 2022/2023 - 3.50% Increase**

STEPS	BA/BS	BA/BS +15	BA/BS + 30	MA/MS	MA/MS + 15	MA/MS + 30	MA/MS + 45
1	\$55,806	\$57,201	\$58,632	\$60,390	\$62,202	\$64,068	\$65,350
2	\$56,643	\$58,059	\$59,511	\$61,296	\$63,135	\$65,029	\$66,330
3	\$57,493	\$58,930	\$60,404	\$62,215	\$64,082	\$66,004	\$67,325
4	\$58,355	\$59,814	\$61,310	\$63,149	\$65,043	\$66,995	\$68,335
5	\$59,230	\$60,711	\$62,230	\$64,096	\$66,019	\$67,999	\$69,360
6	\$60,119	\$61,622	\$63,163	\$65,057	\$67,009	\$69,019	\$70,401
7	\$61,021	\$62,546	\$64,111	\$66,033	\$68,014	\$70,055	\$71,457
8	\$61,936	\$63,484	\$65,072	\$67,024	\$69,035	\$71,106	\$72,528
9	\$62,865	\$64,437	\$66,049	\$68,029	\$70,070	\$72,172	\$73,616
10	\$63,808	\$65,403	\$67,039	\$69,049	\$71,121	\$73,255	\$74,721
11	\$64,765	\$66,384	\$68,045	\$70,085	\$72,188	\$74,354	\$75,841
12	\$65,737	\$67,380	\$69,066	\$71,136	\$73,271	\$75,469	\$76,979
13	\$66,723	\$68,391	\$70,101	\$72,203	\$74,370	\$76,601	\$78,134
14	\$67,724	\$69,416	\$71,153	\$73,286	\$75,485	\$77,750	\$79,306
15	\$68,739	\$70,458	\$72,220	\$74,386	\$76,618	\$78,916	\$80,495
16	\$69,770	\$71,515	\$73,304	\$75,502	\$77,767	\$80,100	\$81,703
17	\$70,817	\$72,587	\$74,403	\$76,634	\$78,933	\$81,301	\$82,928
18	\$71,879	\$73,676	\$75,519	\$77,784	\$80,117	\$82,521	\$84,172
19	\$72,957	\$74,781	\$76,652	\$78,950	\$81,319	\$83,759	\$85,435
20	\$74,052	\$75,903	\$77,802	\$80,135	\$82,539	\$85,015	\$86,716
21	\$75,163	\$77,041	\$78,969	\$81,337	\$83,777	\$86,290	\$88,017
22	\$76,290	\$78,197	\$80,153	\$82,557	\$85,034	\$87,585	\$89,337
23	\$77,434	\$79,370	\$81,356	\$83,795	\$86,309	\$88,898	\$90,677
24	\$78,596	\$80,561	\$82,576	\$85,052	\$87,604	\$90,232	\$92,037
25	\$79,775	\$81,769	\$83,815	\$86,328	\$88,918	\$91,585	\$93,418
26	\$80,971	\$82,996	\$85,072	\$87,623	\$90,252	\$92,959	\$94,819
27	\$82,186	\$84,240	\$86,348	\$88,937	\$91,605	\$94,354	\$96,242
28	\$83,419	\$85,504	\$87,643	\$90,271	\$92,980	\$95,769	\$97,685
29	\$84,670	\$86,787	\$88,958	\$91,625	\$94,374	\$97,205	\$99,150
30	\$85,940	\$88,088	\$90,292	\$92,999	\$95,790	\$98,663	\$100,638
31	\$87,229	\$89,410	\$91,647	\$94,394	\$97,227	\$100,143	\$102,147
32	\$88,538	\$90,751	\$93,021	\$95,810	\$98,685	\$101,646	\$103,680
33	\$89,866	\$92,112	\$94,417	\$97,247	\$100,165	\$103,170	\$105,235
34	\$91,214	\$93,494	\$95,833	\$98,706	\$101,668	\$104,718	\$106,813
35	\$92,582	\$94,896	\$97,270	\$100,187	\$103,193	\$106,289	\$108,415
36	\$93,971	\$96,320	\$98,729	\$101,690	\$104,741	\$107,883	\$110,042
37	\$95,380	\$97,764	\$100,210	\$103,215	\$106,312	\$109,501	\$111,692
38	\$96,811	\$99,231	\$101,713	\$104,763	\$107,907	\$111,144	\$113,368
39	\$98,263	\$100,719	\$103,239	\$106,335	\$109,525	\$112,811	\$115,068
40	\$99,737	\$102,230	\$104,788	\$107,930	\$111,168	\$114,503	\$116,794

