AGREEMENT

BETWEEN THE BOARD OF EDUCATION
LEMONT HIGH TOWNSHIP SCHOOL DISTRICT 210
COOK/DUPAGE COUNTIES OF ILLINOIS
AND THE
ASSOCIATION OF LEMONT TEACHERS

2000 – 2003

Pride In Excellence

Pride in Excellence: Our 2nd Century

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AGREEMENT BETWEEN THE BOARD OF EDUCATION OF LEMONT TOWNSHIP HIGH SCHOOL DISTRICT 210 AND THE ASSOCIATION OF THE LEMONT TEACHERS

PREAMBLE

This Agreement, between the Board of Education of District 210, Cook and DuPage Counties, Lemont, Illinois, and the Association of Lemont Teachers, incorporates a number of understandings which derive from the parties' mutual beliefs that each pupil is entitled to an education of the highest quality and that the attainment of this objective is dependent upon the quality and morale of the employees.

ARTICLE I - RECOGNITION AND BOARD RIGHTS

1.1 Recognition

The Board of Education, District 210, Cook and DuPage Counties, Lemont, Illinois, hereinafter referred to as the "Board," hereby recognizes the Association of Lemont Teachers, a local affiliate of the IEA/NEA, hereinafter referred to as the "Association," as the sole and exclusive bargaining representative for all full-time/part-time certified teaching personnel of District 210 with regard to salaries, working hours, grievances, and specific items that pertain to educational development and growth of teachers and working conditions.

1.2 Board Rights

It is expressly understood and agreed that all functions, rights, power, or authority of the Administration of the School District and the Board of Education which are not specifically limited by the expressed language of this Agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this agreement.

1.3 Fair Share

A. Each Bargaining Unit Member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, which ever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state, and national dues.

ARTICLE I - RECOGNITION AND BOARD RIGHTS

1.3 Fair Share (continued)

B. In the event that the Bargaining Unit Member does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share from the wages of the non-member.

C. Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

D. In the event of any legal action against the Board brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:

1. The Board give immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires; and,

2. The Board gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

E. The Association agrees that in any action so defended, it will indemnify and hold harmless the Board from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Board's compliance with this Article. It is expressly understood that this hold harmless provision will not apply to any claim, demand, suit, or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

F. The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such Employee is a member, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment in behalf of the Employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

G. This Article shall not apply to those District 210 employees not members of the Association as of June 30, 1986. No such employee shall be required by this District to pay any fair share fee.

ARTICLE II - TEACHER ASSOCIATION RIGHTS

2.1 Teacher Discipline

Rules and regulations governing teacher conduct shall be reasonable, and enforcement of teacher discipline shall be fair.

2.2 Non-Discrimination

The Board shall not discriminate against any teacher for reason of race, creed, color, marital status, age, sex, or national origin.

2.3 Right of Representation

When a teacher is required to appear before the Board or the Administration concerning any matter which could adversely affect the teacher's employment, the teacher's position, or the teacher's salary, the teacher shall be entitled to have a member of the Association present. Further, when a teacher is required to appear before the Board, the teacher shall be advised in writing of the reasons for the requirement.

2.4 Personnel File

The official personnel file for each teacher shall be maintained in the District Office. No evaluative material shall be placed in the file unless the teacher has had an opportunity to read such material. The teacher shall acknowledge that he/she has read any materials evaluative in nature by affixing his/her signature on the copy to be filed. Each teacher shall have the right, upon request, to review the contents of said teacher's file and to place therein written reactions to any of its contents.

2.5 School Code Rights

Nothing contained herein shall be construed to deny any teacher his/her rights under the School Code of the State of Illinois.

2.6 Staff Representation

Teachers shall have the right to elect members of the Association to participate in professional negotiations with the Board.

2.7 Association Leave

In the event the Association elects to send a delegate to the Representative Assembly of the I.E.A., the delegate shall be excused without loss of salary not to exceed two days.

ARTICLE III - SCHOOL CALENDAR

3.1 School Calendar

The Administration and the Association will meet to discuss the school calendar.

ARTICLE IV - TEACHER EVALUATION

4.1 Minimum Requirements

The process of teacher evaluation will be in accordance with the requirements set forth by the State of Illinois.

4.2 Orientation

Teachers shall receive an orientation on the teacher evaluation procedures prior to the commencement of those procedures.

