AGREEMENT

Between

The Board of Education
Lemont Township High School District 210
Cook/DuPage Counties of Illinois

and the

Association of Lemont Teachers

July 1, 2013 – June 30, 2016

TABLE OF CONTENTS

Page

PREAMBLE 1

ARTICLE I - RECOGNITION AND BOARD RIGHTS 1

1.1 Recognition 1
1.2 Teacher Defined 1
1.3 Board Rights 1
1.4 Fair Share 2

ARTICLE II - TEACHER ASSOCIATION RIGHTS 3

2.1 Teacher Discipline 3
2.2 Non-Discrimination 3
2.3 Right Of Representation 3
2.4 Personnel File 3
2.5 School Code Rights 3
2.6 Staff Representation 3
2.7 Association Leave 4
2.8 Dispute Resolution 4
2.9 Vacancies and Promotions Posted 4
2.91 Event Worker Positions 4
2.10 Board Packet 4

ARTICLE III - SCHOOL CALENDAR 4

3.1 School Calendar 4
3.2 School Year 5
3.3 Teacher Work Day 5

ARTICLE IV - TEACHER EVALUATION 5

4.1 Minimum Requirements 5
4.2 Orientation 5
4.3 Instructional Improvement/Evaluation Plan 6
4.4 Formal Observations 6
4.5 Instructional Improvement/Evaluation Committee 6
4.6 Employee Evaluation Statement 6
4.7 Association Rights and Management Rights 6
4.8 Dismissals, Professional Development Plans, and Formal Remediation Plans 6

ARTICLE V - TEACHER COMPENSATION AND FRINGE BENEFITS 7

5.1 Experience Credit 7
5.2 Twelve-Month Pay Schedule 7
5.3 Mileage 7
5.4 Major Medical, Term, and Dental Insurance 7
5.41 Insurance Committee 8
5.5 Professional Growth Reimbursement and Salary Adjustments 9
5.51 Tuition 9
5.52 Additional Training 9
5.53 Salary Adjustments 9

5.54 Undergraduate Credit - Full Credit 9
5.55 Graduate Credit 9
5.6 Contribution to Teachers' Retirement System 10
5.61 Portion Withheld by District 10
5.62 Hold Harmless 10
5.7 Retirement (Ordinary Non-AERO Retirement) 10
5.8 Part-Time Teachers 12
5.81 Fringe Benefits – Part-Time Teachers 12
5.82 Seniority and Step Advancement – Part-Time Teachers 12
5.9 Job Share Opportunity 12
5.10 Dependent Care Expenses 13
5.11 Teaching and Learning Night 13
5.12 Seniority 13
5.13 Extra-Curricular Committee 14

ARTICLE VI - NON-INTERRUPTION OF WORK 15
6.1 Work Stoppage 15

ARTICLE VII - LEAVES 15

7.1 Leave of Absence Without Pay 15
7.11 Leave of Absence 15
7.12 Written Request – Leave of Absence w/o Pay 15
7.13 Benefits – Leave of Absence w/o Pay 15
7.14 Seniority – Leave of Absence w/o Pay 16
7.15 Tenure Status Leave of Absence w/o Pay 16
7.16 Proportioning of Medical/Personal Paid Leave - Leave of Absence 16
7.17 Returning Statement 16
7.2 Leave with Pay - Medical 16
7.21 Days of Entitlement – Medical Leave 16
7.22 Use of Medical Leave for Child Birth 16
7.23 Deduction Provision – Medical Leave 17
7.24 Exceeding Allotment – Medical Leave 17
7.25 Medical Certificate – Medical Leave 17
7.26 Unused Medical Leave – Retirement 17
7.3 Leave With Pay – Personal Business 17
7.31 Days of Entitlement 17
7.32 Deduct Provisions - Period 18
7.33 Exceeding Allotment – Personal Business Leave 18
7.34 Excessive Requests – Personal Business Leave 18
7.4 Jury Duty 18

ARTICLE VIII - GRIEVANCE PROCEDURE 18

8.1 Definition 18
8.2 Procedures 19
8.3 Bypass 20

ARTICLE IX - NEGOTIATIONS PROCEDURE 20

9.1 Negotiations Provisions 20

ARTICLE X - EFFECTIVE AGREEMENT 20

10.1 Terms and Conditions 20
10.2 Teacher Contracts 20
10.3 Court Ruling 20

ARTICLE XI - PROFESSIONAL DUES 21

11:1 Dues Check-Off 21
ARTICLE XII –DURATION OF AGREEMENT 21
12.1 Length of Agreement 21
ARTICLE XIII - EXECUTION OF AGREEMENT 21
APPENDIX A - Salary 22
APPENDIX B - Extra-Curricular Base Schedule 26
Clubs and Activities 27
Athletics 30
Event Supervisors 32
APPENDIX C - Promissory Note 35

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 Teacher Defined

As used herein the word "teacher" refers to all of the members of the bargaining unit, including, but not limited to: teacher, social worker, guidance counselor, dean, school nurse, school psychologist, LRC Director, speech pathologist, and division chair.

1.3 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.

1.4 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, whichever 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.

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.

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, sexual orientation or national origin. See Section 2.8 below for resolution of any dispute regarding this section.

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 compensation, the teacher shall be provided with the reason for the meeting via email and shall be entitled to have a member of the Association present. When a teacher is required to appear before the Board, the teacher shall be advised of the reason(s) for the meeting in writing at least five (5) work days prior to the Board meeting, except in case of an extreme emergency, in which case the teacher shall be notified as soon as possible.

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, within forty-eight (48) hours of making a request, to review the contents of said teacher's file and to place therein written reactions to any of its contents provided any such written reaction is submitted by the teacher within sixty (60) calendar days following the date on which the evaluative material was added to the personnel file.

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. See Section 2.8 below for resolution of any dispute regarding this section.

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 Business

The Association will be permitted to utilize up to six (6) teacher employment days for Association activities each school term. A maximum of two (2) Association members will be released on the same day to conduct Association Business, not limited to IEA Lobby Days. The Association shall reimburse the District for all substitute costs incurred.

2.8 Dispute Resolution – Sections 2.2 and 2.5 Above

It is the desire of the parties that any dispute regarding sections 2.2 and 2.5 above be resolved in-district, if possible. Therefore, any dispute involving section 2.2 and 2.5 shall first be addressed by means of Step I, II and III of the Grievance Procedure. If the dispute remains unresolved, the parties agree that the teacher may pursue the matter by means of the appropriate governmental administrative agency or court due to the expertise of the agency or court, and not by means of Step IV of the Grievance Procedure.

2.9 Vacancies & Promotions Posted

Notice of vacancies for bargaining unit positions will be provided to ALT members via district email. Said email notification shall occur in advance of publicly posting notices except in cases of immediate need to fill the vacancy.

2.91 Event Worker Positions

To be considered for anticipated event worker positions for the forthcoming school year, ALT members shall notify the Assistant Principal for Extra-Curricular Activities/Athletic Director of their interest via district email on or before the last day of the school term.

2.10 Board Packet

The Board shall provide the Association President with a copy of the board packet, exclusive of confidential information.

ARTICLE III - SCHOOL CALENDAR

3.1 School Calendar

The Administration will seek input from the ALT membership when developing the school calendar.

3.2 School Year

The regular work year for faculty members will consist of 176 pupil attendance days (1) orientation day for freshman and transfer students, and four (4) teacher institute Five (5) emergency days will be also present in the official school calendar to allo emergency contingencies such as "snow days" when school is cancelled due to weat other emergency conditions and then the day made up in accordance with the *Code*. If these emergency days are not used, the calendar will be updated each sp reflect that change. Select faculty members may work additional days beyond the school year as part of additional responsibilities for which they receive a stipend result of their personal choice. Teachers will be dismissed at 1:00pm on the day spring break and will be released on state testing days after student dismissal.

3.3 Teacher Work Day

The length of the work day for all teachers shall not exceed 7 ¼ hours (including preparation periods and lunch periods), plus such additional time beyond 7 ¼ hours as may be reasonably necessary for completion of such routine professional responsibilities as are generally expected of teachers, including, but not limited to, being available to students, parents, other staff, and/or professional personnel, including administrators and other supervisory personnel.

A full-time teacher will teach or have assigned non-teaching responsibilities for six (6) blocks out of every eight (8) block period of time. The remaining two (2) blocks are reserved for plan and preparations. Teachers assigned to teach more than six (6) blocks will receive additional compensation per Appendix B (Overload Compensation).

Professional Learning Communities (PLCs) are a professional responsibility of all faculty members. Each faculty member is expected to serve on at least one PLC.

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 composed of an equal number of teachers chosen by the ALT Board and administrators chosen by the Superintendent or designee, and this plan shall be subject to Board and Association approval as to the procedural aspects of the plan as acknowledged in section 4.7 below.

4.4 Formal Observations

Formal observations of a teacher shall be conducted with the full prior knowledge of the teacher and in accordance with the Lemont Township High School Instructional Improvement/Evaluation Plan. This provision shall not be construed to limit informal, unannounced observations, the results of which may be considered as part of the teacher's evaluation.

4.5 Instructional Improvement/Evaluation Committee

A joint committee composed of an equal number of teachers chosen by the ALT Board and administrators chosen by the Superintendent or designee shall monitor and assess the Instructional Improvement/Evaluation Plan.

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, provided the teacher does so within sixty (60) calendar days following notice to the teacher of such evaluations or other material.

4.7 Association Rights and Management Rights

The parties acknowledge the right of the Association to receive notice and an opportunity to negotiate any changes to the procedural aspects of the Lemont Township Instructional/Evaluation Plan, and the management rights of the Board to establish substantive criteria for the plan.

4.8 Dismissal, Professional Development Plans, and Formal Remediation Plans

Dismissal of non-tenured teachers, professional development plans, and formal remediation plans shall be at the discretion of the Board. Tenured teacher dismissals, professional development plans and formal remediation plans shall be handled exclusively by the procedures established by the Illinois State Board of Education. Consequently, dismissal procedures for both non-tenured and tenured teachers,

professional development plans and formal remediation for tenured teachers shall not be subject to the grievance procedure.

Section 2.1 shall not apply to dismissal, professional development plans, and formal remediation plans.

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 distributed in twenty-six (26) pays on a twelve-month basis via direct deposit. Extra duty pay and miscellaneous reimbursements will be distributed via direct deposit.

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 Major Medical, Term, and Dental Insurance

All teachers will receive a Major Medical Insurance Plan, $30,000-Term Life Insurance, and Dental Insurance. The rules and regulations of the Illinois State Insurance Commission shall apply to the insurance plans.

2013-2014 Insurance Contribution

The Board will pay the amount of the entire 2012-2013 premium for each teacher and 50% of the 2012-2013 premium for dependent medical and dental coverage, plus the amount of the 2013-2014 premium increase, if any, up to 12.5% over the 2012-2013 premium, according to the same contribution formula (100% for the teacher and 50% for dependent coverage), plus $350 in additional dependent medical and/or dental coverage. Each teacher electing to take District insurance coverage shall pay the amount of premium increase, if any, which is in excess of 12.5% over the 2012-2013 premium. Any teachers not electing to participate in the program will not be reimbursed or offered any alternates. The District may elect to offer an HMO option.

2014-2015 Insurance Contribution

Effective the 2014-2015 contract year, each teacher electing to take District insurance coverage shall continue to pay the amount of the premium increase, if any, as was paid by the teacher in 2013-2014 plus the amount of the 2014-2015 premium increase, if any, which is in excess of 12.5% over the 2013-2014 premium, with the Board continuing to pay the amount of the premium increase, if any, as was paid by the Board in 2013-2014 plus the first 12.5% of any 2014-2015 premium increase, except that the Board's payment of the first 12.5% of any 2014-2015 premium increase shall be made in accordance with the 2013-2014 contribution formula specified above.

2015-2016 Insurance Contribution

Effective the 2015-2016 contract year, each teacher electing to take District insurance coverage shall continue to pay the amount of the premium increase, if any, as was paid by the teacher in 2014-2015 plus the amount of the 2015-2016 premium increase, if any, which is in excess of 12.5% over the 2014-2015 premium, with the Board continuing to pay the amount of the premium increase, if any, as was paid by the Board in 2014-2015 plus the first 12.5% of any 2015-2016 premium increase, except that the Board's payment of the first 12.5% of any 2015-2016 premium increase shall be made in accordance with the 2013-2014 contribution formula specified above.