# Laraway CCSD 70C

## Salary Schedule - 2023/2024 - 3.50% Increase

STEPS	BA/BS	BA/BS +15	BA/BS + 30	MA/MS	MA/MS + 15	MA/MS + 30	MA/MS + 45
1	\$57,730	\$59,173	\$60,653	\$62,472	\$64,347	\$66,277	\$67,603
2	\$58,596	\$60,061	\$61,563	\$63,409	\$65,312	\$67,271	\$68,617
3	\$59,475	\$60,962	\$62,486	\$64,360	\$66,292	\$68,280	\$69,646
4	\$60,367	\$61,876	\$63,424	\$65,326	\$67,286	\$69,304	\$70,691
5	\$61,273	\$62,804	\$64,375	\$66,306	\$68,296	\$70,344	\$71,751
6	\$62,192	\$63,746	\$65,341	\$67,300	\$69,320	\$71,399	\$72,828
7	\$63,124	\$64,702	\$66,321	\$68,310	\$70,360	\$72,470	\$73,920
8	\$64,071	\$65,673	\$67,315	\$69,334	\$71,415	\$73,557	\$75,029
9	\$65,032	\$66,658	\$68,325	\$70,374	\$72,486	\$74,661	\$76,154
10	\$66,008	\$67,658	\$69,350	\$71,430	\$73,574	\$75,780	\$77,297
11	\$66,998	\$68,673	\$70,390	\$72,501	\$74,677	\$76,917	\$78,456
12	\$68,003	\$69,703	\$71,446	\$73,589	\$75,797	\$78,071	\$79,633
13	\$69,023	\$70,748	\$72,518	\$74,693	\$76,934	\$79,242	\$80,827
14	\$70,058	\$71,810	\$73,606	\$75,813	\$78,088	\$80,431	\$82,040
15	\$71,109	\$72,887	\$74,710	\$76,950	\$79,260	\$81,637	\$83,270
16	\$72,176	\$73,980	\$75,830	\$78,104	\$80,449	\$82,862	\$84,519
17	\$73,259	\$75,090	\$76,968	\$79,276	\$81,655	\$84,105	\$85,787
18	\$74,357	\$76,216	\$78,122	\$80,465	\$82,880	\$85,366	\$87,074
19	\$75,473	\$77,359	\$79,294	\$81,672	\$84,123	\$86,647	\$88,380
20	\$76,605	\$78,520	\$80,484	\$82,897	\$85,385	\$87,946	\$89,706
21	\$77,754	\$79,697	\$81,691	\$84,141	\$86,666	\$89,266	\$91,051
22	\$78,920	\$80,893	\$82,916	\$85,403	\$87,966	\$90,604	\$92,417
23	\$80,104	\$82,106	\$84,160	\$86,684	\$89,286	\$91,964	\$93,803
24	\$81,306	\$83,338	\$85,422	\$87,984	\$90,625	\$93,343	\$95,211
25	\$82,525	\$84,588	\$86,704	\$89,304	\$91,984	\$94,743	\$96,639
26	\$83,763	\$85,857	\$88,004	\$90,643	\$93,364	\$96,164	\$98,088
27	\$85,020	\$87,145	\$89,324	\$92,003	\$94,764	\$97,607	\$99,560
28	\$86,295	\$88,452	\$90,664	\$93,383	\$96,186	\$99,071	\$101,053
29	\$87,589	\$89,779	\$92,024	\$94,784	\$97,629	\$100,557	\$102,569
30	\$88,903	\$91,125	\$93,404	\$96,206	\$99,093	\$102,065	\$104,107
31	\$90,237	\$92,492	\$94,806	\$97,649	\$100,580	\$103,596	\$105,669
32	\$91,590	\$93,880	\$96,228	\$99,113	\$102,088	\$105,150	\$107,254
33	\$92,964	\$95,288	\$97,671	\$100,600	\$103,620	\$106,727	\$108,863
34	\$94,358	\$96,717	\$99,136	\$102,109	\$105,174	\$108,328	\$110,496
35	\$95,774	\$98,168	\$100,623	\$103,641	\$106,751	\$109,953	\$112,153
36	\$97,210	\$99,640	\$102,132	\$105,195	\$108,353	\$111,603	\$113,835
37	\$98,669	\$101,135	\$103,664	\$106,773	\$109,978	\$113,277	\$115,543
38	\$100,149	\$102,652	\$105,219	\$108,375	\$111,628	\$114,976	\$117,276
39	\$101,651	\$104,192	\$106,798	\$110,001	\$113,302	\$116,700	\$119,035
40	\$103,176	\$105,755	\$108,400	\$111,651	\$115,002	\$118,451	\$120,821