4.3 Instructional Improvement/Evaluation Plan

An Instructional Improvement/Evaluation Plan shall be developed by a joint committee of teachers and administrators, and this plan shall be subject to Board and Association approval.

4.4 Formal Observations

Formal observations of a teacher shall be conducted with the full knowledge of the teacher and in accordance with the Lemont Township High School Instructional Improvement/Evaluation Plan.

4.5 Instructional Improvement/Evaluation Committee

A joint committee of teachers and administrators shall monitor and assess the Instructional Improvement/Evaluation Plan and, when appropriate, make recommendations for improvement to the Superintendent.

4.6 Employee Evaluation Statement

The teacher shall have the right to attach an explanation to any evaluations or other materials that are placed in the teacher's personal file.

ARTICLE V - TEACHER COMPENSATION AND FRINGE BENEFITS

5.1 Experience Credit

A newly employed teacher shall be awarded full credit for his/her first eight years of elementary, middle, or high school teaching experience outside of the District. Other types of teaching experience will be granted on a case by case basis as determined by the Superintendent. Additional credit may be granted at the discretion of the Superintendent not to exceed the teacher's total years of experience.

5.2 Twelve-month Pay Schedule

Teachers' salaries will be paid every two weeks on a twelve-month basis.

5.3 Mileage

The faculty will be reimbursed at the prevailing IRS rate for use of privately owned vehicles on approved trips regarding school business.

5.4 Pay-days (School not in session)

With the exception of winter and spring breaks, if a regular pay date during the school term falls on a day when school is not in session, teachers shall receive their checks on the last work day prior thereto. Checks during the spring, summer, and winter breaks will be mailed on dates consistent with the language in Section 5.2 of this agreement, whenever possible.

5.5 Major Medical, Term, and Dental Insurance

All teachers will receive a Major Medical Insurance Plan, $15,000-Term Life Insurance, and Dental Insurance. The rules and regulations of the Illinois State Insurance Commission shall apply to the insurance plans. The District will pay all of the premium for each teacher and 50% of the premium for dependent medical and dental coverage, plus up to $350 in additional dependent medical and/or dental coverage. Any teacher not electing to participate in the program will not be reimbursed or offered any alternates. The Board will maintain insurance level of benefits that were in force as of August 17, 1987. A premium conversion plan is available.

ARTICLE V - TEACHER COMPENSATION AND FRINGE BENEFITS
(continued)

5.6 Professional Growth Reimbursement and Salary Adjustments

5.61 Tuition

The Board of Education will pay each teacher the maximum of $115 per credit hour in 2000-01, $120 per credit hour in 2001-02, and $125 per credit hour in 2002-03 for each course preapproved by the Superintendent under 5.67.

5.62 Additional Training

Whenever a teacher is requested by the School District to acquire additional credit in a specific subject beneficial to the District, the District will reimburse the teacher for the cost of the course charged to meet the requirements of the School District. Written preapproval must be documented and signed by the Superintendent.

5.63 Lane Freeze

Teachers employed after 1965 will not progress beyond the thirteenth year B.A. salary schedule lane without movement to the B.A. +30 lane.

5.64 Salary Freeze

Effective September, 1973, any new teachers hired by District 210 will be required to complete a B.A.+30 or a M.A. degree in their teaching or related area within a period of six years. Failure to comply with this policy will result in a salary freeze of the six-year salary schedule line. Effective with this contract, anyone who has been frozen at the six-year salary step but subsequently reaches the B.A.+30 or M.A. lane shall be placed at the step he or she would have attained through accumulated experience had he or she never been frozen.

5.65 Salary Adjustments

All Salary Adjustments for additional training shall be made twice a year, September 1st and March 1st.

5.66 Undergraduate Credit - Full Credit

Undergraduate courses taken when no graduate credit is available and at the direction of and with the approval of the Superintendent will count full credit toward a lane change and will be reimbursed at the full credit level.

ARTICLE V - TEACHER COMPENSATION AND FRINGE BENEFITS

5.6 Professional Growth Reimbursement and Salary Adjustments (continued)

5.67 Graduate Credit

Graduate courses may count toward a lane change only when these courses are preapproved and are part of a preapproved, self-designed program or a graduate level degree or certificate program from an accredited university.

