AGREEMENT

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

2003 – 2006



Pride In Excellence

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 E[illegible]ict 210, Cook and DuPage Counties, Lemont, Illinois, and the Association of [illegible]rates a number of understandings which derive from the p[illegible]il is entitled to an education of the highest quality and th[illegible]dent upon the quality and morale of the employees.

J. Vallesclant gets stipend for showing detention hall. In addition to his stipend he gets $25.99 (this yr's figure) for each day worked.

Purple pulling for Jerry got 28.27 hr for 1.5 hr. (.75 dist. + .75 ASD)

ARTICLE I - RECOGNITI[illegible]

1.1 Recognition

The Board of Education[illegible], Lemont, Illinois, hereinafter referred to a[illegible]ciation of Lemont Teachers, a local affili[illegible]o as the "Association," as the sole and exclusive [illegible]e/part-time certified teaching personnel of District [illegible]king hours, grievances, and specific items that pertain to educational[illegible]owth 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 **faculty members** 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 **faculty members** not electing to participate in the program will not be reimbursed or offered any alternates. **The major medical plan is outlined in Addendum A.**

If it is determined by court of law that any portion or provision of this article is found to be illegal or unconstitutional, it is hereby agreed that said findings shall not affect the remaining provisions of this article. Additionally, in such an event or due to legislative requirements, the parties hereby agree to re-open the contract for the limited and express purpose only of addressing any findings by a court or legislative action as to any section of this article.

5.6 Professional Growth Reimbursement and Salary Adjustments

5.61 Tuition

The Board of Education will pay each teacher the maximum of $125 per credit hour 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 **the 2001-2003** 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.

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 9% 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 Retirement

In general, staff retirements shall be effective at the close of the regular school year. To receive maximum retirement benefits, staff members contemplating retirement should make their intentions known to the Board of Education in a timely fashion so that the proper forms can be processed and other necessary arrangements can be made.

Faculty who voluntarily retire early and who have at least 15 years of District service shall follow the conditions listed below for the faculty member to terminate their employment.

- **The applicant must be a full-time faculty member and have at least 15 years of credited service at Lemont Township High School District 210.**
- **The applicant must be at least 60 years of age as of the separation date**

5.8 Retirement (continued)

•Applications must be submitted prior to April 1st of the final year of full-time employment.

•The Board of Education will pay major medical and dental insurance premiums for retired employees and eligible dependents as outlined in the current contract if covered at the time of retirement until such individuals reach the age of eligibility.

•Retired employees will receive annually an amount equal to one-fifth (or 20%) of their base salary from the last year of full-time employment. No payment will be made after completion of the fiscal year in which the retired employee reaches the age of eligibility for Medicare.

•Payments will be made in 26 equal payments during each year of eligibility. Payments will cease on June 30th of the last fiscal year for which the employee is eligible.

•Retired employees may be required to work for the District a maximum of 25 days per year as a consultant/substitute.

•Should an employee die prior to reaching an age of eligibility for Medicare, payments will cease.

5.81 Early Retirement

•The applicant must be a full-time faculty member and have at least 15 years of credited service at Lemont Township High School District 210.

•If an eligible applicant aged 55-57 provides the Board with an irrevocable notice of retirement effective at the end of a three year period, the Board shall provide a salary equal to 120 percent of the previous year for three years. Such applicant waives his/her rights to all other benefits provided in the retirement policy except the major medical and dental benefit.

•The Board shall pay the Employer Early Retirement Option payment determined by the Teachers Retirement System of the state of Illinois. In addition, the Board shall contribute a 7% per annum contribution to the Teachers Retirement System in the member's name for each year of retirement below the age of 60.

ARTICLE V - TEACHER COMPENSATION AND FRINGE BENEFITS
(continued)

5.81 Early Retirement (continued)

•The Board of Education will pay major medical and dental insurance premiums for retired employees and eligible dependents as outlined in the current contract if covered at the time of retirement until such individuals reach the age of eligibility for Medicare.