# Laraway CCSD 70C

## Salary Schedule - 2024/2025 - 3.50% Increase

STEPS	BA/BS	BA/BS +15	BA/BS + 30	MA/MS	MA/MS + 15	MA/MS + 30	MA/MS + 45
1	\$59,720	\$61,213	\$62,744	\$64,626	\$66,566	\$68,561	\$69,934
2	\$60,616	\$62,131	\$63,685	\$65,595	\$67,564	\$69,589	\$70,983
3	\$61,525	\$63,063	\$64,640	\$66,579	\$68,578	\$70,633	\$72,048
4	\$62,448	\$64,009	\$65,610	\$67,578	\$69,607	\$71,693	\$73,128
5	\$63,385	\$64,969	\$66,594	\$68,592	\$70,651	\$72,768	\$74,225
6	\$64,335	\$65,944	\$67,593	\$69,621	\$71,710	\$73,860	\$75,339
7	\$65,300	\$66,933	\$68,607	\$70,665	\$72,786	\$74,968	\$76,469
8	\$66,280	\$67,937	\$69,636	\$71,725	\$73,878	\$76,092	\$77,616
9	\$67,274	\$68,956	\$70,681	\$72,801	\$74,986	\$77,233	\$78,780
10	\$68,283	\$69,990	\$71,741	\$73,893	\$76,111	\$78,392	\$79,962
11	\$69,307	\$71,040	\$72,817	\$75,001	\$77,253	\$79,568	\$81,161
12	\$70,347	\$72,106	\$73,909	\$76,126	\$78,411	\$80,761	\$82,379
13	\$71,402	\$73,187	\$75,018	\$77,268	\$79,588	\$81,973	\$83,614
14	\$72,473	\$74,285	\$76,143	\$78,427	\$80,781	\$83,202	\$84,869
15	\$73,560	\$75,399	\$77,285	\$79,603	\$81,993	\$84,450	\$86,142
16	\$74,664	\$76,530	\$78,445	\$80,797	\$83,223	\$85,717	\$87,434
17	\$75,784	\$77,678	\$79,621	\$82,009	\$84,471	\$87,003	\$88,745
18	\$76,921	\$78,844	\$80,816	\$83,240	\$85,738	\$88,308	\$90,076
19	\$78,074	\$80,026	\$82,028	\$84,488	\$87,024	\$89,633	\$91,428
20	\$79,245	\$81,227	\$83,258	\$85,756	\$88,330	\$90,977	\$92,799
21	\$80,434	\$82,445	\$84,507	\$87,042	\$89,655	\$92,342	\$94,191
22	\$81,641	\$83,682	\$85,775	\$88,347	\$91,000	\$93,727	\$95,604
23	\$82,865	\$84,937	\$87,061	\$89,673	\$92,365	\$95,133	\$97,038
24	\$84,108	\$86,211	\$88,367	\$91,018	\$93,750	\$96,560	\$98,493
25	\$85,370	\$87,504	\$89,693	\$92,383	\$95,156	\$98,008	\$99,971
26	\$86,650	\$88,817	\$91,038	\$93,769	\$96,584	\$99,478	\$101,470
27	\$87,950	\$90,149	\$92,404	\$95,175	\$98,032	\$100,970	\$102,992
28	\$89,269	\$91,501	\$93,790	\$96,603	\$99,503	\$102,485	\$104,537
29	\$90,609	\$92,874	\$95,197	\$98,052	\$100,995	\$104,022	\$106,105
30	\$91,968	\$94,267	\$96,625	\$99,523	\$102,510	\$105,583	\$107,697
31	\$93,347	\$95,681	\$98,074	\$101,016	\$104,048	\$107,166	\$109,312
32	\$94,747	\$97,116	\$99,545	\$102,531	\$105,609	\$108,774	\$110,952
33	\$96,169	\$98,573	\$101,038	\$104,069	\$107,193	\$110,405	\$112,616
34	\$97,611	\$100,051	\$102,554	\$105,630	\$108,801	\$112,062	\$114,306
35	\$99,075	\$101,552	\$104,092	\$107,214	\$110,433	\$113,742	\$116,020
36	\$100,561	\$103,075	\$105,653	\$108,823	\$112,089	\$115,449	\$117,761
37	\$102,070	\$104,622	\$107,238	\$110,455	\$113,771	\$117,180	\$119,527
38	\$103,601	\$106,191	\$108,847	\$112,112	\$115,477	\$118,938	\$121,320
39	\$105,155	\$107,784	\$110,480	\$113,793	\$117,209	\$120,722	\$123,140
40	\$106,732	\$109,401	\$112,137	\$115,500	\$118,967	\$122,533	\$124,987