5.7 Contribution to Teachers' Retirement System

5.71 District Portion

Pursuant to authority granted by the Pension Reform Act, 1974, Section 414(h), of the Internal Revenue Code, the Board shall remit for each teacher 8% of the teacher's salary as defined by the Teachers' Retirement System, to the Teachers' Retirement System, State of Illinois, to be applied to each teacher's retirement account.

5.72 Hold Harmless

The Association agrees to indemnify and hold harmless of the Board, its members, its agents, and its employees from any and all claims, demands, actions, complaints, suits, or other liability by reason of faithful payment of contributions to the Teachers' Retirement System pursuant to the provisions of this Section.

5.8 Early Retirement

A teacher who is between the ages of 55 and 60, with at least 20, but less than 35 years of service with the Illinois Teachers' Retirement System, shall be eligible, upon notification to the District, for early retirement. The District shall pay the Employer Early Retirement Option payment determined by the Teacher's Retirement System of the State of Illinois. In addition, the District shall contribute the 7% per annum contribution to the Teachers' Retirement System in the member's name for each year of retirement below the age of sixty. In return for this payment, the retiree shall perform 25 days of service to the District. The services to be performed and the specific time involved shall be established by the Superintendent in consultation with the participant. The Board of Education shall continue to provide, at no cost to the employee, those major medical, dental, and term life insurance benefits which were in effect at the time of the employee's retirement. Such

ARTICLE V - TEACHER COMPENSATION AND FRINGE BENEFITS

5.8 Early Retirement (continued)

benefits will conclude on June 30th of the year in which the employee reaches his/her sixtieth birthday. This early retirement provision is based on the Early Retirement Option (ERO) of the Teachers' Retirement System and will remain in effect for the term of this contract providing this ERO of the Teachers' Retirement System remains in effect.

5.9 Part-time Teachers

The Association and the Board recognized that the educational needs of the school are best met through the employment of full-time teachers for all teaching positions whenever possible. Part-time teachers employed sixty percent of a full time assignment or more shall receive those benefits accorded by the Board of Education to the full-time staff.

5.10 Dependent Care Expenses

A Dependent Care Expenses Program is available to employees through the District's Health Care Benfits Administrator. The costs of administering this program will be paid as follows:

A. Initial start-up costs will be shared equally by the Board and the Association.

B. Annual fees will be shared equally by the participants of the program not to exceed $50 per participant per year. If any additional annual fees remain, those additional fees will be shared equally by the Board and the Association.

C. Fees charged for individual accounts will be paid by the respective participants.

ARTICLE VI - NON-INTERRUPTION OF WORK

6.1 Work Stoppage

The Association agrees that neither the Association nor any of the employees covered by the Agreement will instigate, promote, sponsor, engage in, or condone any strike, slowdown, concerted stoppage of work, or any other intentional interruption of the operations of the Board regardless of the reason for so doing during the term of this agreement.

ARTICLE VII - LEAVES

7.1 Leave of Absence Without Pay

7.11 Leave of Absence

A leave of absence without pay for educational, political office, military service, child-rearing, or physical incapacity may be granted by the Board upon recommendation of the Superintendent for not more than two (2) semesters. If it is in the best interest of the employee and the District, an additional two semesters can be recommended for approval to the Board. Family medical leave will be granted within this general leave section in accordance with the Family Medical Leave Act. Any staff member who gives birth to a child may use accumulated sick leave for any school day absence during a six-week period commencing on the day of the child's birth.

7.12 Written Request

A written request for a leave of absence without pay must be made prior to April 1st, for fall semester consideration, and prior to October 1st, for spring semester consideration. A written request will be made as early as possible for physical incapacitation and maternity leave.

7.13 Benefits

An employee on leave of absence without pay may keep his/her insurance, health, life, and dental, in effect by making the necessary contributions to the District at his/her own expense.

7.14 Seniority

An employee granted leave under this provision shall not accrue seniority or advance on the salary schedule while on leave.

7.15 Tenure Status

No teacher shall enter upon tenure while on a leave of absence without pay.

7.16 Returning Statement

The employee shall notify the Superintendent of his/her decision to return to or terminate his/her position at least ninety (90) calendar days prior to the beginning of the semester in which the reinstatement is to begin.

ARTICLE VII - LEAVES (continued)

7.2 Sick Leave

7.21 Sick Leave

The Board shall grant sick leave at full pay to any teacher for absences resulting from personal illness, or death, or other health related emergency involving any member of the immediate family as defined by the Illinois School Code. Unused sick leave shall accumulate from year to year without limitation.