•Irrevocable applications for this option must be submitted prior to April 1st of the year preceding the onset of the three year pre-retirement period.

•All requirements of the Teachers Retirement System of Illinois apply to these retirement plans.

•If it is determined by court of law that any portion or provision of this article is found to be illegal or unconstitutional, it is hereby agreed that said findings shall not affect the remaining provisions of the article. Additionally, in such an event or due to legislative requirements, the parties hereby agree to re-open the contract for the limited and express purpose only of addressing any findings by a court or legislative action as to any section of this article.

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.

5.91 Fringe Benefits – Part-time Teachers

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.

5.92 Seniority – Part-Time Teachers

A teacher who is a part-time employee does not accrue seniority or advance on the salary schedule while he/she is part-time. Seniority and advancement on the salary schedule is based on a full year of attendance as a full-time employee.

5.93 Tenure Status – Part-Time Teachers

A part-time teacher does not accrue time toward tenure. Accrual of tenure is based on full years of attendance as a full-time teacher.

5.10 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.

5.11 Dependent Care Expenses

A Dependent Care Expenses Program is available to employees through the District's Health Care Benefits 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.

5.12 Extra-Curricular Activity Attendance

As part of his/her regular assignment, each full-time faculty member will attend two extra-curricular events per year. The teachers will sign up for two events on a form provided by the Office of the Assistant Principal for Extra-curricular Activities and will sign in upon attendance. Attendance at these events is not considered a supervisory assignment.

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) **consecutive** 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.

7.12 Written Request – Leave of Absence w/o Pay

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. **When emergency or unusual circumstances prevent this deadline from being met,** a written request must be made as early as possible.

7.13 Benefits – Leave of Absence w/o Pay

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. **Lack of regular and timely payment will result in termination of this benefit.**

7.14 Seniority – Leave of Absence w/o Pay

An employee granted leave under this provision does not accrue seniority or advance on the salary schedule while on leave. **Seniority and advancement on the salary schedule is based on a full year of attendance.**

7.15 Tenure Status Leave of Absence w/o Pay

An employee granted an unpaid leave under these provisions does not accrue time toward tenure. Accrual of tenure is based on full years of attendance.

7.16 Unemployment Compensation w/o Pay

As a condition of any leave of absence granted under these provisions, the employee shall be deemed to have agreed to waive any right to unemployment compensation during the period of the leave of absence.

ARTICLE VII – LEAVES (continued)

7.1 Leave of Absence Without Pay (continued)

7.17 Proportioning of Medical/Personal Paid Leave – Leave of Absence w/o Pay

An employee who is granted an unpaid leave for a semester will receive ½ of the allotted paid medical or personal business leave days for the school year in which the leave is taken. An employee who is granted an unpaid leave for an entire school year will receive none of the allotted paid medical leave or personal leave days for the school year in which the leave is taken.

7.18 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.

7.2 Leave with Pay - Medical

The Board shall grant sick leave at full pay to any teacher for absences resulting from personal illness or other health related emergency involving any member of the immediate family as defined by the Illinois School Code. **The Board shall grant medical leave at full pay to any teacher for absences resulting from the death of any member of the immediate family as defined by the Illinois School Code. Employees shall apply in writing to the Superintendent on the appropriate form for any medical leave.**

see last page for definition

7.21 Days of Entitlement – Medical Leave

Each full-time faculty member is entitled to 15 days of medical leave per year. The accumulation of medical leave days is unlimited.

7.22 Use of Medical Leave for Child Birth

Any employee who gives birth to a child may use accumulated medical leave for recuperation purposes for any school day during a six-week period commencing on the day of the child's birth. **A medical certificate is required. (See Section 7.25)**

7.23 Deduction Provision – Medical Leave

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

ARTICLE VII – LEAVES (continued)

7.2 Leave with Pay - Medical (continued)

7.24 Exceeding Allotment – Medical Leave

An employee who exceeds their total number of accumulated sick days shall be docked 1/180 of the yearly salary for each day absent. Under extreme circumstances and with authorization from the superintendent, accumulated personal business leave days can be transferred to medical leave days if medical leave days have been exhausted.