# Laraway CCSD 70C

## Salary Schedule - 2025/2026 - 3.50% Increase

STEPS	BA/BS	BA/BS +15	BA/BS + 30	MA/MS	MA/MS + 15	MA/MS + 30	MA/MS + 45
1	\$61,779	\$63,323	\$64,907	\$66,854	\$68,861	\$70,926	\$72,345
2	\$62,706	\$64,273	\$65,881	\$67,857	\$69,894	\$71,990	\$73,430
3	\$63,646	\$65,237	\$66,869	\$68,875	\$70,942	\$73,070	\$74,532
4	\$64,601	\$66,215	\$67,872	\$69,908	\$72,006	\$74,166	\$75,650
5	\$65,570	\$67,209	\$68,890	\$70,956	\$73,087	\$75,278	\$76,784
6	\$66,554	\$68,217	\$69,923	\$72,021	\$74,183	\$76,407	\$77,936
7	\$67,552	\$69,240	\$70,972	\$73,101	\$75,296	\$77,554	\$79,105
8	\$68,565	\$70,279	\$72,037	\$74,198	\$76,425	\$78,717	\$80,292
9	\$69,594	\$71,333	\$73,117	\$75,311	\$77,571	\$79,898	\$81,496
10	\$70,637	\$72,403	\$74,214	\$76,440	\$78,735	\$81,096	\$82,719
11	\$71,697	\$73,489	\$75,327	\$77,587	\$79,916	\$82,313	\$83,959
12	\$72,773	\$74,591	\$76,457	\$78,751	\$81,115	\$83,547	\$85,219
13	\$73,864	\$75,710	\$77,604	\$79,932	\$82,331	\$84,800	\$86,497
14	\$74,972	\$76,846	\$78,768	\$81,131	\$83,566	\$86,072	\$87,794
15	\$76,097	\$77,998	\$79,950	\$82,348	\$84,820	\$87,364	\$89,111
16	\$77,238	\$79,168	\$81,149	\$83,583	\$86,092	\$88,674	\$90,448
17	\$78,397	\$80,356	\$82,366	\$84,837	\$87,384	\$90,004	\$91,805
18	\$79,573	\$81,561	\$83,602	\$86,109	\$88,694	\$91,354	\$93,182
19	\$80,766	\$82,785	\$84,856	\$87,401	\$90,025	\$92,724	\$94,580
20	\$81,978	\$84,027	\$86,128	\$88,712	\$91,375	\$94,115	\$95,998
21	\$83,207	\$85,287	\$87,420	\$90,043	\$92,746	\$95,527	\$97,438
22	\$84,455	\$86,566	\$88,732	\$91,393	\$94,137	\$96,960	\$98,900
23	\$85,722	\$87,865	\$90,063	\$92,764	\$95,549	\$98,414	\$100,383
24	\$87,008	\$89,183	\$91,414	\$94,156	\$96,982	\$99,891	\$101,889
25	\$88,313	\$90,520	\$92,785	\$95,568	\$98,437	\$101,389	\$103,417
26	\$89,638	\$91,878	\$94,177	\$97,002	\$99,914	\$102,910	\$104,969
27	\$90,983	\$93,256	\$95,589	\$98,457	\$101,412	\$104,453	\$106,543
28	\$92,347	\$94,655	\$97,023	\$99,933	\$102,933	\$106,020	\$108,141
29	\$93,732	\$96,075	\$98,478	\$101,432	\$104,477	\$107,611	\$109,763
30	\$95,138	\$97,516	\$99,956	\$102,954	\$106,045	\$109,225	\$111,410
31	\$96,566	\$98,979	\$101,455	\$104,498	\$107,635	\$110,863	\$113,081
32	\$98,014	\$100,464	\$102,977	\$106,066	\$109,250	\$112,526	\$114,777
33	\$99,484	\$101,971	\$104,521	\$107,657	\$110,889	\$114,214	\$116,499
34	\$100,976	\$103,500	\$106,089	\$109,271	\$112,552	\$115,927	\$118,246
35	\$102,491	\$105,053	\$107,680	\$110,911	\$114,240	\$117,666	\$120,020
36	\$104,029	\$106,628	\$109,296	\$112,574	\$115,954	\$119,431	\$121,820
37	\$105,589	\$108,228	\$110,935	\$114,263	\$117,693	\$121,222	\$123,648
38	\$107,173	\$109,851	\$112,599	\$115,977	\$119,458	\$123,041	\$125,502
39	\$108,780	\$111,499	\$114,288	\$117,716	\$121,250	\$124,886	\$127,385
40	\$110,412	\$113,172	\$116,002	\$119,482	\$123,069	\$126,760	\$129,296