Insurance provisions, regulations, and exclusions are outlined and explained in the Lemont Township High School District 210 Employees' Group Health Plan and any periodic supplements. A copy of this plan and supplements will be provided to all certified employees who have not been provided a current copy previously. The failure of an employee to receive a copy of the plan or supplement shall have no affect whatsoever on the insurance obligations of the District. The parties acknowledge that any changes in the benefits as outlined in the plan shall be subject to the law regarding the right of the parties to receive notice of proposed changes and an opportunity to negotiate.

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.

5.41 Insurance Committee

An insurance committee composed of up to five (5) members appointed by the board and up to five (5) members appointed by the ALT Executive Board will meet as needed or requested to review problems with the current insurance plan,

discuss needed changes and or adjustments to the current plan as well as the possibility of changing insurance providers. This committee shall be considered advisory in nature only and shall be empowered only to make recommendations to the parties.

5.5 Professional Growth Reimbursement and Salary Adjustments

5.51 Tuition

Excluding individuals in a doctoral program, the Board of Education will pay each teacher the maximum of $110 per credit hour or the maximum of $74 per quarter hour for each course pre-approved by the Superintendent under 5.55. The tuition rate will revert back to the $150 per credit hour and $100 per quarter hour upon completion of this Agreement.

5.52 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 pre-approval must be documented and signed by the superintendent.

5.53 Salary Adjustments

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

5.54 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.

5.55 Graduate Credit

Graduate courses may count toward a lane change when these courses are pre-approved and are part of a pre-approved graduate level degree or certificate program from an accredited university. The degree must (1) be in the area in which the teacher is certified, in the area in which the teacher is currently teaching, or be based on teaching pedagogy, and (2) be deemed in the best interest of the District by the Superintendent. Graduate courses or programs which are not part of a pre-approved graduate level degree or certificate program as described above may be approved by the Superintendent under unique circumstances provided it is acknowledged by the parties that such approval

shall be considered the exception to the rule and such requests may be denied by the Superintendent within his/her discretion.

5.6 Contribution to Teachers' Retirement System

5.61 Portion Withheld By District

Pursuant to authority granted by the Pension Reform Act, 1974, Section 414(h), of the Internal Revenue Code, the Board shall remit (deduct) for each teacher the applicable statutory percentage 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.

5.62 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.

5.7 Retirement (Ordinary Non-ERO Retirement)

In general, staff retirements shall be effective at the close of the regular school year. To receive maximum retirement benefits, teachers 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.

Teachers who voluntarily retire and who have at least 15 years of District service as defined in this section shall follow the conditions listed below for the teachers to terminate their employment.

- All service must be as a full-time certified staff member (e.g., faculty, administrative, etc.) with the District. There shall be no credit for part-time certified service or any non-certified service.

- The applicant must be a full-time or part-time teacher at the time of application and retirement, provided that a teacher who is part-time at the time of application or retirement must have previously been credited with 15 years of full-time service as defined in the preceding paragraph.

- Years of service need not be consecutive. Unpaid breaks in service of a semester or greater shall not be credited (e.g. unpaid leaves, layoff, etc.)

- The applicant must be non-ERO eligible by being either at least 60 years of age or at least age 55 and having at least thirty-five (35) years of TRS creditable service as of the separation date.

- The applicant must NOT have received an increase in creditable earnings of greater than 6% in any year preceding commencement of the "106%" salary enhancement which, if combined with the years of this plan, would have resulted in a TRS penalty to the District (so-called "look back"); and

- The applicant has submitted a signed promissory note (in the form appearing as Appendix C to this Agreement) wherein the teacher promises to pay back the difference between the sum of the total salary enhancements received under this plan minus the actual salary the teacher would have received in accordance with the regular salary schedule of the District, if a change in the teacher's retirement date results in any TRS penalty to the District; and

- An irrevocable notice of retirement must be submitted by June 30 of the year prior to the year in which the retirement benefits of this section shall commence.

- For those teachers who meet the above eligibility requirements of this section and elect to purchase TRIP HMO insurance, the Board of Education will pay directly to TRS on behalf of the retiree one hundred percent (100%) of the major medical insurance premium for the individual retiree.

  The individual teacher must have been enrolled in the District's insurance program no later than the enrollment period immediately preceding the date by which this Agreement requires notice of retirement, and must maintain such coverage until the teacher's final date of employment.

  Payments for the teacher , shall continue until the teacher's age of eligibility for Medicare or death, whichever occurs first. In addition, the Board will pay one hundred percent (100%) of the dental insurance premium on the plan available in the District for the individual teacher only. Also, the teacher may elect to continue participation of his/her dependent(s) on the District dental plan, with such dependent's premium to be paid by the teacher until the teacher's age of eligibility for Medicare or death, provided such dependents were covered at the time of retirement.

- In addition, teachers who meet the above eligibility requirements and have submitted their irrevocable notice of retirement will receive an annual salary in an amount equal to one hundred and five percent (105%) of their prior year's base salary (excluding other extra curricular or stipend payments) for a maximum of their last four (4) years (with three (3), two (2), or one (1) year options available) of full-time employment or until retirement, whichever occurs first, in lieu of any scheduled salary.

- Should a teacher die prior to reaching an age of eligibility for Medicare, payments will cease.

5.8 Part-Time Teachers

The Association and the Board recognize that the educational needs of the school are best met through the employment of full-time teachers for all teaching positions whenever possible.

5.81 Fringe Benefits – Part-Time Teachers

Part-time teachers employed eighty percent of a full-time assignment or more shall receive those insurance benefits afforded by the Board of Education to the full-time staff. Part-time teachers employed for less than eighty percent of a full-time assignment shall not receive any of the insurance benefits afforded to full-time staff, except that those teachers who were involuntarily reduced to a position of sixty percent or more shall continue to receive those insurance benefits afforded to full-time teachers. Part-time teachers, whether above or below eighty percent, shall be afforded a proportionate share, calculated on an hourly basis, of the sick leave and personal leave days granted to full-time employees. For example, using fifteen (15) days per year (6 hours each day), a full-time teacher would get 90 hours of leave per year, and a part-time teacher working a sixty percent assignment would get sixty percent of that leave, or 54 hours, per year.

5.82 Step Advancement - Part-Time Teachers

A part-time teacher who is employed eighty percent (80%) time or more shall be permitted to advance one step on the salary schedule for each year employed in such capacity unless provided otherwise in the Agreement. A part-time teacher who is employed less than eighty percent (80%) shall not be permitted to advance on the salary schedule.

5.9 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.

5.10 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 by the participants as follows:

A. Annual fees will be shared equally by the participants of the program.

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

5.11 Teaching and Learning Night

It is the professional obligation and responsibility of teachers to be present at the Teaching & Learning event in the fall semester. In exchange for the time worked, a 1:00 p.m. dismissal will be in place on the Wednesday preceding Thanksgiving Day and the last day of final exams prior to Winter Break, provided that teachers shall fulfill all their professional duties/responsibilities prior to leaving for Thanksgiving and Winter Break, including, but not limited to, completing and submitting semester grades.

5.12 Seniority

A. Seniority Defined

Length of continuous service in the District as utilized in Section 24-12 of *The School Code* will be defined as follows:

(1) Years of full-time continuous service as a teacher in the District. A part-time teacher does not accrue seniority except for when a teacher is involuntarily reduced to part-time. Time on unpaid leaves of absence of more than ninety (90) consecutive working days will not be counted in determining seniority. Such unpaid leaves of absence approved by the Board will not constitute an interruption of teaching service.

(2) If total continuous service as a teacher with the District is equal between two or more teachers, then the order of dismissal and/or recall will be determined by the date of hire, which shall be defined as the date on which the Board took action to approve the teacher's hire. The teacher with the earliest date of hire shall have the most District seniority.

(3) If a tie remains after the application of the procedures as described in (1), or (2) above, then the order of dismissal and/or recall will be determined by horizontal credit on the salary schedule with the person with more credit considered senior.

(4) If a tie remains after the application of the above procedures, the order of dismissal and/or recall will be decided by drawing lots.

B. Seniority List

The ALT President shall receive an updated seniority list by January 15th of each year.

5.13 Extra-Curricular Committee

A committee shall be formed as an advisory body to discuss extra-curricular positions and compensation and to make non-binding recommendations to the administration regarding same. This committee shall consist of no fewer than three members appointed by ALT Executive Board and no fewer than three members of the administration.

The committee shall meet when needed or requested. Meetings can be initiated by either ALT or the administration.

The committee shall provide input on changes to compensation for positions associated with existing extra-curricular clubs, sports, activities, and organizations.

When a new club, sport, activity, or organization not contained in this Agreement is approved by the District 210 Board of Education, the committee shall meet before the end of the academic year to provide input to the administration regarding compensation for the associated sponsor, advisory, or coaching position.

The committee shall use the following criteria, which may be amended by the committee as needed, to recommend changes:

a. Competitiveness (as applicable)

b. Length of season/program

c. Level of responsibility

d. Number of competitions (as applicable)

e. Number of meetings/events

f. Professional competitive rates (as applicable)

g. Student enrollment

ARTICLE VI - NON-INTERRUPTIO

6.1 Work Stoppage

The Association agrees that neither
by the Agreement will instigate, pro
slowdown, concerted stoppage of w
operations of the Board regardless o
agreement.

ARTICLE VII - LEAVES

7.1 Leave of Absence Without Pay

7.11 Leave of Absence

A leave of absence without pa
child-rearing, or physical in
recommendation of the Super
semesters. If it is in the be
additional two semesters can b

Family medical leave will b
accordance with the *Family*
Access or teacher handbook fo

Parent/child-rearing leave wil
accordance with the Board P
Employee Access or teacher ha

7.12 Written Request - Leave o

A written request for a leave o
1st, for fall semester considera
consideration. When emergen
from being met, a written requ

7.13 Benefits - Leave of Absen

A teacher on leave of absence
life, and dental, in effect by m
his/her own expense. Lack
termination of this benefit.

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 four (4) 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* (refer to Skyward Employee Access or teacher handbook for complete details of FMLA).

Parent/child-rearing leave will be granted within this general leave section in accordance with the Board Policy on Child-Rearing Leave (refer to Skyward Employee Access or teacher handbook for complete details).

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

A teacher 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 Abse w/o Pay

A teacher granted leave under provision for more not accrue seniority or advanc he salary schedule

7.15 Tenure Status Leave of A ce w/o Pay

Accrual of tenure shall be in a ance with the *Illino*

7.16 Proportioning of Medica sonal Paid Leave w/o Pay

A teacher who is granted an d leave for a semes allotted paid medical or per business leave days which the leave is taken. A t who is granted an u school year will receive none allotted paid medica days for the school year in wh e leave is taken.

7.17 Returning Statement

The teacher shall notify the ntendent of his/her c terminate his/her position a t ninety (90) calen beginning of the semester in w he reinstatement is to

7.2 Leave with Pay - Medical

The Board shall grant sick leave at to any teacher for a personal illness, quarantine at home, s illness or death inv the immediate family (as defined by inois School Code) o adoption, or placement for adoption. oard shall grant medi any teacher for absences resulting e death of any mem family as defined by the Illinois Sch le. Employees shall a their Division Chair, the Principal, a uperintendent for any

7.21 Days of Entitlement - Me Leave

Each full-time teacher is ent 15 days of medical accumulation of medical leav s unlimited.

7.22 Use of Medical Leave fo Birth

Any teacher who gives birth ld may use accumulate recuperation purposes for any day during a six-week on the day of the child's birt edical certificate is req with Section 7.25.

7.14 Seniority - Leave of Absence w/o Pay

A teacher granted leave under this provision for more than ninety (90) days does not accrue seniority or advance on the salary schedule while on leave.

7.15 Tenure Status Leave of Absence w/o Pay

Accrual of tenure shall be in accordance with the *Illinois School Code*.