7.25 Medical Certificate – Medical Leave

A medical certificate for any absence over five consecutive days is required. This certificate should confirm the employee's need to miss work and his/her ability to return to full-time employment. This medical certificate is also required for absences due to childbirth and should indicate the first date of expected absence required and the date of expected return to full employment.

7.26 Unused Medical Leave – Retirement

Upon retirement from **District 210**, each **faculty member** shall receive $30 times the number of accumulated unused sick days. The **faculty member** will have the choice of receiving the money directly or applying the accumulated unused sick days to pension credit through TRS. Unused sick days still remaining after the number allowed for use in pension credit by TRS will be eligible for this payment.

7.3 Leave With Pay – Personal Business

The Board shall grant personal leave at full pay which can be used for personal business **that cannot be conducted at times other than during the employee's work day**. Employees shall apply in writing to the Superintendent on the appropriate from for any personal business leave forty-eight (48) hours in advance of the absence. If an emergency exists the employee should notify the Superintendent as soon as possible. Personal business leave shall not be allowed or taken before or after a holiday, **holiday weekend, or vacation breaks including winter vacation, spring vacation, and summer vacation** with the exception of the need to take such a personal business day for the observance of a religious holiday

7.31 Days of Entitlement

Each employee shall be entitled to two (2) days per year. . 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 unused personal days will be added to accumulated **medical** leave.

7.2 Leave with Pay – Personal Business (continued)

7.32 Deduct Provisions - Period

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

7.33 Exceeding Allotment – Personal Business Leave

An employee who exceeds their total number of accumulated personal business days shall be docked 1/180 of the yearly salary for each day absent. In the event of unusual circumstances the Superintendent may allow a teacher to borrow one or two personal business leave days from the subsequent school year.

7.34 Excessive Requests - Personal Business Leave

In the event that 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.

7.35 Unused Personal Business Leave – Retirement

Upon retirement any days remaining in the individual's personal business leave bank will be transferred to the individual's accumulated medical leave bank.

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 any time 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, 2003, and shall continue in full force and effect through June 30, 2006.

ARTICLE XIII - EXECUTION OF AGREEMENT

This Agreement shall be effective July 1, 2003 and shall continue in effect until June 30, 2006.

This Agreement is signed this 31st day of July, 2003.

IN WITNESS THEREOF:

For the Association of the Lemont Teachers:

Jamie Holland
President

For the Board of Education School District 210:

Paul T. Vitek
President

Secretary

2003-2004 Proposed Salary Schedule

APPENDIX A

Base 39,501 **1.1525**
1.030 Across
1.015 Down

LHS Staff 2003-2004*

Step	B.A.	B.A.+15	B.A.+30	M.A.	M.A.+15	M.A.+30	M.A.+45	2nd M.A. CAS EdD.
1	39,501	40,686	41,907	43,164	44,459	45,792	47,166	48,581
2	40,094	41,296	42,535	43,811	45,126	46,479	47,874	49,310
3	40,695	41,916	43,173	44,468	45,802	47,177	48,592	50,050
4	41,305	42,545	43,821	45,135	46,490	47,884	49,321	50,800
5	41,925	43,183	44,478	45,812	47,187	48,602	50,061	51,562
6	42,554	43,830	45,145	46,500	47,895	49,332	50,811	52,336
7	43,192	44,488	45,823	47,197	48,613	50,071	51,574	53,121
8	47,601	48,878	50,156	51,432	53,136	54,840	55,691	56,542
9	48,878	50,156	51,432	52,709	54,412	56,116	56,967	57,819
10	50,156	51,432	52,709	53,987	55,690	57,393	58,244	59,096
11	51,432	52,709	53,987	58,245	59,949	61,651	62,503	63,354
12	52,709	53,987	58,245	59,949	61,651	63,354	64,206	65,058
13	53,987	58,245	59,949	61,651	63,354	65,058	65,908	66,760
14	55,265	59,949	61,651	63,354	65,058	66,760	67,612	68,463
15	56,542	61,651	63,354	65,058	66,760	68,463	69,315	70,167
16	-	63,354	65,058	67,611	69,314	71,017	71,869	72,720
17	-	65,058	66,760	69,314	71,017	72,720	73,571	74,423
18	-	66,760	68,463	71,017	72,720	74,423	75,275	76,126
19	-	-	70,167	72,720	74,423	76,126	76,977	77,829
20	-	-	71,869	74,423	76,126	77,829	78,680	79,532
21	-	-	73,573	76,978	78,682	80,384	81,236	82,087
22	-	-	-	78,682	80,384	82,087	82,939	83,791
23	-	-	-	80,384	82,087	83,791	84,641	85,493
24	-	-	-	82,087	83,791	85,493	86,345	87,196
25	-	-	-	83,791	85,493	87,196	88,048	88,900
26	-	-	-	-	-	-	92,451	-
27	-	-	-	-	89,751	-	91,454	93,156
30	-	-	-	-	92,750	-	-	-
30	-	-	75,276	-	-	-	-	-
33	-	-	-	-	95,267	-	-	-
33	-	-	-	-	95,672	-	-	-
34	-	-	-	-	96,822	-	-	-
38	-	-	-	-	-	-	104,379	-

*According to the system devised by the IEA, each person will be placed at the same step on the 2003-04 salary schedule that he or she was at on the 2002-03 schedule. Each person who was at Step 7 or beyond during 2002-03 will remain at that step through the three years of this contract. Each person who was at Step 1-6 in 2002-03 will be at the same step for 2003-04, but will advance one step in 2004-05 and another step in 2005-06; however, these persons will not advance beyond Step 7.

2004-2005 Proposed Salary Schedule

Base 41,081 1.0400
1.030 **Across**
1.015 **Down**

LHS Staff 2004-2005*

Step	B.A.	B.A.+15	B.A.+30	M.A.	M.A.+15	M.A.+30	M.A.+45	2nd M.A. CAS EdD.
1	41,081	42,313	43,583	44,890	46,237	47,624	49,053	50,524
2	41,697	42,948	44,237	45,564	46,931	48,339	49,789	51,282
3	42,323	43,592	44,900	46,247	47,635	49,064	50,535	52,052
4	42,958	44,246	45,574	46,941	48,349	49,800	51,294	52,832
5	43,602	44,910	46,257	47,645	49,074	50,547	52,063	53,625
6	44,256	45,584	46,951	48,360	49,810	51,305	52,844	54,429
7	44,920	46,267	47,655	49,085	50,558	52,074	53,637	55,246
8	49,505	50,833	52,162	53,489	55,262	57,033	57,919	58,804
9	50,833	52,162	53,489	54,817	56,589	58,360	59,246	60,132
10	52,162	53,489	54,817	56,146	57,918	59,688	60,574	61,460
11	53,489	54,817	56,146	60,575	62,347	64,117	65,003	65,889
12	54,817	56,146	60,575	62,347	64,117	65,889	66,774	67,660
13	56,146	60,575	62,347	64,117	65,889	67,660	68,545	69,430
14	57,476	62,347	64,117	65,889	67,660	69,430	70,316	71,202
15	58,804	64,117	65,889	67,660	69,430	71,202	72,088	72,973
16	-	65,889	67,660	70,315	72,087	73,858	74,744	75,628
17	-	67,660	69,430	72,087	73,858	75,628	76,514	77,400
18	-	69,430	71,202	73,858	75,628	77,400	78,286	79,171
19	-	-	72,973	75,628	77,400	79,171	80,056	80,942
20	-	-	74,744	77,400	79,171	80,942	81,828	82,713
21	-	-	76,515	80,057	81,829	83,599	84,485	85,371
22	-	-	-	81,829	83,599	85,371	86,256	87,142
23	-	-	-	83,599	85,371	87,142	88,027	88,913
24	-	-	-	85,371	87,142	88,913	89,798	90,684
25	-	-	-	87,142	88,913	90,684	91,570	92,456
26	-	-	-	-	-	-	96,149	-
27	-	-	-	-	93,341	-	95,112	96,882
30	-	-	-	-	96,460	-	-	-
30	-	-	78,287	-	-	-	-	-
33	-	-	-	-	99,078	-	-	-
33	-	-	-	-	99,499	-	-	-
34	-	-	-	-	100,695	-	-	-
38	-	-	-	-	-	-	108,554	-