# Laraway CCSD 70C

## Salary Schedule - 2026/2027 - 3.50% Increase

STEPS	BA/BS	BA/BS +15	BA/BS + 30	MA/MS	MA/MS + 15	MA/MS + 30	MA/MS + 45
1	\$63,908	\$65,506	\$67,145	\$69,159	\$71,235	\$73,371	\$74,839
2	\$64,867	\$66,489	\$68,152	\$70,196	\$72,304	\$74,472	\$75,962
3	\$65,840	\$67,486	\$69,174	\$71,249	\$73,388	\$75,589	\$77,101
4	\$66,827	\$68,498	\$70,212	\$72,318	\$74,489	\$76,722	\$78,258
5	\$67,830	\$69,526	\$71,265	\$73,403	\$75,606	\$77,873	\$79,431
6	\$68,847	\$70,569	\$72,334	\$74,504	\$76,740	\$79,041	\$80,623
7	\$69,880	\$71,627	\$73,419	\$75,621	\$77,891	\$80,227	\$81,832
8	\$70,928	\$72,702	\$74,521	\$76,756	\$79,060	\$81,430	\$83,060
9	\$71,992	\$73,792	\$75,638	\$77,907	\$80,246	\$82,652	\$84,306
10	\$73,072	\$74,899	\$76,773	\$79,076	\$81,449	\$83,892	\$85,570
11	\$74,168	\$76,022	\$77,925	\$80,262	\$82,671	\$85,150	\$86,854
12	\$75,280	\$77,163	\$79,093	\$81,466	\$83,911	\$86,427	\$88,157
13	\$76,410	\$78,320	\$80,280	\$82,688	\$85,170	\$87,724	\$89,479
14	\$77,556	\$79,495	\$81,484	\$83,928	\$86,447	\$89,040	\$90,821
15	\$78,719	\$80,687	\$82,706	\$85,187	\$87,744	\$90,375	\$92,183
16	\$79,900	\$81,898	\$83,947	\$86,465	\$89,060	\$91,731	\$93,566
17	\$81,098	\$83,126	\$85,206	\$87,762	\$90,396	\$93,107	\$94,970
18	\$82,315	\$84,373	\$86,484	\$89,078	\$91,752	\$94,503	\$96,394
19	\$83,550	\$85,639	\$87,781	\$90,414	\$93,128	\$95,921	\$97,840
20	\$84,803	\$86,923	\$89,098	\$91,771	\$94,525	\$97,360	\$99,308
21	\$86,075	\$88,227	\$90,435	\$93,147	\$95,943	\$98,820	\$100,797
22	\$87,366	\$89,550	\$91,791	\$94,544	\$97,382	\$100,302	\$102,309
23	\$88,676	\$90,894	\$93,168	\$95,963	\$98,843	\$101,807	\$103,844
24	\$90,007	\$92,257	\$94,565	\$97,402	\$100,326	\$103,334	\$105,402
25	\$91,357	\$93,641	\$95,984	\$98,863	\$101,831	\$104,884	\$106,983
26	\$92,727	\$95,046	\$97,424	\$100,346	\$103,358	\$106,457	\$108,587
27	\$94,118	\$96,471	\$98,885	\$101,851	\$104,908	\$108,054	\$110,216
28	\$95,530	\$97,918	\$100,368	\$103,379	\$106,482	\$109,675	\$111,869
29	\$96,963	\$99,387	\$101,874	\$104,930	\$108,079	\$111,320	\$113,547
30	\$98,417	\$100,878	\$103,402	\$106,504	\$109,701	\$112,990	\$115,251
31	\$99,893	\$102,391	\$104,953	\$108,101	\$111,346	\$114,685	\$116,979
32	\$101,392	\$103,927	\$106,527	\$109,723	\$113,016	\$116,405	\$118,734
33	\$102,913	\$105,486	\$108,125	\$111,368	\$114,711	\$118,151	\$120,515
34	\$104,456	\$107,068	\$109,747	\$113,039	\$116,432	\$119,923	\$122,323
35	\$106,023	\$108,674	\$111,393	\$114,735	\$118,179	\$121,722	\$124,158
36	\$107,613	\$110,304	\$113,064	\$116,456	\$119,951	\$123,548	\$126,020
37	\$109,228	\$111,959	\$114,760	\$118,202	\$121,751	\$125,401	\$127,910
38	\$110,866	\$113,638	\$116,482	\$119,975	\$123,577	\$127,282	\$129,829
39	\$112,529	\$115,343	\$118,229	\$121,775	\$125,430	\$129,192	\$131,776
40	\$114,217	\$117,073	\$120,002	\$123,602	\$127,312	\$131,129	\$133,753

## Appendix C

### EXTRA-CURRICULAR SCHEDULE

Dollar amount is based on a percent of B. A. Lane 1, Step 1, of current salary schedule. The following lists of available positions are possible, but not required. Chain of command for approvals will follow (Athletic Director, Principal, Superintendent, Board of Education). Experience credit is for total years of service.