7.16 Proportioning of Medical/Personal Paid Leave - Leave of Absence w/o Pay

A teacher 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. A teacher 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.

7.17 Returning Statement

The teacher 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, quarantine at home, serious illness or death involving any member of the immediate family (as defined by the Illinois School Code) or household, or birth, adoption, or placement for adoption. 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 electronically to their Division Chair, the Principal, and the Superintendent for any medical leave.

7.21 Days of Entitlement - Medical Leave

Each full-time teacher 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 teacher 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 in accordance with Section 7.25.

7.23 Deduction Provision - Medical Leave

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

7.24 Exceeding Allotment - Medical Leave

Teachers who exceed their total number of accumulated sick days shall be docked 1/181 of the yearly salary for each day absent.

7.25 Medical Certificate - Medical Leave

The Board may require certification as a basis for pay during leave after an absence of five (5) days for personal illness or thirty (30) days for birth or as the Board may deem necessary in other cases. This certificate should confirm the teacher's need to miss work and his/her ability to return to full-time employment. If the Board does require a certificate as a basis for pay during leave of less than five (5) days for personal illness, the Board shall pay the expenses incurred by the teacher in obtaining the certificate. For paid leave for adoption or placement for adoption, the Board may require that the teacher provide evidence that the formal adoption process is underway, and such leave is limited to 30 days.

7.26 Unused Medical Leave - Retirement

Upon retirement from District 210, the District shall assist each teacher in verifying and applying the accumulated unused sick days to pension credit through TRS to the extent permitted by law.

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 teacher's work day. Teachers shall apply electronically to their Division Chair, the Principal, and 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 teacher 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 break 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 teacher 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 (5) such days. When the personal leave bank is at its maximum of five (5) days, additional unused personal business days will be added to accumulated medical leave and shall be available for the teacher's use as sick leave.

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

Teachers who exceed their total number of accumulated personal business days shall be docked 1/181 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.

7.4 Jury Duty

Any employee who is required to serve on a jury of any court shall be excused from work without loss of pay, sick, or personal time for the days on which the employee must be present for such service and on which he or she would otherwise have been scheduled to work.

ARTICLE VIII - GRIEVANCE PROCEDURE

8.1 Definition

A Grievance shall be any claim by the Association, a teacher, or group of teachers 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 a teacher and the Employer to resolve problems through free and informal communications. However, a grievance shall be processed as follows:

A. Step I

The grievant shall present the grievance in writing within fifteen (15) days of the incident giving rise to the grievance, or within fifteen (15) days of the date on which a reasonable person should have known of the existence of a grievance. In so doing, the grievance shall set forth the details of the alleged violation, the specific sections of the Agreement allegedly violated and the remedy sought. 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 five (5) 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.

D. Step IV

If the Association is not satisfied with the disposition of the grievance at Step II, 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 within sixty (60) days of either party's request or on or before March 1 of the last year of the contract or such other date as the parties may mutually agree, and shall bargain as per the *Illinois Educational Labor Relations Act* and its Rules and Regulations. Each party shall appoint no more than seven (7) representatives to its negotiations committee, in addition to legal counsel and/or IEA Uniserv Director.

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 Teacher Contracts

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

10.3 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 affect 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, 2013, and shall continue in full force and effect through June 30, 2016.

ARTICLE XIII - EXECUTION OF AGREEMENT

This Agreement is signed this _____ day of _____, 2013.

IN WITNESS THEREOF:

For the Association of the Lemont Teachers:

_____ _____

President Secretary

For the Board of Education School District 210:

_____ _____

President Secretary

APPENDIX A – SALARY

.906 is TRS amount

2013-2014 SALARY SCHEDULE (TRS Included)							
Step	BA+0	BA+15	MA+0	MA+15	MA+30	MA+45	CAS* 2nd MA* MA+60
1	$49,416	$50,898	$56,117	$57,800	$59,535	$61,921	$63,778
2	$50,579	$52,097	$58,954	$60,723	$62,544	$64,421	$66,354
3	$51,842	$53,396	$59,751	$61,543	$63,389	$65,291	$67,250
4	$53,267	$54,865	$61,241	$63,078	$64,970	$66,920	$68,928
5	$54,758	$56,401	$62,940	$64,829	$66,774	$68,777	$70,841
6	$56,292	$57,980	$64,388	$66,320	$68,309	$70,358	$72,470
7	$57,867	$59,604	$65,869	$67,845	$69,880	$71,977	$74,136
8	$59,488	$61,272	$67,384	$69,406	$71,487	$73,632	$75,842
9	$61,154	$62,988	$68,934	$71,002	$73,132	$75,326	$77,586
10	$62,866	$64,752	$70,520	$72,635	$74,814	$77,058	$79,370
11	$64,626	$66,565	$72,142	$74,306	$76,534	$78,831	$81,196
12	$66,435	$68,429	$73,801	$76,015	$78,295	$80,643	$83,063
13	$68,296	$70,345	$75,492	$77,757	$80,096	$82,499	$84,974
14	$70,208	$72,314	$77,225	$79,542	$81,938	$84,396	$86,928
15	$71,823	$73,977	$78,998	$81,369	$83,822	$86,337	$88,928
16	$73,475	$75,679	$81,100	$83,532	$85,832	$88,323	$90,973
17	$75,165	$77,419	$83,246	$85,742	$87,705	$90,339	$93,049
18	$76,894	$79,200	$85,270	$87,827	$89,604	$92,231	$94,997
19	$78,662	$81,022	$87,620	$90,249	$91,838	$94,410	$96,604
20	$80,472	$82,885	$89,956	$92,655	$94,287	$96,927	$99,834

Longevity Increment: Steps 21 and beyond $2,000 from previous year's salary.

*Not available to teachers hired after the 2012-2013 school year.

A part-time teacher who is employed less than eighty percent (80%) will receive a flat increase each year of this Agreement, which shall be equal to the teacher's FTE multiplied by $489.

.906 is TRS amount

2014-2015 SALARY SCHEDULE (TRS Included)							
Step	BA+0	BA+15	MA+0	MA+15	MA+30	MA+45	CAS* 2nd MA* MA+60
1	$49,416	$50,898	$56,117	$57,800	$59,535	$61,921	$63,778
2	$50,579	$52,097	$58,954	$60,723	$62,544	$64,421	$66,354
3	$51,842	$53,396	$59,751	$61,543	$63,389	$65,291	$67,250
4	$53,267	$54,865	$61,241	$63,078	$64,970	$66,920	$68,928
5	$54,758	$56,401	$62,940	$64,829	$66,774	$68,777	$70,841
6	$56,292	$57,980	$64,388	$66,320	$68,309	$70,358	$72,470
7	$57,867	$59,604	$65,869	$67,845	$69,880	$71,977	$74,136
8	$59,488	$61,272	$67,384	$69,406	$71,487	$73,632	$75,842
9	$61,154	$62,988	$68,934	$71,002	$73,132	$75,326	$77,586
10	$62,866	$64,752	$70,520	$72,635	$74,814	$77,058	$79,370
11	$64,626	$66,565	$72,142	$74,306	$76,534	$78,831	$81,196
12	$66,435	$68,429	$73,801	$76,015	$78,295	$80,643	$83,063
13	$68,296	$70,345	$75,492	$77,757	$80,096	$82,499	$84,974
14	$70,208	$72,314	$77,225	$79,542	$81,938	$84,396	$86,928
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18	$76,894	$79,200	$85,270	$87,827	$89,604	$92,231	$94,997
19	$78,662	$81,022	$87,620	$90,249	$91,838	$94,410	$96,604
20	$80,472	$82,885	$89,956	$92,655	$94,287	$96,927	$99,834

Longevity Increment: Steps 21 and beyond $2,000 from previous year's salary.

*Not available to teachers hired after the 2012-2013 school year.

A part-time teacher who is employed less than eighty percent (80%) will receive a flat increase each year of this Agreement, which shall be equal to the teacher's FTE multiplied by $489.

2015-2016 SALARY SCHEDULE (TRS Included)							
Step	BA+0	BA+15	MA+0	MA+15	MA+30	MA+45	CAS* 2nd MA* MA+60
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19	$78,662	$81,022	$87,620	$90,249	$91,838	$94,410	$96,604
20	$80,472	$82,885	$89,956	$92,655	$94,287	$96,927	$99,834

Longevity Increment: Steps 21 and beyond $2,000 from previous year's salary.

*Not available to teachers hired after the 2012-2013 school year.

A part-time teacher who is employed less than eighty percent (80%) will receive a flat increase each year of this Agreement, which shall be equal to the teacher's FTE multiplied by $489.

Appendix A – Footnotes

1. Based on approved scattergrams dated April 15, 2013 for the 2012-2013 school year equaling a total cost of $7,472,391 new schedules shall equal:

2013-2014	2.18% total increase over the 2012-2013 scattergram
2014-2015	2.21% total increase over the 2013-2014 scattergram
2015-2016	2.20% total increase over the 2014-2015 scattergram

*The scattergram being used by the parties does not include teachers receiving retirement incentives nor does it include projected new hires.

2. All lane headings that represent credit hours after a certain degree (e.g., BA+15) are in reference to semester hours. Any credit hours based on quarter hours should be converted to semester hours using the following formula: 1 semester hour equals 1.5 quarter hours.

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:

Salary Stipend: Percentage x Experience Base Figure

Longevity: Steps 11-19 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.

Step	2013-2014	2014-2015	2015-2016
1	$ 49,416	$ 49,416	$ 49,416
2	$ 50,579	$ 50,579	$ 50,579
3	$ 51,842	$ 51,842	$ 51,842
4	$ 53,267	$ 53,267	$ 53,267
5	$ 54,758	$ 54,758	$ 54,758
6	$ 56,292	$ 56,292	$ 56,292
7	$ 57,867	$ 57,867	$ 57,867
8	$ 59,488	$ 59,488	$ 59,488
9	$ 61,154	$ 61,154	$ 61,154
10	$ 62,866	$ 62,866	$ 62,866

62,866 x 1.07 x .0·

LEMONT TOWNSHIP HIGH SCHOOL DISTRICT 210

Clubs and Activities

Sub-Category:	I	Management		
Parameters:	*A*	*Level of Responsibility*		
	B	*Student Impact*		
	8	Activities Director*	8	PAC Manager*

*In addition to the stipend, the position receives one (1) non-teaching block per semester.

Sub-Category:	II	Competitive – EC							
Parameters:	*A*	*Length of Season*							
	B	*Number of Competitions*							
	C	*Level of Responsibility*							
	D	*Student Impact*							
	8	Mathletes	5	Chess	5	FBLA	3	Bass Fishing	
	8	Speech	5	Contest Play	4	Robotics	4	TSA	
			5	Group Interpretation	4	Scholastic Bowl	3	WYSE	
			5	Mathletes Assistant					
			5	Speech Assistant (2)					

Sub-Category:	III	Performance – EC				
Parameters:	*A*	*Length of Season*				
	B	*Level of Responsibility*				
	C	*Student Impact*				
	7	Drama Club - Fall Play Director	5	Drama Club - Fall Play Technical/Assistant Director	3 or 4**	Drama Club - Fall Play Set Construction
	7	Drama Club - Winter Play Director	5	Drama Club - Winter Play Technical/Assistant Director	3 or 4**	Drama Club - Winter Play Set Construction
			5	Musical Accompanist	3 or 4**	Musical Set Construction
			5	Musical Acting Director	4	Musical Technical/Assistant Director
			5	Musical Choreographer		
			5	Musical Orchestra Director		
			5	Musical Producer		

390 is teaching theater tech

5	Musical Vocal Director		
5	Drama Club (now includes Children's Play direction, Theaterfest, and Club organization & Actvitiies		

**A three percent (3%) stipend is paid if the position is filled by a teacher who is instructing the Theater Tech classes, otherwise a four percent (4%) stipend is paid.