7.22 Days of Entitlement

Days/Year	Accumulative
15	Unlimited

7.23 Emergency/Personal Leave

A teacher who exceeds total sick leave shall be docked 1/180 of the yearly salary for every day absent.

7.24 Deduct Provisions - Period

Time missed in a day shall be counted in quarter (1/4) hours .

7.25 Unused Sick Days - Retirement

Upon retirement from teaching, each teacher shall receive $30 times the number of accumulated unused sick days. The Teacher will have the choice of receiving the money directly or applying the accumulated unused sick days to pension credit. T.R.S. allows 170 days of unused sick leave to count as an additional year of service for pension purposes. Unused sick days still remaining after 170 days is on file with T.R.S. will be eligible for this payment.

7.3 Emergency/Personal Leave

7.31 Personal Leave

The Board shall grant personal leave at full pay which can be used for personal business. Beginning with the 1994-95 school year, unused personal business days will accumulate in each teacher's personal leave bank to a maximum of five such days. When the personal leave bank is at its maximum of five days, additional

ARTICLE VII - LEAVES

7.3 Emergency/Personal Leave

7.31 Personal Leave (continued)

unused personal business days will be added to accumulated sick leave. In the event of unusual circumstances, the superintendent may allow a teacher to borrow one or both personal business days from the subsequent school year. When a teacher retires or otherwise ceases employment, days remaining in the personal leave bank will be transferred to accumulated sick leave. Such transfers may be authorized by the superintendent prior to retirement or ceasing of employment under extreme circumstances when accumulated sick leave has been exhausted. Personal business leave will be for business which cannot be conducted at times other than during the teacher's work day. Teachers shall, in writing on the appropriate form, indicate that they are applying for personal leave. In order to be eligible for personal leave, the teachers must notify the Superintendent forty-eight hours in advance of the absence. If an emergency exists, the teacher must notify the Superintendent as soon as possible. Personal business days shall not be allowed or taken before or after a holiday, or a holiday weekend, with the exception of a religious holiday. In the event too many teachers request personal leave, resulting in adverse efficiency in the operation of the school or part thereof, the Administration may limit the number of teachers who take personal business leave.

7.32 Deduct Provisions - Period

Time missed in a day shall be counted in quarter (1/4) hours .

7.33 Days of Entitlement

Each employee shall be entitled to two days per year.

7.4 Job Share Opportunity

7.41 Job Share Opportunity

Job share opportunities are available upon approval of the Superintendent and the Board of Education. The position to be shared must be a full time position within a single department. Any job share opportunity approved will be at no additional cost to the school district.

ARTICLE VIII - GRIEVANCE PROCEDURE

8.1 Definition

A Grievance shall be any claim by the Association, an Employee, or group of employees that there has been a violation, misinterpretation, or misapplication of the terms of this agreement.

A. All time limits consist of school days with one exception. When a grievance is submitted fewer than ten (10) days before the close of the current school term, then time limits shall consist of all week days.

8.2 Procedures

The parties acknowledge that it is usually most desirable for an Employee and the Employer to resolve problems through free and informal communications. However, a grievance shall be processed as follows:

A. Step I

The immediately involved supervisor will arrange for a meeting to take place within five (5) days after receipt of the grievance. The Association's representative, the grievant, and the immediately involved supervisor shall be present for the meeting. Within two (2) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reasons for this decision.

B. Step II

If the grievance is not resolved at Step I, then the Association may refer the grievance to the Superintendent or the Superintendent's official designee within fifteen (15) days after receipt of the Step I answer. The Superintendent shall arrange, with the Association representative, for a meeting to take place within five (5) days of the Superintendent's receipt of the appeal. Within five (5) days of the meeting, the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

C. Step III

If the grievance is not resolved at Step II, then the Association may refer the grievance to the Board of Education within fifteen (15) days after receipt of the Step II answer. The Board shall arrange with the Association representatives for a meeting to take place within five (5) working days of the Board's receipt of the appeal. Within five (5) days of the meeting, the Association shall be provided with the Board's written response, including the reasons for the decision.