Base Salary: 2022-2023 = \$55,806  
 2023-2024 = \$57,730  
 2024-2025 = \$59,720  
 2025-2026 = \$61,779  
 2026-2027 = \$63,908

Position/Step	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22-24	25-27
Athletic Director	14.0%	14.5%	15.0%	15.5%	16.0%	16.5%	17.0%	17.5%	18.0%
Volleyball - Boys									
Varsity	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%
Jr. Varsity	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%
Volleyball - Girls									
Varsity	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%
Jr. Varsity	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%
Basketball - Boys									
Varsity	7.5%	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%	11.5%
Jr. Varsity	7.5%	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%	11.5%
Basketball - Girls									
Varsity	7.5%	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%	11.5%
Jr. Varsity	7.5%	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%	11.5%
Track									
Head Coach	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%
Assistant (Each)	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Boys Baseball									
Head Coach	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%
Assistant Coach	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%
Girls Softball									
Head Coach	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%
Assistant Coach	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%
Student Council	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Nat. Honor Society	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Concessions	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Drama Club	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Chess Club	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Culinary Arts	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Spirit Club	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%

Art Club	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Computer Club	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Robotics	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Entrepreneur Club	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Chorus	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Reader's Café	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
Clubs/Positions authorized by District (Half or Full Year)	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%

## Appendix D

### REMEDIATION PROCEDURES and PROFESSIONAL DEVELOPMENT PLAN FOR TENURED TEACHERS

#### A. Remediation

1. The remediation plan shall provide, within 30 school days after an evaluation has been reduced to writing resulting in a rating of unsatisfactory, for the development and initiation by the district of a remediation plan (including the participation of a consulting teacher) designed to correct the deficiencies cited, provided the deficiencies are deemed remediable.
  - a. The remediation plan shall provide for 90 school days of remediation with a mid-point and final evaluation (which includes a narrative and ratings) to occur during and at the end of the remediation period. The evaluator shall utilize a research-based teaching model.
  - b. The evaluations and ratings shall be conducted by a qualified evaluator. Failure to strictly comply with the timelines for the required evaluations because of events such as summer months, illness, or certain leaves granted teachers under a remediation plan shall not invalidate the results of the remediation plan.