Sub-Category:	IV	Co-Curricular						
Parameters:	*A*	*Competitive/Non-Competitive*						
	B	*Length of Program/Season*						
	C	*Level of Responsibility*						
	D	*Student Impact*						
	13	Marching Band	7	Concert Band	5	Concert Band Assistant	4	Creative Writing Journal
			9	Marching Band Assistant	5	Newspaper	3	Great Books - Freshman*
							3	Great Books - Sophomore*
							3	Great Books - Junior*
							3	Great Books - Senior*
							*	add 1% for great books head

Sub-Category:	V	Service/Academic/Other						
Parameters:	*A*	*Number of Meetings/Events*						
	B	*Level of Responsibility*						
	C	*Student Impact*						
	9	Yearbook	8	Interact	4	Class Sponsor – Junior	3	Art Club
	7	Yearbook Assistant	8	Student Council	4	Foreign Language Club	3	Class Sponsor - Freshman
			8	National Honor Society	4	Photography	3	Class Sponsor - Sophomore
					4	Science Club	3	Class Sponsor - Senior
					4	Student Council Assistant	3	The Acceptance Group
					4	National English Honor Society		
					4	Social Studies Club	3	Project Graduation
							2	Mentor***

***Mentors will remain on step 1.

Total annual compensation for Junior Achievement Sponsorship is $5,484.40 each school year. The lead sponsor is responsible for turning in a time sheet that shows the amount of time each sponsor put in. The $5,484.40 is divided by the number of hours per sponsor.

Clubs and Activities (cont.)

Substituting for an 87-Minute (Block) Class during the Regular School Term shall be equal to:

$29.66 per hour (w/ TRS), with the rate reverting back to the 2012-13 rate of $38.82 per hour (w/ TRS) upon completion of this Agreement.

Homebound Tutoring (Pro-rated to an hourly basis):

$38.82 per hour (w/ TRS)

Summer School Teaching; Curriculum/Instruction Projects (Pro-rated to an hourly basis):

$34.22 per hour (w/ TRS)

Saturday Detention Program (Pro-rated to an hourly basis):

$30.91 per hour (w/ TRS)

Substituting for Lunch Room Supervision (Pro-rated to an hourly basis):

$30.35 per hour (w/ TRS)

After School Detention Supervision or Substituting for After School Detention Program (Pro-rated to an hourly basis):

$27.59 per hour (w/ TRS)

NOTE: Rates take effect on the first day of school in the respective years.

LEMONT TOWNSHIP HIGH SCHOOL DIST. 210

Athletics

Percent	Position Title
12	Assistant Athletic Director*
9	Athletics Conditioning
9	Athletics Strength
14	Boys Baseball (Head)
9	Boys Baseball Assistant
16	Boys Basketball (Head)
10	Boys Basketball Assistant
10	Boys Bowling (Head)
16	Boys Football (Head)
10	Boys Football Assistant
10	Boys Golf (Head)
7	Boys Golf Assistant
14	Boys Soccer (Head)
9	Boys Soccer Assistant
12	Boys Swimming (Head)
8	Boys Swimming Assistant
12	Boys Tennis (Head)
8	Boys Tennis Assistant
14	Boys Track (Head)
9	Boys Track Assistant
12	Boys Volleyball (Head)
8	Boys Volleyball Assistant
16	Boys Wrestling (Head)
10	Boys Wrestling Assistant
12	Coed Cross Country (Head)
8	Coed Cross Country Assistant

16	Girls Basketball (Head)
10	Girls Basketball Assistant
10	Girls Bowling (Head)
7	Girls Bowling Assistant
7	Girls Cheerleading (Fall) (Head)
4	Girls Cheerleading (Fall) Assistant
9	Girls Cheerleading (Winter) (Head)
6	Girls Cheerleading (Winter) Assistant
10	Girls Golf (Head)
6	Girls Poms (Fall) (Head)
4	Girls Poms (Fall) Assistant
8	Girls Poms (Winter) (Head)
6	Girls Poms (Winter) Assistant
14	Girls Soccer (Head)
9	Girls Soccer Assistant
14	Girls Softball (Head)
9	Girls Softball Assistant
14	Girls Swimming (Head)
9	Girls Swimming Assistant
12	Girls Tennis (Head)
8	Girls Tennis Assistant
14	Girls Track (Head)
9	Girls Track Assistant
14	Girls Volleyball (Head)
9	Girls Volleyball Assistant

*In addition to the stipend, the position receives one non-teaching block per semester.

Event Supervisors

(all amounts are per event and include TRS)

Athletic and PAC Ticket Sellers	$49.67
Bus Sponsors	$55.19
Chaperones and Supervisors	$49.67
Timer, Scorer, Announcer and Supervisor:	
Football	$66.23
Track	$55.19
All PAC events & sports other than Football and Track	$49.67

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

During the 2013-2014 school year, the Board shall contribute $4,436 per sport to a summer coaching stipend fund. During the 2014-2015 school year, the Board shall contribute $4,854 per sport to a summer coaching stipend fund. During the 2015-2016 school year, the Board shall contribute $4,750 per sport to a summer coaching stipend fund. After the end of this Agreement, the Board's contribution shall be $5,000 per sport. Head coaches shall receive 50% of the total money contributed, with the remaining 50% to be disbursed among assistant coaches using the appropriate formula below.

To calculate head/assistant coach per diem:

Head Coaches Pay equals 50% of total dollars divided by the total number of days head coaches contribute.

Assistant Coaches Pay equals 50% of total dollars divided by the total number of days assistant coaches contribute.

Each head/assistant coach will earn the per diem multiplied by the number of days worked over the summer.

Division Chairs

Compensation:

9% Extra Curricular salary stipend and
$25 for each full time equivalent staff supervised and
$150 for each additional department supervised and
$240 for each tenured teacher evaluated each year and
$420 for each non-tenured teacher evaluated each year.

Non-teaching Time
Each Division Chair will receive non-teaching time according to the number of staff supervised:

0-5 staff	1.0 block per day (1 release period every other day)
6-8 staff	1.5 block per day
9-10 staff	2.0 blocks per day
11+staff	2.5 blocks per day

Above are the minimum non-teaching blocks for division chairs. At the Superintendent's discretion, non-teaching time may be added. ALT members that are assigned all non-teaching blocks will still remain an ALT member.

Counselors

For additional scheduled work days during the summer, the compensation shall be the same rate as the Summer School Teaching; Curriculum/Instruction Projects.

ELL Coordinator

Effective the 2013-2014 school year, the position of English Language Learner (ELL) Coordinator shall be compensated at the rate of eight percent (8%) of the extra-curricular base schedule (Appendix B). The ELL Coordinator shall receive non-teaching time of one (1.0) block per semester. Compensation and release time may be revisited based on future enrollment of ELL students and program needs.

School Psychologist

The Director of Special Education shall be permitted to adjust the regular work year for the position of school psychologist so that up to sixty (60) hours of work may be scheduled outside the regular work year so as to accommodate student needs which may occur outside the regular school year. The aforementioned sixty (60) hours of work shall be pre-approved by the Director of Special Education.

In consideration of working the aforementioned sixty (60) hours of work, the school psychologist shall receive an hourly rate of pay for each pre-approved hour worked outside of the regular work year. The hourly rate of pay shall be equal to one-sixth (1/6) of the school psychologist's per diem

rate, which shall be equal to the school psychologist's base salary divided by the number of teacher work days in a given school year.

Summer School Staff Selection Procedures

1. The summer school director shall distribute annually by April 15, to each teacher an inquiry form that shall be completed no later than April 30 by any teacher who would be available for summer school teaching. Failure of interested teachers to respond by April 30 shall free the District from any obligation to consider that teacher for summer school teaching.

2. Summer school teaching assignments shall first be filled by qualified District 210 teachers. First priority shall be given to teachers within the department offering the summer school course. Second priority shall be given to District teachers and staff who are qualified in the subject area of the course. For purposes of this paragraph, "qualified" shall include ISBE certification, endorsements and other ISBE legal qualifications, and/or federal "highly qualified" requirements.

3. The summer school director shall notify selected teachers of their tentative assignments (contingent upon enrollment) no later than ten business days before the opening date of the summer session and of any subsequent assignment changes (such as cancellation of the class due to lack of enrollment) as soon as feasible.

4. The teacher workday shall be the length of class and an additional one half hour of plan and prep time.

Calculation of Overload Compensation

1. Per diem rate of pay = teacher's base salary from salary schedule including TRS divided by 181.

2. Rate of pay per block = teacher's per diem rate divided by 4.

3. Overload compensation = rate of pay per block multiplied by the number of days the overload is taught.

4. If the overload is less than an entire block, the rate of pay per block will be prorated proportionately.

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

MEMORANDUM OF UNDERSTANDING

DATE: August 12, 2015
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Compensation for Spirit Band for the 2015-2016 School Year

Spirit Band is an activity that has existed for at least the past 20 years. Since its inception, compensation for the Spirit Band director has occurred outside of the collective bargaining agreement with the Association of Lemont Teachers. The purpose of this memorandum is to establish compensation for the Spirit Band director for the 2015-2016 school year only. Future compensation for this position will be determined through the collective bargaining process.

Article 5.13 of the 2013-2016 ALT collective bargaining agreement provides for an Extra-Curricular Committee comprised of three ALT members and three administrators to serve as an advisory body to discuss extra-curricular positions and compensation and to make non-binding recommendations to the Board. Compensation for Spirit Band was discussed by the Extra-Curricular Committee and the compensation reflected in this email resulted from the committee's work.

Fall Spirit Band: The director and assistant director of the Marching Band will each receive an additional 1% stipend to serve as co-directors of the Fall Spirit Band. This includes Spirit Band performances after half time of each regular season home varsity football games and performances at all post-season playoff games, both home and away. At Step 19, Dave Nommensen will receive a stipend of $672. At Step 9, Matt Doherty will receive a stipend of $611. Total compensation for Fall Spirit Band will be $1,283.

Winter Spirit Band: One person will be compensated for Winter Spirit Band with a 2% stipend. If Dave Nommensen is the Winter Spirit Band director, at Step 19 his stipend would be $1,345. If Matt Doherty is the Winter Spirit Band director, at Step 9 his stipend would be $1,223.

This memorandum of understanding is signed this 17 day of August, 2015.

For the Association of Lemont Teachers

President

Secretary

For the Board of Education

President

Vice President

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Dr. Thomas Trengove, Principal

www.lhs210.net

DATE: September 16, 2013
TO: Members of the Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Section 5.8, Eligibility for Dependent Health Care Benefit

This document constitutes the written understanding ("Memorandum") between the Board of Education of Lemont High School District 210 (the "Board") and the Association of Lemont Teachers (the "Association") (collectively referred to as the "Parties") regarding the availability of dependent health care coverage for the family of Tim Leffler under Section 5.8 of the 2010-2013 ALT Contract.

Section 5.8 of the Contract provides that for teachers who meet the eligibility requirements under Section 5.8, the Board of Education will pay directly to TRS on behalf of the retiree one hundred percent of the major medical insurance premium for the individual retiree and a maximum of seven hundred dollars per month to TRS toward the cost of dependent coverage, if the teacher so elects, as long as the dependent *"was enrolled in the District's insurance program no later than the enrollment period immediately preceding the date by which (the Contract) required notice of retirement, and must maintain such coverage until the teacher's final date of employment."*

The Parties agree to waive the conditional requirements as stated above in order for Mr. Leffler's dependents to be eligible for the dependent health care benefit upon Mr. Leffler's retirement from the District.

The Parties further agree that the Memorandum of Understanding dated May 24, 2013 requiring Mr. Leffler to enroll his dependents in the District health insurance program during the 2013 open enrollment period is null and void.

The Parties further agree that the terms and conditions of the Memorandum shall be considered non-contractual and non-precedential in nature and are not subject to the grievance and arbitration procedures set forth in the Contract.

FOR THE ASSOCIATION

President

15 Sep 2013
Date

FOR THE BOARD

President

9/16/13
Date

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Dr. Thomas Trengove, Principal

www.lhs210.net

DATE: September 16, 2013
TO: Members of the Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Section 5.8, Eligibility for Dependent Health Care Benefit

This document constitutes the written understanding ("Memorandum") between the Board of Education of Lemont High School District 210 (the "Board") and the Association of Lemont Teachers (the "Association") (collectively referred to as the "Parties") regarding the availability of dependent health care coverage for the family of Kathy Nollinger under Section 5.8 of the 2010-2013 ALT Contract.