ARTICLE VIII - GRIEVANCE PROCEDURE

8.2 Procedures (continued)

D. Step IV

If the Association is not satisfied with the disposition of the grievance at Step III, the Association may submit the grievance to final and binding arbitration. If a demand for arbitration is not filed with the Employer within thirty (30) days of the date of the Step III answer, then the grievance shall be deemed withdrawn. If within fifteen (15) days of the filing of the demand with the Board the parties cannot agree on an arbitrator, the demand shall be submitted to the American Arbitration Association which shall act as the administrator of the proceedings. The costs of acquiring an arbitrator (excluding attorneys for the respective parties) shall be paid by the parties on an equal basis.

8.3 Bypass

By mutual agreement, any step of the grievance procedure may be bypassed.

ARTICLE IX - NEGOTIATIONS PROCEDURE

9.1 Negotiations Provisions

The parties shall commence bargaining for a successor agreement on or before March 1 of the last year of the contract, and shall bargain as per the Illinois Educational Labor Relations Act and its Rules and Regulations.

ARTICLE X - EFFECTIVE AGREEMENT

10.1 Terms and Conditions

The terms and conditions set forth in this Agreement represent the full and complete understanding between the Board and the Association. The terms and conditions of this Agreement may be modified only through the written mutual consent of the Board and the Association.

10.2 Board Policies

The policies and procedures of School District 210 shall be adhered to, provided they are not contrary to the terms and conditions of this Agreement.

ARTICLE X - EFFECTIVE AGREEMENT (continued)

10.3 Employee Contracts

The terms and conditions of this Agreement shall be reflected in individual contracts or employment agreements.

10.4 Court Ruling

If any provisions of this Agreement are, or shall be at anytime contrary to statutory law or decisions of the Courts, or adversely effect the payment of state or federal funds to the District, or the recognition or accreditation of the District by the State Board of Education, then that provision shall be unenforceable while all other provisions of this Agreement shall continue in effect.

ARTICLE XI - PROFESSIONAL DUES

11.1 Dues Check-off

The Board will make available payroll deductions for professional dues as required in Section 24-21.1 of the School Code provided the Association indemnifies and holds harmless the Board from any and all claims, demands, suits, and costs incurred in connection with any such claim, demand, or suit, resulting from any reasonable action taken or omitted by the employer for the purpose of complying with the provisions of this section.

ARTICLE XII - DURATION OF AGREEMENT

12.1 Length of Agreement

This Agreement shall be effective as of July 1, 2000, and shall continue in full force and effect through June 30, 2003.

ARTICLE XIII - EXECUTION OF AGREEMENT

This Agreement shall be effective July 1, 2000 and shall continue in effect until June 30, 2003.

This Agreement is signed this 5th day of June, 2000.

IN WITNESS THEREOF:

For the Association of the Lemont Teachers:

President

Secretary

For the Board of Education School District 210:

President

Secretary

APPENDIX A

LEMONT TOWNSHIP HIGH SCHOOL DISTRICT 210
2000-01 SALARY SCHEDULE

Step	B.A.	B.A.+15	B.A.+30	M.A.	M.A.+15	M.A.+30	M.A.+45	2nd M, CAS,EdD
1	$32,642	$33,613	$34,614	$35,612	$36,618	$37,950	$39,285	$39,953
2	$33,613	$34,614	$35,612	$36,618	$37,950	$39,285	$39,953	$40,621
3	$34,533	$35,536	$36,537	$37,544	$38,880	$40,217	$40,886	$41,555
4	$35,481	$36,485	$37,489	$38,496	$39,834	$41,173	$41,843	$42,513
5	$36,457	$37,462	$38,467	$39,473	$40,813	$42,154	$42,824	$43,494
6	$37,462	$38,467	$39,473	$40,477	$41,819	$43,159	$43,829	$44,499
7	$38,467	$39,473	$40,477	$41,483	$42,823	$44,163	$44,833	$45,504
8	$39,473	$40,477	$41,483	$42,488	$43,829	$45,168	$45,839	$46,509
9	$40,477	$41,483	$42,488	$45,840	$47,180	$48,520	$49,190	$49,860
10	$41,483	$42,488	$45,840	$47,180	$48,520	$49,860	$50,530	$51,201
11	$42,488	$45,840	$47,180	$48,520	$49,860	$51,201	$51,871	$52,541
12	$43,494	$47,180	$48,520	$49,860	$51,201	$52,541	$53,211	$53,881
13	$44,499	$48,520	$49,860	$51,201	$52,541	$53,881	$54,551	$55,221
14	$45,503	$49,860	$51,201	$53,210	$54,551	$55,891	$56,561	$57,231
15	$46,508	$51,201	$52,541	$54,551	$55,891	$57,231	$57,901	$58,571
16		$52,541	$53,881	$55,891	$57,231	$58,571	$59,242	$59,912
17		$53,881	$55,221	$57,231	$58,571	$59,912	$60,582	$61,252
18		$55,221	$56,562	$58,571	$59,912	$61,252	$61,922	$62,592
19			$57,902	$60,582	$61,923	$63,263	$63,933	$64,603
20			$59,242	$61,923	$63,263	$64,603	$65,273	$65,943
21			$60,582	$63,263	$64,603	$65,943	$66,614	$67,284
22				$64,603	$65,943	$67,284	$67,954	$68,624
23				$65,943	$67,284	$68,624	$69,294	$69,964
24				$67,284	$69,294	$70,634	$71,304	$71,974
25				$68,624	$70,634	$71,974	$72,644	$73,314