  - c. A teacher may request a qualified alternate evaluator during remediation for an additional evaluation beyond the required mid-point and final evaluations. The additional evaluation is to be considered supplemental to the plan.
  - d. The qualified evaluator shall conduct the final evaluation at the conclusion of the remediation period specified in subsection A-1 of this section and shall issue the final evaluation within 10 days after the conclusion of the remediation plan; provided however, the Board shall not lose jurisdiction to discharge a tenured teacher if the final evaluation is not issued within 10 days after conclusion of the remediation plan.
  - e. Any tenured teacher who received an “unsatisfactory” rating must be evaluated at least once in the school year following the receipt of such rating.
  - f. The remediation plan shall provide reinstatement to the evaluation schedule set forth in the District’s evaluation plan for any tenured teacher who successfully completes the remediation plan by receiving a rating equal to or better than “satisfactory” or “proficient”, and who achieves a rating equal to or better than “satisfactory” or “proficient” in the school year following a rating of “unsatisfactory”.
2. Participants in the remediation plan shall include the teacher deemed unsatisfactory, a qualified evaluator, and a consulting teacher. The remediation plan may include the participation of other personnel to assist in correcting areas identified as unsatisfactory.
  - a. The participation of the consulting teacher shall be voluntary.

- b. The qualified consulting teacher shall be one who has received a rating of “excellent” on his or her most recent evaluation, has a minimum of five years’ experience in teaching, and has knowledge relevant to the assignment of the teacher under remediation.
  - c. The Union may, if it chooses, supply a roster of at least 5 qualified teachers from which the consulting teacher is to be selected, or the names of all teachers so qualified if that number is less than 5. The participating evaluator of the teacher who was rated “unsatisfactory” shall select the consulting teacher.
  - d. Where no consulting teacher is available in a district, the district shall request the State Board of Education to provide a consulting teacher. The State Board of Education shall thereupon provide a consulting teacher who meets the requirements of subsection A.2.b.
  - e. If the consulting teacher becomes unavailable during the course of a remediation plan, a new consulting teacher shall be selected in the same manner as the initial consulting teacher. The remediation plan shall be amended as necessary upon consultation with the new consulting teacher.
  - f. The consulting teacher shall provide advice to the teacher rated as unsatisfactory on how to improve teaching skills and to successfully complete the remediation plan.
  - g. The consulting teacher shall not participate in any of the required evaluations, nor be engaged to evaluate the performance of the teacher under remediation.
  - h. The consulting teacher shall be informed, through conferences with the qualified evaluator and the teacher under remediation, of the results of the previous evaluations in order to continue to provide assistance to the teacher under a remediation plan.
  - i. The consulting teachers do not have to testify in dismissal hearings.
3. The plan shall provide that any teacher who fails to complete the 90-day remediation plan with a rating equal to or better than a “satisfactory” or “proficient” rating shall be dismissed in accordance with The Illinois School Code.