Section 5.8 of the Contract provides that for teachers who meet the eligibility requirements under Section 5.8, the Board of Education will pay directly to TRS on behalf of the retiree one hundred percent of the major medical insurance premium for the individual retiree and a maximum of seven hundred dollars per month to TRS toward the cost of dependent coverage, if the teacher so elects, as long as the dependent *"was enrolled in the District's insurance program no later than the enrollment period immediately preceding the date by which (the Contract) required notice of retirement, and must maintain such coverage until the teacher's final date of employment."*

The Parties agree to waive the conditional requirement for Mrs. Nollinger's dependents to remain enrolled in the District's insurance program until Mrs. Nolinger's final date of employment in order for Mrs. Nollinger's dependents to be eligible for the dependent health care benefit upon Mrs. Nollinger's retirement from the District.

The Parties further agree that the terms and conditions of the Memorandum shall be considered non-contractual and non-precedential in nature and are not subject to the grievance and arbitration procedures set forth in the Contract.

FOR THE ASSOCIATION

President

10 Sep 2013
Date

FOR THE BOARD

President

9/16/13
Date

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Dr. Thomas Trengove, Principal

www.lhs210.net

DATE: September 16, 2013
TO: Members of the Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Section 5.8, Eligibility for Dependent Health Care Benefit

This document constitutes the written understanding ("Memorandum") between the Board of Education of Lemont High School District 210 (the "Board") and the Association of Lemont Teachers (the "Association") (collectively referred to as the "Parties") regarding the availability of dependent health care coverage for the family of Kelly Ercoli under Section 5.8 of the 2010-2013 ALT Contract.

Section 5.8 of the Contract provides that for teachers who meet the eligibility requirements under Section 5.8, the Board of Education will pay directly to TRS on behalf of the retiree one hundred percent of the major medical insurance premium for the individual retiree and a maximum of seven hundred dollars per month to TRS toward the cost of dependent coverage, if the teacher so elects, as long as the dependent *"was enrolled in the District's insurance program no later than the enrollment period immediately preceding the date by which (the Contract) required notice of retirement, and must maintain such coverage until the teacher's final date of employment."*

The Parties agree to waive the conditional requirement for Mrs. Ercoli's dependents to remain enrolled in the District's insurance program until Mrs. Ercoli's final date of employment in order for Mrs. Ercoli's dependents to be eligible for the dependent health care benefit upon Mrs. Eroli's retirement from the District.

The Parties further agree that the terms and conditions of the Memorandum shall be considered non-contractual and non-precedential in nature and are not subject to the grievance and arbitration procedures set forth in the Contract.

FOR THE ASSOCIATION

President

10 Sep 2013

Date

FOR THE BOARD

President

9/16/13

Date

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Dr. Thomas Trengove, Principal

www.lhs210.net

MEMORANDUM OF UNDERSTANDING

DATE: February 18, 2014

TO: Members of the Association of Lemont Teachers

FROM: Dr. Mary Ticknor, Superintendent

RE: Determination of Temporary Overload Compensation

When a teacher takes on full responsibility for an additional class for five (or more) consecutive meetings of the class (whether single or double blocked), that teacher is entitled to overload compensation calculated in accordance with page 34 of the *2013-2016 Agreement Between the District 210 Board of Education and the Association of Lemont Teachers.*

Full responsibility includes, but is not limited to, creating lesson and unit plans, organizing and preparing materials for students, assigning and grading homework, designing and grading tests, entering grades into Skyward, and communicating with parents.

Payment shall be made at the internal substitute rate (in accordance with page 29 of the *Agreement* referenced above) through the fifth class meeting. Each additional consecutive class meeting will be compensated at the overload rate (in accordance with page 34) with a retroactive pay adjustment for the first five class meetings.

If it is known in advance that the additional class load will extend beyond five class meetings, the overload compensation will be paid as of the first meeting.

This memorandum of understanding is signed this 17 day of March 2014.

For the Association of Lemont Teachers

President

Secretary

For the Board of Education

President

Secretary

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800 Porter Street
Lemont, IL 60439
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Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Dr. Thomas Trengove, Principal

www.lhs210.net

MEMORANDUM OF UNDERSTANDING

DATE: February 18, 2014

TO: Members of the Association of Lemont Teachers

FROM: Dr. Mary Ticknor, Superintendent

RE: Compensation of Retired LHS Teachers Hired Back on Part-Time Basis

When a retired LHS teacher is hired back to teach on a part-time basis, the teacher's annual salary shall be step one of the BA+0 lane of the applicable salary schedule contained within the Collective Bargaining Agreement. Gross pay, prior to any deductions, shall be the full amount of that cell including the TRS portion, prorated according to FTE.

This memorandum of understanding is signed this 18 day of FEBRUARY, 2014.

For the Association of Lemont Teachers

President

Jessica Hoag
Secretary

For the Board of Education

President

Michael J. Flarides Sr.
Secretary

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

MEMORANDUM OF UNDERSTANDING

DATE: September 15, 2014

TO: Members of the Association of Lemont Teachers

FROM: Dr. Mary Ticknor, Superintendent

RE: TRS Penalty and Mentor Stipend for Individual ALT Member

Joan Browning is receiving annual 6% retirement incentives per Section 5.7 of the *Contract Between Lemont Township High School District 210 Board of Education and the Association of Lemont Teachers.* During the 2013-2014 school year, Joan Browning's TRS creditable earnings exceed 6% by $635.91, thus incurring a penalty of $1,263.21. Mrs. Browning would also like to serve as a mentor to a first-year faculty member during the 2014-2015 school year. The contractual compensation for this is $988.32.

Both parties agree that the District will pay Mrs. Browning's TRS penalty in exchange for Mrs. Browning serving as a mentor with no compensation.

By agreement of the Administration and the Association of Lemont Teachers, this memorandum shall be considered non-contractual in nature and therefore is non-precedential and shall not be subject to the grievance and arbitration provisions of the Collective Bargaining Agreement.

This Memorandum of Understanding is signed this 15 day of September, 2014.

IN WITNESS THEREOF:

For the Association of Lemont Teachers

President

Jessica Hoag (Secretary)
9/16/14
Date

For the District 210 Board of Education

President

9/15/14
Date

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

DATE: September 15, 2014
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Expectations for Part-Time Teachers

This memorandum of understanding constitutes a written agreement between the Association of Lemont Teachers and the Lemont High School District 210 Board of Education regarding expectations for part-time teachers to attend selected events and clarification of related compensation.

Activity	Attendance Expectation	Compensation	Documentation
Institute Days and other full day professional development activities	Entire duration	Full time per diem rate of salary schedule placement	Time sheet signed by DC and Principal
Department meetings and PLC sessions*	Entire duration of all meetings or sessions	No additional compensation	Not applicable
Teaching and Learning Night	Entire duration	No additional compensation	Not applicable

*A part-time ALT member of 0.17 FTE (one class) may participate in department meetings and PLC sessions via Skype, Face Time, or similar application when such obligations occur on a day for which the member is not scheduled to be present

By agreement of the Association and the Board of Education, this memorandum shall be considered contractual in nature and is subject to the negotiation rights of the Association as may be required by law. At the conclusion of the *2013-2016 Agreement Between the Board of Education of Lemont Township High School District 210 and the Association of Lemont Teachers,* the content of this memorandum will be added into the Collective Bargaining Agreement.

This Memorandum of Understanding is signed this 15 day of September, 2014.

IN WITNESS THEREOF:

For the Association of Lemont Teachers

President

Secretary

For the Lemont High School District 210 Board of Education

President

Secretary

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

TO: Mary Ticknor, Superintendent
FROM: Association of Lemont Teachers, IEA/NEA
SUBJECT: Memorandum of Understanding
Ann Rafacz Substitute Position 2014-2015
DATE: August 13, 2014

This document constitutes a written memorandum to outline the non-contractual parameters of the substitute position for which Ann Rafacz voluntarily chooses to fill for the 2014-2015 school term.

School Year
Mrs. Rafacz will have the opportunity to work as a substitute for a minimum of ninety (90) school days. However, in the event Mrs. Rafacz is available and the District has a need for a substitute, Mrs. Rafacz may work more than ninety (90) days.

Compensation
Mrs. Rafacz will be paid the amount of $120 per day for each day that she works as a substitute teacher, less applicable taxes. Additionally, the District will pay the statutory contribution to TRS on behalf of Mrs. Rafacz.

School Day
Mrs. Rafacz will be assigned substitute duties for four (4) blocks per day.

She will have the opportunity for a duty free lunch that is equal in length to a student's lunch period.

Length of Substitute Position
The substitute position filled by Mrs. Rafacz will be for the 2014-2015 school term.

Employment Status for the 2015-2016 School Term
Mrs. Rafacz will notify the Principal of her intended status for the 2015-2016 school term on of before February 1, 2015. In the event Mrs. Rafacz requests to extends her leave of absence, ALT and the Administration agree to meet and discuss options as soon as practicable following receipt of Mrs. Rafacz's request.

Extracurricular Activities
For the 2014-2015 school term, Mrs. Rafacz will not serve as a coach or advisor of any extracurricular activities. It is understood that the stipends are year to year and individuals must apply for them each year. It is further understood that in the spring of 2015, the yearbook stipend will be open for application for the 2015-2016 school term.

Benefits, Seniority, and Step Advancement
During the 2014-2015 school term, Mrs. Rafacz is not eligible for any benefits, including but not limited to, health, dental, and vision insurance nor any type of paid leave. Additionally during the 2014-2015 school term, Mrs. Rafacz will not earn seniority nor advance a step on the salary schedule.

By agreement of the Board of Education and the Association of Lemont Teachers, this Memorandum shall be considered non-contractual in nature, and may be reviewed from time to time, subject to the negotiation rights of the Association as may be required by law. Therefore, this memorandum shall not be subject to the grievance and arbitration provisions of the Collective Bargaining Agreement. If modifications are desired by the Board or ALT, negotiations shall take place in a timely manner.

This Memorandum of Understanding is signed this 19 day of August, 2014.

BY WITNESS THEREOF:

For the Association of Lemont Teachers

President Secretary

For the Board of Education of Lemont High School District 210

President Secretary

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Dr. Thomas Trengove, Principal

www.lhs210.net

DATE: September 16, 2013
TO: Members of the Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Section 5.8, Eligibility for Dependent Health Care Benefit

This document constitutes the written understanding ("Memorandum") between the Board of Education of Lemont High School District 210 (the "Board") and the Association of Lemont Teachers (the "Association") (collectively referred to as the "Parties") regarding the availability of dependent health care coverage for the family of Tim Leffler under Section 5.8 of the 2010-2013 ALT Contract.

Section 5.8 of the Contract provides that for teachers who meet the eligibility requirements under Section 5.8, the Board of Education will pay directly to TRS on behalf of the retiree one hundred percent of the major medical insurance premium for the individual retiree and a maximum of seven hundred dollars per month to TRS toward the cost of dependent coverage, if the teacher so elects, as long as the dependent *"was enrolled in the District's insurance program no later than the enrollment period immediately preceding the date by which (the Contract) required notice of retirement, and must maintain such coverage until the teacher's final date of employment."*

The Parties agree to waive the conditional requirements as stated above in order for Mr. Leffler's dependents to be eligible for the dependent health care benefit upon Mr. Leffler's retirement from the District.

The Parties further agree that the Memorandum of Understanding dated May 24, 2013 requiring Mr. Leffler to enroll his dependents in the District health insurance program during the 2013 open enrollment period is null and void.

The Parties further agree that the terms and conditions of the Memorandum shall be considered non-contractual and non-precedential in nature and are not subject to the grievance and arbitration procedures set forth in the Contract.

FOR THE ASSOCIATION

President

15 Sep 2013
Date

FOR THE BOARD

President

9/16/13
Date

Appendix C - Promissory Note

Employee Name: _____

Date: _____

I have requested to participate in the Ordinary Retirement Plan (the "Plan") as contained in Article 5.7 of the Collective Bargaining Agreement.