ALT members employed on a full time basis during the 1999-2000 school year will receive, for the 2000-2001 school year, an increase in their 1999-2000 base salaries of two percent plus $2950 (Part-time ALT members will have their increases prorated). Those ALT members who received longevity step payments in 1999-2000 will have those longevity payments included in their base salaries. These base salaries will be increased by five percent in 2001-2002 and by five percent again in 2002-2003.

LEMONT TOWNSHIP HIGH SCHOOL DISTRICT 210
2001-02 SALARY SCHEDULE

Step	B.A.	B.A.+15	B.A.+30	M.A.	M.A.+15	M.A.+30	M.A.+45	2nd M, CAS,EdD
1	$33,613	$34,274	$35,294	$36,344	$37,393	$38,449	$39,848	$41,250
2	$34,274	$35,294	$36,344	$37,393	$38,449	$39,848	$41,250	$41,951
3	$35,294	$36,344	$37,393	$38,449	$39,848	$41,250	$41,951	$42,652
4	$36,260	$37,313	$38,364	$39,421	$40,824	$42,228	$42,931	$43,633
5	$37,255	$38,309	$39,363	$40,420	$41,825	$43,232	$43,935	$44,638
6	$38,279	$39,335	$40,390	$41,447	$42,854	$44,261	$44,965	$45,668
7	$39,335	$40,390	$41,447	$42,501	$43,910	$45,317	$46,021	$46,724
8	$40,390	$41,447	$42,501	$43,557	$44,964	$46,371	$47,075	$47,779
9	$41,447	$42,501	$43,557	$44,612	$46,020	$47,427	$48,131	$48,835
10	$42,501	$43,557	$44,612	$48,131	$49,539	$50,946	$51,650	$52,353
11	$43,557	$44,612	$48,131	$49,539	$50,946	$52,353	$53,057	$53,761
12	$44,612	$48,131	$49,539	$50,946	$52,353	$53,761	$54,464	$55,168
13	$45,668	$49,539	$50,946	$52,353	$53,761	$55,168	$55,872	$56,575
14	$46,724	$50,946	$52,353	$53,761	$55,168	$56,575	$57,279	$57,982
15	$47,778	$52,353	$53,761	$55,871	$57,278	$58,685	$59,389	$60,093
16		$53,761	$55,168	$57,278	$58,685	$60,093	$60,796	$61,500
17		$55,168	$56,575	$58,685	$60,093	$61,500	$62,204	$62,907
18		$56,575	$57,982	$60,093	$61,500	$62,907	$63,611	$64,315
19			$59,390	$61,500	$62,907	$64,315	$65,018	$65,722
20			$60,797	$63,612	$65,019	$66,426	$67,130	$67,833
21			$62,204	$65,019	$66,426	$67,833	$68,537	$69,241
22				$66,426	$67,833	$69,241	$69,944	$70,648
23				$67,833	$69,241	$70,648	$71,352	$72,055
24				$69,241	$70,648	$72,055	$72,759	$73,462
25				$70,648	$72,758	$74,165	$74,869	$75,573