*According to the system devised by the IEA, each person will be placed at the same step on the 2003-04 salary schedule that he or she was at on the 2002-03 schedule. Each person who was at Step 7 or beyond during 2002-03 will remain at that step through the three years of this contract. Each person who was at Step 1-6 in 2002-03 will be at the same step for 2003-04, but will advance one step in 2004-05 and another step in 2005-06; however, these persons will not advance beyond Step 7.

2005-2006 Proposed Salary Schedule

Base 42,724 1.0400
1.030 **Across**
1.015 **Down**

LHS Staff 2005-2006*

Step	B.A.	B.A.+15	B.A.+30	M.A.	M.A.+15	M.A.+30	M.A.+45	2nd M.A. CAS EdD.
1	42,724	44,006	45,326	46,686	48,086	49,529	51,015	52,545
2	43,365	44,666	46,006	47,386	48,808	50,272	51,780	53,333
3	44,015	45,336	46,696	48,097	49,540	51,026	52,557	54,133
4	44,676	46,016	47,396	48,818	50,283	51,791	53,345	54,945
5	45,346	46,706	48,107	49,550	51,037	52,568	54,145	55,769
6	46,026	47,407	48,829	50,294	51,803	53,357	54,957	56,606
7	46,716	48,118	49,561	51,048	52,580	54,157	55,782	57,455
8	51,485	52,866	54,248	55,628	57,472	59,314	60,235	61,155
9	52,866	54,248	55,628	57,009	58,852	60,694	61,615	62,537
10	54,248	55,628	57,009	58,392	60,234	62,075	62,997	63,918
11	55,628	57,009	58,392	62,998	64,840	66,681	67,602	68,524
12	57,009	58,392	62,998	64,840	66,681	68,524	69,445	70,366
13	58,392	62,998	64,840	66,681	68,524	70,366	71,286	72,207
14	59,774	64,840	66,681	68,524	70,366	72,207	73,128	74,050
15	61,155	66,681	68,524	70,366	72,207	74,050	74,971	75,892
16	-	68,524	70,366	73,127	74,970	76,812	77,733	78,653
17	-	70,366	72,207	74,970	76,812	78,653	79,574	80,495
18	-	72,207	74,050	76,812	78,653	80,495	81,417	82,338
19	-	-	75,892	78,653	80,495	82,338	83,258	84,179
20	-	-	77,733	80,495	82,338	84,179	85,100	86,021
21	-	-	79,576	83,259	85,101	86,943	87,864	88,785
22	-	-	-	85,101	86,943	88,785	89,706	90,627
23	-	-	-	86,943	88,785	90,627	91,547	92,469
24	-	-	-	88,785	90,627	92,469	93,390	94,311
25	-	-	-	90,627	92,469	94,311	95,232	96,153
26	-	-	-	-	-	-	99,994	-
27	-	-	-	-	97,075	-	98,916	100,757
30	-	-	-	-	100,318	-	-	-
30	-	-	81,418	-	-	-	-	-
33	-	-	-	-	103,040	-	-	-
33	-	-	-	-	103,478	-	-	-
34	-	-	-	-	104,722	-	-	-
38	-	-	-	-	-	-	112,896	-

*According to the system devised by the IEA, each person will be placed at the same step on the 2003-04 salary schedule that he or she was at on the 2002-03 schedule. Each person who was at Step 7 or beyond during 2002-03 will remain at that step through the three years of this contract. Each person who was at Step 1-6 in 2002-03 will be at the same step for 2003-04, but will advance one step in 2004-05 and another step in 2005-06; however, these persons will not advance beyond Step 7.