As a condition of participation in the Plan, I understand that I must meet all of the requirements of Article 5.7, which include among them the following pertinent part:

The applicant has submitted a signed promissory note (in the form appearing as Appendix C to this Agreement) wherein the teacher promises to pay back the difference between the total salary enhancements received under this plan minus the actual salary the teacher would have received in accordance with the regular salary schedule of the District, if a change in the teacher's retirement date results in any TRS penalty to the District;

In the event that I decide to retire earlier than indicated in my initial notice of retirement, I understand that I must reimburse the District for any retirement salary enhancements the District paid if my decision to retire early will cause the District to pay an "excess salary contribution" or an Early Retirement Option ("ERO") contribution to TRS. If my retirement causes the District to pay an "excess salary contribution" or ERO contribution to TRS, I will repay to the District an amount equal to the difference between the retirement salary enhancement minus my ordinary, creditable earnings had I not participated in the Program. Such repayment shall be made by equal payroll deductions for the remainder of the school year in which I notify the Board of Education of my inability to fulfill the terms of the agreement. In the event that there are no remaining payroll checks due to me, any amount due to the Board of Education will be repaid over a time period mutually agreed between the employee and the District. In the absence of an agreement, any amount due to the Board of Education will be repaid in twelve (12) equal monthly payments over the course of one (1) calendar year beginning July 1 following retirement.

I agree that should I default in the above referenced payment, I hereby waive any notice of default and service of process and confess to a judgment that may be entered against me in a court of competent jurisdiction. I further agree that in the event of a default of this Promissory Note I will pay all costs and fees incurred by the Board of Education in collecting the balance due. By signing this agreement, I agree to the terms stated above. Failure to return this agreement will negate my request for participation in the Plan. I freely consent to the terms of this Agreement.

_____ _____

Name Date

242195_1.DOC

Contract language
2013 - 2016

shall be considered the exception to the rule and such requests may be denied by the Superintendent within his/her discretion.

5.6 Contribution to Teachers' Retirement System

5.61 Portion Withheld By District

Pursuant to authority granted by the Pension Reform Act, 1974, Section 414(h), of the Internal Revenue Code, the Board shall remit (deduct) for each teacher the applicable statutory percentage 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.

5.62 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.

5.7 Retirement (Ordinary Non-ERO Retirement)

In general, staff retirements shall be effective at the close of the regular school year. To receive maximum retirement benefits, teachers 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.

Teachers who voluntarily retire and who have at least 15 years of District service as defined in this section shall follow the conditions listed below for the teachers to terminate their employment.

- All service must be as a full-time certified staff member (e.g., faculty, administrative, etc.) with the District. There shall be no credit for part-time certified service or any non-certified service.

- The applicant must be a full-time or part-time teacher at the time of application and retirement, provided that a teacher who is part-time at the time of application or retirement must have previously been credited with 15 years of full-time service as defined in the preceding paragraph.

- Years of service need not be consecutive. Unpaid breaks in service of a semester or greater shall not be credited (e.g. unpaid leaves, layoff, etc.)

- The applicant must be non-ERO eligible by being either at least 60 years of age or at least age 55 and having at least thirty-five (35) years of TRS creditable service as of the separation date.

- The applicant must NOT have received an increase in creditable earnings of greater than 6% in any year preceding commencement of the "106%" salary enhancement which, if combined with the years of this plan, would have resulted in a TRS penalty to the District (so-called "look back"); and

- The applicant has submitted a signed promissory note (in the form appearing as Appendix C to this Agreement) wherein the teacher promises to pay back the difference between the sum of the total salary enhancements received under this plan minus the actual salary the teacher would have received in accordance with the regular salary schedule of the District, if a change in the teacher's retirement date results in any TRS penalty to the District; and

- An irrevocable notice of retirement must be submitted by June 30 of the year prior to the year in which the retirement benefits of this section shall commence.

- For those teachers who meet the above eligibility requirements of this section and elect to purchase TRIP HMO insurance, the Board of Education will pay directly to TRS on behalf of the retiree one hundred percent (100%) of the major medical insurance premium for the individual retiree.

  The individual teacher must have been enrolled in the District's insurance program no later than the enrollment period immediately preceding the date by which this Agreement requires notice of retirement, and must maintain such coverage until the teacher's final date of employment.

  Payments for the teacher , shall continue until the teacher's age of eligibility for Medicare or death, whichever occurs first. In addition, the Board will pay one hundred percent (100%) of the dental insurance premium on the plan available in the District for the individual teacher only. Also, the teacher may elect to continue participation of his/her dependent(s) on the District dental plan, with such dependent's premium to be paid by the teacher until the teacher's age of eligibility for Medicare or death, provided such dependents were covered at the time of retirement.

- In addition, teachers who meet the above eligibility requirements and have submitted their irrevocable notice of retirement will receive an annual salary in an amount equal to one hundred and five percent (105%) of their prior year's base salary (excluding other extra curricular or stipend payments) for a maximum of their last four (4) years (with three (3), two (2), or one (1) year options available) of full-time employment or until retirement, whichever occurs first, in lieu of any scheduled salary.

- Should a teacher die prior to reaching an age of eligibility for Medicare, payments will cease.

5.8 Part-Time Teachers

The Association and the Board recognize that the educational needs of the school are best met through the employment of full-time teachers for all teaching positions whenever possible.

5.81 Fringe Benefits – Part-Time Teachers

Part-time teachers employed eighty percent of a full-time assignment or more shall receive those insurance benefits afforded by the Board of Education to the full-time staff. Part-time teachers employed for less than eighty percent of a full-time assignment shall not receive any of the insurance benefits afforded to full-time staff, except that those teachers who were involuntarily reduced to a position of sixty percent or more shall continue to receive those insurance benefits afforded to full-time teachers. Part-time teachers, whether above or below eighty percent, shall be afforded a proportionate share, calculated on an hourly basis, of the sick leave and personal leave days granted to full-time employees. For example, using fifteen (15) days per year (6 hours each day), a full-time teacher would get 90 hours of leave per year, and a part-time teacher working a sixty percent assignment would get sixty percent of that leave, or 54 hours, per year.

5.82 Step Advancement - Part-Time Teachers

A part-time teacher who is employed eighty percent (80%) time or more shall be permitted to advance one step on the salary schedule for each year employed in such capacity unless provided otherwise in the Agreement. A part-time teacher who is employed less than eighty percent (80%) shall not be permitted to advance on the salary schedule.

5.9 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.

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

DATE: September 15, 2014
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Expectations for Part-Time Teachers

This memorandum of understanding constitutes a written agreement between the Association of Lemont Teachers and the Lemont High School District 210 Board of Education regarding expectations for part-time teachers to attend selected events and clarification of related compensation.

Activity	Attendance Expectation	Compensation	Documentation
Institute Days and other full day professional development activities	Entire duration	Full time per diem rate of salary schedule placement	Time sheet signed by DC and Principal
Department meetings and PLC sessions*	Entire duration of all meetings or sessions	No additional compensation	Not applicable
Teaching and Learning Night	Entire duration	No additional compensation	Not applicable

*A part-time ALT member of 0.17 FTE (one class) may participate in department meetings and PLC sessions via Skype, Face Time, or similar application when such obligations occur on a day for which the member is not scheduled to be present

By agreement of the Association and the Board of Education, this memorandum shall be considered contractual in nature and is subject to the negotiation rights of the Association as may be required by law. At the conclusion of the *2013-2016 Agreement Between the Board of Education of Lemont Township High School District 210 and the Association of Lemont Teachers*, the content of this memorandum will be added into the Collective Bargaining Agreement.

This Memorandum of Understanding is signed this 15 day of September, 2014.

IN WITNESS THEREOF:

For the Association of Lemont Teachers

President

Secretary

For the Lemont High School District 210 Board of Education

President

Secretary

MARGARET JAZDZEWSKI - Overload Compensation

From: MARY TICKNOR
To: JAZDZEWSKI, MARGARET
Date: 7/9/2013 1:48 PM
Subject: Overload Compensation

Margaret: Here is the language on overloads. The number of teacher work days per year will now be 181. We can work together on this for the Spanish teachers affected. -- Mary

Calculation of Overload Compensation

1. Per diem rate of pay = teacher's base salary from salary schedule including TRS divided by the number of teacher work days per school year.

2. Rate of pay per block = teacher's per diem rate divided by 4.

3. Overload compensation = rate of pay per block multiplied by the number of days the overload is taught.

4. If the overload is less than an entire block, the rate of pay per block will be prorated proportionately.

Dr. Mary Ticknor
Superintendent
Lemont High School
800 Porter Street
Lemont, IL 60439
630-243-3260

Website: http://lhs210.net

MARGARET JAZDZEWSKI - Fwd: Re: Spanish overloads.xls

From: MARY TICKNOR
To: MARGARET JAZDZEWSKI
Date: 10/2/2013 2:33 PM
Subject: Fwd: Re: Spanish overloads.xls
Cc: JEFF EAGAN

Margaret: I think we need to talk with Nova face-to-face. I think the first two steps that you have listed below are correct, but the third step and fourth step seem different than how you and I did this. See my notes below --

We divided her base pay by 181 days. **(to get her per diem rate, and noted this was as a part-time teacher)**
We took .67 of 4 blocks = 2.68 **(we did this because a full-time teacher teachers 4 blocks per day -- since Melissa is 0.67 FTE, she is paid for 67% of 4 blocks, which is 2.68)**
2.68 * her per diem rate **(this is actually incorrect -- we then took her per diem rate divided by 2.68 blocks per day to get her rate of pay per block)**
Her per diem rate x 48 blocks **(this is actually incorrect -- we took her rate of pay per block (not her per diem rate) X 48 blocks, the number of blocks she worked).**

--Mary

Dr. Mary Ticknor
Superintendent
Lemont High School
800 Porter Street
Lemont, IL 60439
630-243-3260

Website: http://lhs210.net
>>> MARGARET JAZDZEWSKI 10/2/2013 2:13 PM >>>

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Dr. Thomas Trengove, Principal

www.lhs210.net

DATE: September 16, 2013
TO: Members of the Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Section 5.8, Eligibility for Dependent Health Care Benefit

This document constitutes the written understanding ("Memorandum") between the Board of Education of Lemont High School District 210 (the "Board") and the Association of Lemont Teachers (the "Association") (collectively referred to as the "Parties") regarding the availability of dependent health care coverage for the family of Tim Leffler under Section 5.8 of the 2010-2013 ALT Contract.

Section 5.8 of the Contract provides that for teachers who meet the eligibility requirements under Section 5.8, the Board of Education will pay directly to TRS on behalf of the retiree one hundred percent of the major medical insurance premium for the individual retiree and a maximum of seven hundred dollars per month to TRS toward the cost of dependent coverage, if the teacher so elects, as long as the dependent *"was enrolled in the District's insurance program no later than the enrollment period immediately preceding the date by which (the Contract) required notice of retirement, and must maintain such coverage until the teacher's final date of employment."*

The Parties agree to waive the conditional requirements as stated above in order for Mr. Leffler's dependents to be eligible for the dependent health care benefit upon Mr. Leffler's retirement from the District.

The Parties further agree that the Memorandum of Understanding dated May 24, 2013 requiring Mr. Leffler to enroll his dependents in the District health insurance program during the 2013 open enrollment period is null and void.

The Parties further agree that the terms and conditions of the Memorandum shall be considered non-contractual and non-precedential in nature and are not subject to the grievance and arbitration procedures set forth in the Contract.

FOR THE ASSOCIATION

President

15 Sep 2013
Date

FOR THE BOARD

President

9/16/13
Date

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Dr. Thomas Trengove, Principal

www.lhs210.net

DATE: September 16, 2013
TO: Members of the Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Section 5.8, Eligibility for Dependent Health Care Benefit

This document constitutes the written understanding ("Memorandum") between the Board of Education of Lemont High School District 210 (the "Board") and the Association of Lemont Teachers (the "Association") (collectively referred to as the "Parties") regarding the availability of dependent health care coverage for the family of Kathy Nollinger under Section 5.8 of the 2010-2013 ALT Contract.