LEMONT TOWNSHIP HIGH SCHOOL DISTRICT 210
2002-03 SALARY SCHEDULE

Step	B.A.	B.A.+15	B.A.+30	M.A.	M.A.+15	M.A.+30	M.A.+45	2nd M, CAS,EdD
1	$34,274	$35,294	$35,988	$37,059	$38,162	$39,262	$40,372	$41,840
2	$35,294	$35,988	$37,059	$38,162	$39,262	$40,372	$41,840	$43,312
3	$35,988	$37,059	$38,162	$39,262	$40,372	$41,840	$43,312	$44,048
4	$37,059	$38,162	$39,262	$40,372	$41,840	$43,312	$44,048	$44,785
5	$38,073	$39,178	$40,282	$41,393	$42,865	$44,340	$45,077	$45,815
6	$39,117	$40,225	$41,331	$42,441	$43,917	$45,393	$46,132	$46,870
7	$40,193	$41,302	$42,410	$43,519	$44,997	$46,474	$47,213	$47,952
8	$41,302	$42,410	$43,519	$44,626	$46,105	$47,583	$48,322	$49,060
9	$42,410	$43,519	$44,626	$45,734	$47,212	$48,690	$49,429	$50,168
10	$43,519	$44,626	$45,734	$46,843	$48,321	$49,798	$50,537	$51,276
11	$44,626	$45,734	$46,843	$50,538	$52,016	$53,493	$54,232	$54,971
12	$45,734	$46,843	$50,538	$52,016	$53,493	$54,971	$55,710	$56,449
13	$46,843	$50,538	$52,016	$53,493	$54,971	$56,449	$57,187	$57,926
14	$47,952	$52,016	$53,493	$54,971	$56,449	$57,926	$58,665	$59,404
15	$49,060	$53,493	$54,971	$56,449	$57,926	$59,404	$60,143	$60,882
16		$54,971	$56,449	$58,664	$60,142	$61,620	$62,359	$63,097
17		$56,449	$57,926	$60,142	$61,620	$63,097	$63,836	$64,575
18		$57,926	$59,404	$61,620	$63,097	$64,575	$65,314	$66,053
19			$60,882	$63,097	$64,575	$66,053	$66,791	$67,530
20			$62,359	$64,575	$66,053	$67,530	$68,269	$69,008
21			$63,837	$66,792	$68,270	$69,747	$70,486	$71,225
22				$68,270	$69,747	$71,225	$71,964	$72,703
23				$69,747	$71,225	$72,703	$73,441	$74,180
24				$71,225	$72,703	$74,180	$74,919	$75,658
25				$72,703	$74,180	$75,658	$76,397	$77,136

APPENDIX B

LEMONT TOWNSHIP HIGH SCHOOL DISTRICT 210

Extra-Curricular Base Schedule

The first ten steps of the following schedules will be used to determine the extra-curricular pay scale:

Step	2000-01	2001-02	2002-03
1	$31,219	$31,519	$31,823
2	$32,467	$32,780	$33,095
3	$33,765	$34,090	$34,419
4	$35,064	$35,453	$35,795
5	$36,363	$36,818	$37,226
6	$37,662	$38,181	$38,658
7	$38,960	$39,545	$40,090
8	$40,259	$40,908	$41,522
9	$41,557	$42,272	$42,953
10	$42,857	$43,635	$44,386

Salary Stipend: Percentage x Experience Base Figure

Longevity: Steps 15-19 will be determined by multiplying the Step 10 figure by 1.07 times the appropriate percentage.

Steps 20 and beyond will be determined by multiplying the Step 10 figure by 1.14 times the appropriate percentage.

LEMONT TOWNSHIP HIGH SCHOOL DISTRICT 210

Clubs and Activities

Position	Percent 2000-01	Percent 2001-02	Percent 2002-03
Band Director	15	15	15
Assistant	9	9	9
Chess Club Sponsor	3	3	3
Class Sponsors			
Seniors – (1)	2	2	2
Juniors – (3)	3	3	3
Sophomores – (1)	2	2	2
Freshmen – (1)	2	2	2
Creative Writing Journal	3	3	3
C.S.F.E. Sponsor	3	3	3
Detention Supervisor	8	8	8
Drama Club (Two Plays Per Year)			
Head (Per Play)	6	6	6
Assistant (Per Play)	3	3	3
Foreign Language Club Sponsor	4	4	4
Great Books	6	6	6
J.E.T.S.	7	7	7
Mathletes Team:			
Head	7	7	7
Assistant	5	5	5
Musical			
Producer	5	5	5
Accompanist	4	4	4
Acting Director	4	4	4
Choreographer	4	4	4
Orchestra Director	4	4	4
Vocal Director	4	4	4
National Honor Society	7	7	7