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	2003-04	2004-05	2005-06
1	$39,501	$41,081	$42,724
2	$40,094	$41,697	$43,365
3	$40,695	$42,323	$44,015
4	$41,305	$42,958	$44,676
5	$41,925	$43,602	$45,346
6	$42,554	$44,256	$46,026
7	$43,192	$44,920	$46,716
8	$47,601	$49,505	$51,485
9	$48,878	$50,833	$52,866
10	$50,156	$52,162	$54,248

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 2003-04	Percent 2004-05	Percent 2005-06
Activities Director	11	11	11
Art Club Sponsor	3	3	3
Chess Club Sponsor	3	3	3
Children's Theater - Spring			
Head Sponsor	6	6	6
Asst. 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
Concert Band Head Sponsor	**6**	**6**	**6**
Assistant Concert Band	**4**	**4**	**4**
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
Entrepreneur Club	3	3	3
Foreign Language Club Sponsor	4	4	4
Great Books	6	6	6
J.E.T.S. LEADER – 6 ASST – 6	7	7	7
Marching Band Head Sponsor	**10**	**11**	**12**
Assistant Marching Band	**6**	**7**	**8**
Mathletes Team:			
Head	7	7	7
Assistant	5	5	5

Clubs and Activities (cont.)

Position	Percent 2003-04	Percent 2004-05	Percent 2005-06
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
Newspaper			
Sponsor teaches class	2.5	2.5	2.5
Sponsor does not teach	6	6	6
~~Office Education~~ N/A	3	3	3
~~Outdoor Club~~ N/A	5	5	5
	5	5	5
	3	3	3
Scholastic Bowl	2	2	2
Science Club	7	7	7
Science Fiction Club	3	3	3
Social Studies Club	3	3	3
Speech Sponsor	7	7	7
SPEECH ASST.	3.5		
Student Council			
Head Sponsor	10	10	10
Assistant Sponsor	7	7	7
Yearbook	10	10	10

Paid Jan & April - May

Clubs and Activities (cont.)

EARLY BIRD CLASS = 45 MIN.

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

$48.00 /BLOCK

Summer School Teaching; Curriculum/Instruction Projects: B.T.W.

$28.00

Substituting for After School Detention Program; Saturday Detention Program: 4 HRS

M-TH DETENTIONS ARE 1 1/2 HR.

FRIDAY DETENTIONS ARE 45 MIN.

$25.00 /HR.

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

$25.00 /HR.

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 DIST. 210

Athletics

Position	Percent 2003-04	Percent 2004-05	Percent 2005-06
Assistant Athletic Director	11	11	11
Conditioning Coach	8	8	8
Strength Coach	8	8	8
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	9
Golf Head Coach	11	11	11
Golf Assistant Coach	7	7	7
Soccer Head Coach	11	11	11
Soccer Assistant Coach (3)	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
Girls' Sports:			
Basketball Head Coach	15	15	15
Basketball Assistant Coach	9	9	9
Bowling Coach	11	11	11
Golf Head 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
Tennis Head Coach	11	11	11
Tennis Assistant Coach	7	7	7
GIRLS SWIMMING COACH (03/04) 7½	9		

Girls Sports (cont.)

* 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.

Volleyball Head Coach	15	15	15
Volleyball Assistant Coach (4)	9	9	9

PAID

Pom Pon Sponsor			
Fall Football	4	4	4
Winter Basketball	5	5	5
Spring	2	2	2

Cheerleader Sponsors:			
Basketball	6	6	6
Football	6	6	6
Wrestling	4	4	4

Event Supervisors

Athletic Ticket Sellers	$45.00
Bus Sponsors	50.00
Class Sponsors, Chaperones, and Supervisors	45.00
Track Workers	50.00
Timer, Scorer, Announcer and Supervisor:	
Football	60.00
All Sports other than Football and Track	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.

Summer Coaching

Each sport which submits a summer coaching schedule will receive $200.00 per day.