Section 5.8 of the Contract provides that for teachers who meet the eligibility requirements under Section 5.8, the Board of Education will pay directly to TRS on behalf of the retiree one hundred percent of the major medical insurance premium for the individual retiree and a maximum of seven hundred dollars per month to TRS toward the cost of dependent coverage, if the teacher so elects, as long as the dependent *"was enrolled in the District's insurance program no later than the enrollment period immediately preceding the date by which (the Contract) required notice of retirement, and must maintain such coverage until the teacher's final date of employment."*

The Parties agree to waive the conditional requirement for Mrs. Nollinger's dependents to remain enrolled in the District's insurance program until Mrs. Nolinger's final date of employment in order for Mrs. Nollinger's dependents to be eligible for the dependent health care benefit upon Mrs. Nollinger's retirement from the District.

The Parties further agree that the terms and conditions of the Memorandum shall be considered non-contractual and non-precedential in nature and are not subject to the grievance and arbitration procedures set forth in the Contract.

FOR THE ASSOCIATION
President
10 Sep 2013
Date

FOR THE BOARD
President
9/16/13
Date

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Dr. Thomas Trengove, Principal

www.lhs210.net

DATE: September 16, 2013
TO: Members of the Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Section 5.8, Eligibility for Dependent Health Care Benefit

This document constitutes the written understanding ("Memorandum") between the Board of Education of Lemont High School District 210 (the "Board") and the Association of Lemont Teachers (the "Association") (collectively referred to as the "Parties") regarding the availability of dependent health care coverage for the family of Kelly Ercoli under Section 5.8 of the 2010-2013 ALT Contract.

Section 5.8 of the Contract provides that for teachers who meet the eligibility requirements under Section 5.8, the Board of Education will pay directly to TRS on behalf of the retiree one hundred percent of the major medical insurance premium for the individual retiree and a maximum of seven hundred dollars per month to TRS toward the cost of dependent coverage, if the teacher so elects, as long as the dependent *"was enrolled in the District's insurance program no later than the enrollment period immediately preceding the date by which (the Contract) required notice of retirement, and must maintain such coverage until the teacher's final date of employment."*

The Parties agree to waive the conditional requirement for Mrs. Ercoli's dependents to remain enrolled in the District's insurance program until Mrs. Ercoli's final date of employment in order for Mrs. Ercoli's dependents to be eligible for the dependent health care benefit upon Mrs. Eroli's retirement from the District.

The Parties further agree that the terms and conditions of the Memorandum shall be considered non-contractual and non-precedential in nature and are not subject to the grievance and arbitration procedures set forth in the Contract.

FOR THE ASSOCIATION

President

10 Sep 2013

Date

FOR THE BOARD

President

9/16/13

Date

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

DATE: December 13, 2017
TO: Association of Lemont Teachers
FROM: Dr. Ticknor
RE: Compensation for Special Education Responsibilities

This Memorandum is a non-contractual agreement between the Association of Lemont Teachers (ALT) and the Administration of Lemont High School District 210 regarding compensation for ALT members for various responsibilities related to special education services that occur beyond the work day or in the summer. Compensation for these responsibilities was not negotiated through the collective bargaining process and is not contained within the *2016-2019 Agreement Between The Board of Education and The Association of Lemont Teachers*, therefore this Memorandum shall not be subject to the grievance and arbitration provisions therein.

Responsibility	**Compensation**
Administer psychological diagnostic tests in the summer	Per diem hourly rate of pay
Administer speech & language diagnostic tests in the summer	Per diem hourly rate of pay
Participate in IEP meeting in the summer	$34.22 per hour (including TRS)
Remain in IEP meeting that extends beyond typical work day	None*
Approved additional work time for specialists**	$34.22 per hour (including TRS)
Participate in new student IEP check-in meeting	$34.22 per hour (including TRS)
Support student in extracurricular activity	$34.22 per hour (including TRS)
Support student beyond contractual dismissal on testing day	$34.22 per hour (including TRS)
Extended School Year (ESY)	$34.22 per hour (including TRS)

*The Administration and ALT may determine appropriate compensation in the event of extenuating circumstances.

**Vocational Coordinator, Social Worker, School Nurse, Psychologist, Speech & Language Pathologist

Both parties agree that the provisions of this Memorandum are in effect through June 30, 2019.

For Lemont High District 210 Board of Education

Pamela Driscoll, President

Mike Kardas, Secretary

For The Association of Lemont Teachers:

Angela Duensing, President

Erin Hitchcock, Secretary

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

DATE: April 17, 2017
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Boys' Lacrosse and Girls' Badminton Coaching Stipends

This memorandum of understanding constitutes a written agreement between the Association of Lemont Teachers and the Lemont High School District 210 Board of Education regarding stipends for the head coaches and assistant coaches of Boys' Lacrosse and Girls' Badminton. Listed below are the percentages for each coaching position that will be applied to the Extra-Curricular Base Schedule at the appropriate step to calculate stipends for each position.

Boys' Lacrosse Head Coach:	12%	Boys' Lacrosse Assistant Coach:	8%
Girls' Badminton Head Coach:	12%	Girls' Badminton Assistant Coach:	8%

By agreement of the Association and the Board of Education, this memorandum shall be considered contractual in nature and subject to negotiation rights of the Association as may be required by law. At conclusion of the 2016-2019 *Agreement Between the Board of Education of Lemont Township High School District 210 and the Association of Lemont Teachers,* the content of this memorandum will be added into the Collective Bargaining Agreement.

This Memorandum of Understanding is signed this 17 day of April, 2017.

IN WITNESS THEREOF:

For the Association of Lemont Teachers

Angela M. [illegible]
President

Erin Hitchcock
Secretary

For the Lemont High School District 210 Board of Education

[illegible]
President

Michael J. Vanderbo
Secretary

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

MEMORANDUM OF UNDERSTANDING

DATE: November 16, 2016
TO: Members of the Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Grade Requirement for Tuition Reimbursement

According to Section 5.51 of the *2016-2019 Agreement Between the Lemont Township High School District 210 Board of Education and the Association of Lemont Teachers*, teachers will be reimbursed $150 per credit hour or $100 per quarter hour for each course pre-approved by the Superintendent. The collective bargaining agreement does not address the minimum letter grade that must be earned for the course in order to receive the stated reimbursement.

The Association of Lemont Teachers and the Board of Education agree that a letter grade of A, B, or C in the pre-approved course is necessary in order for the teacher to receive the stated reimbursement.

This memorandum of understanding is signed this 21 day of November, 2016.

For the Association of Lemont Teachers

Angela M. [illegible]
President

Erin Hitchcock
Secretary

For the Board of Education

[illegible]
President

Michael J. Vardon Jr.
Secretary

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

MEMORANDUM OF UNDERSTANDING

DATE: November16, 2016
TO: Members of the Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Professional Expectations for Part-Time Service Providers

Section 5.84 of the *2016-2019 Agreement Between the Lemont Township High School District 210 Board of Education and the Association of Lemont Teachers* defines professional expectations for part-time teachers. Specifically, Section 5.84 lists professional activities that occur during the school year, attendance expectations for part-time teachers, and whether or not the part-time teacher will receive additional compensation for attendance at a particular activity.

Part-time service providers are members of the Association of Lemont Teachers and therefore are included in the collective bargaining agreement. Unlike part-time classroom teachers, part-time service providers are hired for a specific number of service hours for the school year and their compensation is annualized over 26 pay periods.

This memorandum of understanding defines professional expectations for part-time service providers.

Professional Development Activities: Part-time service providers are required to attend relevant portions of institute days, SIP days, and other professional development activities as determined by the Director of Special Education Services. The time spent in attendance at these professional development activities is deducted from the part-time service provider's total number of annual hours and therefore the part-time service provider will not receive additional compensation.

PLCs: Part-time service providers do not participate in PLCs. However, they are required to coordinate the Breakfast Buddies Program on PLC mornings. The time spent coordinating Breakfast Buddies is deducted from the part-time service provider's total number of annual hours and therefore the part-time service provider will not receive additional compensation.

Department Meetings: Part-time service providers are required to attend department meetings when relevant, as determined by the Director of Special Education Services. For department meeting attendance, the time is deducted from the part-time service provider's number of annual hours and therefore the part-time service provider will not receive additional compensation.

Teaching & Learning Night: Part-time service providers are required to attend Teaching & Learning Night. The time spent at Teaching & Learning Night is deducted from the part-time service provider's number of annual hours.

This memorandum of understanding is signed this 21 day of November, 2016.

For the Association of Lemont Teachers

Angel M. G
President

Lisa Hitchcock
Secretary

For the Board of Education

President

Michael J Vondra Sr.
Secretary

TO: Dr. Mary Ticknor, Superintendent

FROM: Association of Lemont Teachers

SUBJECT: Compensation re: substitute teaching AP Biology

DATE: September 21, 2015

Tim Leffler currently teaches the zero hour lab portion of AP Biology. We are requesting the Tim substitute for Scott Collin's G1- AP Biology class during his FMLA, which is to last approximately one month. In lieu of compensation, as detailed in the 2013-2016 teacher's contract, we request that Tim be sent to the NSTA national conference in Nashville, TN from March 30, 2016 through April 2, 2016 with the understanding that Lemont High School will cover the costs that are normally covered by the District for instructors attending this type of conference.

It is further understood that this is a unique situation requiring a unique resolution and shall not be considered precedent setting.

Mary Ticknor, Ed.D.
Superintendent

10-5-15
Date

ALT President

29 Sep 2015
Date

Tim Leffler
Tim Leffler

9/29/15
Date

CC: Eric Michaelsen, Principal

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

MEMORANDUM OF UNDERSTANDING

TO: Mary Ticknor, Superintendent

FROM: Association of Lemont Teachers, IEA/NEA

SUBJECT: Memorandum of Understanding
Ann Rafacz Substitute Position 2015-2016

DATE: February 10, 2015

This document constitutes a written memorandum to outline the non-contractual parameters of the substitute position for which Ann Rafacz voluntarily chooses to fill for the 2015-2016 school term.

chool Year
Mrs. Rafacz will have the opportunity to work as a substitute for a minimum of ninety (90) school days. However, in the event Mrs. Rafacz is available and the District has a need for a substitute, Mrs. Rafacz may work more than ninety (90) days.

Compensation
Mrs. Rafacz will be paid the amount of $120 per day for each day that she works as a substitute, less applicable taxes. Additionally, the District will pay the statutory contribution to TRS on behalf of Mrs. Rafacz.

School Day
Mrs. Rafacz will be assigned substitute duties for four (4) blocks per day. Mrs. Rafacz shall have first priority for certified substitute assignments, but shall substitute in non-certified positions if no certified substitute assignments are available.

She will have the opportunity for a duty free lunch that is equal in length to a student's lunch period.

Length of Substitute Position
The substitute position filled by Mrs. Rafacz will be for the 2015-2016 school term.

Employment Status for the 2016-2017 School Term
Mrs. Rafacz will notify the Principal of her intended status for the 2016-2017 school term on or before February 1, 2016. In the event Mrs. Rafacz requests to extend her leave of absence, ALT and the Administration agree ~~to meet and discuss~~ options as soon as practicable following receipt of Mrs. Rafacz's request.

Extracurricular Activities
or the 2015-2016 school term, Mrs. Rafacz will not serve as a coach or advisor of any extracurricular activities. It is understood that the stipends are year to year and individuals must apply for them each year. It is further understood that in the spring of 2016, the yearbook stipend will be open for application for the 2016-2017 school term.

Benefits, Seniority, and Step Advancement
During the 2015-2016 school term, Mrs. Rafacz is not eligible for any benefits, including but not limited to, health, dental, and vision insurance nor any type of paid leave. Additionally, during the 2015-2016 school term, Mrs. Rafacz will not earn seniority nor advance a step on the salary schedule.

By agreement of the Board of Education and the Association of Lemont Teachers, this Memorandum shall be considered non-contractual in nature, and may be reviewed from time to time, subject to the negotiation rights of the Association as may be required by law. Therefore, this memorandum shall not be subject to the grievance and arbitration provisions of the Collective Bargaining Agreement. If modifications are desired by the Board or ALT, negotiations shall take place in a timely manner.

This memorandum of understanding is signed this 11 day of FEB, 2015.