Clubs and Activities (continued)

Position	Percent 2000-01	Percent 2001-02	Percent 2002-03
Newspaper			
Sponsor teaches class	2.5	2.5	2.5
Sponsor does not teach	6	6	6
Office Education	3	3	3
Outdoor Club	5	5	5
.....	5	5	5
.....	3	3	3
Scholastic Bowl	2	2	2
Science Club	7	7	7
Social Studies Club.....	3	3	3
Student Council			
Head Sponsor	10	10	10
Assistant Sponsor	7	7	7
Yearbook	10	10	10

Substituting for an 86-Minute (Block) Class During the Regular School Term; Homebound Tutoring (Pro-rated to an hourly basis):

2000-01 Rate	2001-02 Rate	2002-03 Rate
$44.00	$46.00	$48.00

Summer School Teaching; Curriculum/Instruction Projects:

2000-01 Rate	2001-02 Rate	2002-03 Rate
$26.00	$27.00	$28.00

Substituting for After School Detention Program; Saturday Detention Program:

2000-01 Rate	2001-02 Rate	2002-03 Rate
$23.00	$24.00	$25.00

Substituting for Study Hall (Full or Half Period); Substituting for Lunch Room Supervision:

2000-01 Rate	2001-02 Rate	2002-03 Rate
$23.00	$24.00	$25.00

NOTE: Rates take effect on the first day of school in the respective years. Rates are per full period with the exception of Summer School Teaching and Curriculum/Instruction Projects which are per clock hour. Half period (Study Hall, Lunch Room) supervision will be compensated at half the full period rate.

LEMONT TOWNSHIP HIGH SCHOOL DISTRICT 210

Athletics

Position	Percent 2000-01	Percent 2001-02	Percent 2002-03
Assistant Athletic Director	11	11	11
Boys Sports:			
Baseball Head Coach	11	11	11
Baseball Assistant Coach	7	7	7
Basketball Head Coach	15	15	15
Basketball Assistant Coach	9	9	9
Cross Country Coach	11	11	11
Cross Country Assistant Coach	7	7	7
Football Head Coach	15	15	15
Football Assistant Coaches	9	9	9
Soccer Head Coach	11	11	11
Soccer Assistant Coach	7	7	7
Tennis Head Coach	11	11	11
* Track Head Coach	11	11	11
* Track Assistant Coach	7	7	7
Wrestling Head Coach	15	15	15
Wrestling Assistant Coach	9	9	9
Cheerleader Sponsors:			
Basketball	6	6	6
Football	6	6	6
Wrestling	4	4	4
Girls' Sports:			
Basketball Head Coach	15	15	15
Basketball Assistant Coach	9	9	9
Bowling Coach	11	11	11
Soccer Coach	11	11	11
Soccer Assistant Coach	7	7	7
Softball Head Coach	11	11	11
Softball Assistant Coach	7	7	7
* Track Head Coach	11	11	11
* Track Assistant Coach	7	7	7

* NOTE: Track coaches who also coach track during the indoor season will receive an additional 2% on their normal track coaching stipend.

Athletics (continued)

Position	Percent 2000-01	Percent 2001-02	Percent 2002-03
Girls' Sports: (continued)			
Tennis Coach	11	11	11
Tennis Assistant Coach	7	7	7
Volleyball Head Coach	15	15	15
Volleyball Assistant Coach	9	9	9
Golf Head Coach	11	11	11
Golf Assistant Coach	7	7	7
Pom Pon Sponsor			
Fall	4	4	4
Winter	5	5	5
Spring	2	2	2

Event Supervisors

	2000-01	2001-02	2002-03
Athletic Ticket Sellers	$45.00	$45.00	$45.00
Bus Sponsors	50.00	50.00	50.00
Class Sponsors, Chaperones, and Supervisors	45.00	45.00	45.00
Track Workers	50.00	50.00	50.00
Timer, Scorer, Announcer and Supervisor:			
Football	60.00	60.00	60.00
All Sports other than Football and Track	45.00	45.00	45.00

NOTE: Ticket sellers for football who are asked and agree to supervise the game from half-time of the varsity game through its conclusion will receive an additional $15.