#### B. Professional Development Plan

1. Within 30 school days after an evaluation has been reduced to writing resulting in a rating of “needs improvement”, a qualified evaluator, in consultation with the tenured teacher who received the “needs improvement” rating, shall develop a professional development plan directed to the areas that need improvement.
2. The professional development plan shall include any supports that the District will provide to address the areas needing improvement.

3. The plan shall take into account the teacher's on-going professional responsibilities, including his/her regular teaching assignments.
4. Any tenured teacher who received a "needs improvement" rating must be evaluated at least once in the school year following the receipt of such rating.
5. The professional development plan shall provide reinstatement to the evaluation schedule set forth in the District's evaluation plan for any teacher who successfully completes the professional development plan with a rating equal to or better than "satisfactory" or "proficient" in the school year following a rating of "needs improvement".

## Appendix E

### Notice of Intent to Retire

A teacher who provides the Board of Education with a non-binding letter of Intent to Retire will be compensated for five (5) additional accumulated sick days beyond the current cap for each year the letter of Intent to Retire is submitted, not to exceed four (4) years or twenty (20) days, at the teacher's per diem rate of pay. Any teacher considering retirement will schedule a retirement consultation with the superintendent's office no later than May 1<sup>st</sup> preceding the retirement year.

Irrevocable					
Retirement Year	Notice to Retire Letter Due By	To receive 20 days Letter Due By	To Receive 15 Letter Due By	To Receive 10 Letter Due By	To Receive 5 Letter Due By
2023	March 1, 2023	March 1, 2019	March 1, 2020	March 1, 2021	March 1, 2022
2024	March 1, 2024	March 1, 2020	March 1, 2021	March 1, 2022	March 1, 2023
2025	March 1, 2025	March 1, 2021	March 1, 2022	March 1, 2023	March 1, 2024
2026	March 1, 2026	March 1, 2022	March 1, 2023	March 1, 2024	March 1, 2025
2027	March 1, 2027	March 1, 2023	March 1, 2024	March 1, 2025	March 1, 2026
2028	March 1, 2028	March 1, 2024	March 1, 2025	March 1, 2026	March 1, 2027
2029	March 1, 2029	March 1, 2025	March 1, 2026	March 1, 2027	March 1, 2028
2030	March 1, 2030	March 1, 2026	March 1, 2027	March 1, 2028	March 1, 2029
2031	March 1, 2031	March 1, 2027	March 1, 2028	March 1, 2029	March 1, 2030
2032	March 1, 2032	March 1, 2028	March 1, 2029	March 1, 2030	March 1, 2031
2033	March 1, 2033	March 1, 2029	March 1, 2030	March 1, 2031	March 1, 2032
2034	March 1, 2034	March 1, 2030	March 1, 2031	March 1, 2032	March 1, 2033
2035	March 1, 2035	March 1, 2031	March 1, 2032	March 1, 2033	March 1, 2034
2036	March 1, 2036	March 1, 2032	March 1, 2033	March 1, 2034	March 1, 2035
2037	March 1, 2037	March 1, 2033	March 1, 2034	March 1, 2035	March 1, 2036
2038	March 1, 2038	March 1, 2034	March 1, 2035	March 1, 2036	March 1, 2037
2039	March 1, 2039	March 2, 2035	March 1, 2036	March 1, 2037	March 1, 2038
2040	March 1, 2040	March 1, 2036	March 1, 2037	March 1, 2038	March 1, 2039