For the Association of Lemont Teachers

President

Jessica Hlavaty
Secretary

For the Board of Education of Lemont High School District 210

President

Michael J. Sanders Jr.
Secretary

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

MEMORANDUM OF UNDERSTANDING

DATE: August 12, 2015
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Compensation for Spirit Band for the 2015-2016 School Year

Spirit Band is an activity that has existed for at least the past 20 years. Since its inception, compensation for the Spirit Band director has occurred outside of the collective bargaining agreement with the Association of Lemont Teachers. The purpose of this memorandum is to establish compensation for the Spirit Band director for the 2015-2016 school year only. Future compensation for this position will be determined through the collective bargaining process.

Article 5.13 of the 2013-2016 ALT collective bargaining agreement provides for an Extra-Curricular Committee comprised of three ALT members and three administrators to serve as an advisory body to discuss extra-curricular positions and compensation and to make non-binding recommendations to the Board. Compensation for Spirit Band was discussed by the Extra-Curricular Committee and the compensation reflected in this email resulted from the committee's work.

Fall Spirit Band: The director and assistant director of the Marching Band will each receive an additional 1% stipend to serve as co-directors of the Fall Spirit Band. This includes Spirit Band performances after half time of each regular season home varsity football games and performances at all post-season playoff games, both home and away. At Step 19, Dave Nommensen will receive a stipend of $672. At Step 9, Matt Doherty will receive a stipend of $611. Total compensation for Fall Spirit Band will be $1,283.

Winter Spirit Band: One person will be compensated for Winter Spirit Band with a 2% stipend. If Dave Nommensen is the Winter Spirit Band director, at Step 19 his stipend would be $1,345. If Matt Doherty is the Winter Spirit Band director, at Step 9 his stipend would be $1,223.

This memorandum of understanding is signed this 17 day of August, 2015.

For the Association of Lemont Teachers

President

Secretary

For the Board of Education

President

Vice President

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

MEMORANDUM OF UNDERSTANDING

DATE: September 15, 2014

TO: Members of the Association of Lemont Teachers

FROM: Dr. Mary Ticknor, Superintendent

RE: TRS Penalty and Mentor Stipend for Individual ALT Member

Joan Browning is receiving annual 6% retirement incentives per Section 5.7 of the *Contract Between Lemont Township High School District 210 Board of Education and the Association of Lemont Teachers.* During the 2013-14 school year, Joan Browning's TRS creditable earnings exceed 6% by $635.91, thus incurring a penalty of $1,263.21. Mrs. Browning would also like to serve as a mentor to a first-year faculty member during the 2014-2015 school year. The contractual compensation for this is $988.32.

Both parties agree that the District will pay Mrs. Browning's TRS penalty in exchange for Mrs. Browning serving as a mentor with no compensation.

By agreement of the Administration and the Association of Lemont Teachers, this memorandum shall be considered non-contractual in nature and therefore is non-precedential and shall not be subject to the grievance and arbitration provisions of the Collective Bargaining Agreement.

This Memorandum of Understanding is signed this 15 day of September, 2014.

IN WITNESS THEREOF:

For the Association of Lemont Teachers

President

Jessica Hoag (secretary)
9/16/14
Date

For the District 210 Board of Education

President

9/15/14
Date

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

TO: Mary Ticknor, Superintendent
FROM: Association of Lemont Teachers, IEA/NEA
SUBJECT: Memorandum of Understanding
Ann Rafacz Substitute Position 2014-2015
DATE: August 13, 2014

This document constitutes a written memorandum to outline the non-contractual parameters of the substitute position for which Ann Rafacz voluntarily chooses to fill for the 2014-2015 school term.

School Year
Mrs. Rafacz will have the opportunity to work as a substitute for a minimum of ninety (90) school days. However, in the event Mrs. Rafacz is available and the District has a need for a substitute, Mrs. Rafacz may work more than ninety (90) days.

Compensation
Mrs. Rafacz will be paid the amount of $120 per day for each day that she works as a substitute teacher, less applicable taxes. Additionally, the District will pay the statutory contribution to TRS on behalf of Mrs. Rafacz.

School Day
Mrs. Rafacz will be assigned substitute duties for four (4) blocks per day.

She will have the opportunity for a duty free lunch that is equal in length to a student's lunch period.

Length of Substitute Position
The substitute position filled by Mrs. Rafacz will be for the 2014-2015 school term.

Employment Status for the 2015-2016 School Term
Mrs. Rafacz will notify the Principal of her intended status for the 2015-2016 school term on of before February 1, 2015. In the event Mrs. Rafacz requests to extends her leave of absence, ALT and the Administration agree to meet and discuss options as soon as practicable following receipt of Mrs. Rafacz's request.

Extracurricular Activities
For the 2014-2015 school term, Mrs. Rafacz will not serve as a coach or advisor of any extracurricular activities. It is understood that the stipends are year to year and individuals must apply for them each year. It is further understood that in the spring of 2015, the yearbook stipend will be open for application for the 2015-2016 school term.

Benefits, Seniority, and Step Advancement
During the 2014-2015 school term, Mrs. Rafacz is not eligible for any benefits, including but not limited to, health, dental, and vision insurance nor any type of paid leave. Additionally during the 2014-2015 school term, Mrs. Rafacz will not earn seniority nor advance a step on the salary schedule.

By agreement of the Board of Education and the Association of Lemont Teachers, this Memorandum shall be considered non-contractual in nature, and may be reviewed from time to time, subject to the negotiation rights of the Association as may be required by law. Therefore, this memorandum shall not be subject to the grievance and arbitration provisions of the Collective Bargaining Agreement. If modifications are desired by the Board or ALT, negotiations shall take place in a timely manner.

This Memorandum of Understanding is signed this 19 day of August, 2014.

BY WITNESS THEREOF:

For the Association of Lemont Teachers

President

Secretary

For the Board of Education of Lemont High School District 210

President

Secretary

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Dr. Thomas Trengove, Principal

www.lhs210.net

MEMORANDUM OF UNDERSTANDING

DATE: February 18, 2014

TO: Members of the Association of Lemont Teachers

FROM: Dr. Mary Ticknor, Superintendent

RE: Compensation of Retired LHS Teachers Hired Back on Part-Time Basis

When a retired LHS teacher is hired back to teach on a part-time basis, the teacher's annual salary shall be step one of the BA+0 lane of the applicable salary schedule contained within the Collective Bargaining Agreement. Gross pay, prior to any deductions, shall be the full amount of that cell including the TRS portion, prorated according to FTE.

This memorandum of understanding is signed this 18 day of FEBRUARY, 2014.

For the Association of Lemont Teachers

President

Jessica Hoag
Secretary

For the Board of Education

President

Michael J. Flarides Sr.
Secretary

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

www.lhs210.net

DATE: December 19, 2014
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Compensatory Time Off and Reporting of Absence on Early Release Days

The *2013-2016 Agreement between the Lemont High School District 210 Board of Education* and *the Association of Lemont Teachers* provides for compensatory time off for ALT members in exchange for mandatory attendance at both Freshman Orientation Day and Learning & Teaching Night. The purpose of this memorandum is to clarify when compensatory time off is allocated through various early release days, and how individual members shall record time off in the Skyward Employee Access module when absent on early release days, Freshman Orientation Day or Learning & Teaching Night.

Compensatory Time Off

In exchange for attendance on Learning & Teaching Night, the collective bargaining agreement (CBA) provides for early release days as follows:

- Release at 1 p.m. on the Wednesday preceding Thanksgiving
- Release at 1 p.m. on the last day prior to Winter Break

In exchange for attendance on Freshman Orientation Day, the CBA provides for early release days as follows:

- Release following student dismissal upon conclusion of EPAS testing (approximately 1 p.m.)
- Release following student dismissal upon conclusion of ACT testing (approximately 1 p.m.)
- Release at 1 p.m. on February 13, 2015 (in lieu of WorkKeys testing for 2014-15; not in CBA)
- Release at 1 p.m. on the day prior to Spring Break

Recording of Appropriate Leave If Absent on Freshman Orientation Day, Learning & Teaching Night, or Early Release Days

Attendance is mandatory at Freshman Orientation Day and Learning & Teaching Night. In the rare case of an unavoidable absence, ALT members must notify both their respective Division Chairs and Eric Michaelsen. Appropriate leave (sick, personal, or leave without pay) must be recorded as follows:

- Absence for the full Freshman Orientation Day shall be recorded as 6 hours of appropriate leave
- Absence during Learning & Teaching Night shall be recorded as 3 hours of appropriate leave
- Absence during the full school day on the date of Learning & Teaching Night shall be recorded as 6 hours of appropriate leave
- Absence during the full school day on the date of Learning & Teaching Night **and** absence during Learning & Teaching Night shall be recorded as 9 hours of appropriate leave
- Absence for the full portion of any early release day shall be recorded as 4.5 hours of appropriate leave

Rationale for Freshman Orientation Day Compensatory Time

- Freshman Orientation Day is equal to 6 hours
- ALT members may leave 1.5 hours early four times
- Four early release days @ 1.5 hours per day = 6 hours of compensation time

Rationale for Learning & Teaching Night Compensatory Time

- Learning & Teaching Night is equal to 3 hours
- ALT members may leave 1.5 hours early two times
- Two early release days @ 1.5 hours per day = 3 hours of compensation time

Rationale for Recording 4.5 Hours of Appropriate Leave When Absent on Early Release Days

- One full day of leave for ALT members is equal to 6 hours
- Six hours less 1.5 hours for early release is equal to 4.5 hours of time missed (assuming absence for full duration of early release day)

QUESTIONS AND ANSWERS

If I'm absent all day on Freshman Orientation Day, how do I record my time? *If the absence is approved, you must record 6 hours of appropriate leave.*

If I work the school day of Learning & Teaching Night, but I can't attend Learning and Teaching Night, how do I record my time? *If the absence is approved, you must record 3 hours of appropriate leave.*

Why do I have to record 9 hours of leave if I'm absent during the school day of Learning & Teaching Night and I also miss Learning & Teaching Night? *Absence during the school day of Learning & Teaching Night is treated the same as an absence on any other full work day, which is reported as 6 hours of leave. The additional 3 hours of leave must be reported because despite your absence from Learning & Teaching Night, you will still be allowed to leave early on the Wednesday before Thanksgiving and the day before Winter Break. Also, you receive a full day of TRS credit on the early release days because of the compensatory time earned by attendance at Learning & Teaching Night.*

How should I record my time off if I'm absent for a portion of Learning & Teaching Night? *Consistent with current practice for all other leave situations, absences of 15 minutes or more must be recorded in Skyward.*

How should coaches or sponsors who miss Learning & Teaching Night due to a conflict with a sport or activity record their absence? *Absence due to a previously scheduled IHSA-sanctioned event or competition should be recorded in Skyward as professional leave. Practices, rehearsals or meetings must conclude in time for the coach or sponsor to attend the entire duration of Learning & Teaching Night.*

What is meant by "appropriate" leave? *Use of paid time off is restricted for specific purposes. Illness of an employee or employee's family member is appropriate use of sick leave. Absence due to personal business that can't be conducted at any other time is appropriate use of personal leave. Absence unrelated to illness or outside the scope of personal business (such as leaving early for vacation to get a cheaper flight) would not be appropriate use of either sick or personal leave, and if approved, would be an appropriate use of leave without pay.*

MARGARET JAZDZEWSKI - Re: Part time fringe benefits

From: MARY TICKNOR
To: MARGARET JAZDZEWSKI
Date: 3/5/2015 8:59 PM
Subject: Re: Part time fringe benefits
Cc: ERIC MICHAELSEN

Margaret:

Both Susan and Jenna (if she is hired back for the part-time art position) will be 0.5 FTE next year, so neither will qualify for health insurance benefits.

As I look at the contract language on page 12 more closely and think about Jenna's situation, these questions come to mind in the event that the 0.5 art position grows to 0.6 or more. One thought is that the entire section refers to part-time teachers. If we consider Jenna as full-time now, then this section on part-time teachers wouldn't apply to her because she would be a full-time teacher whose FTE was involuntarily reduced, not a part-time teacher whose FTE was reduced.

If Susan's part-time position next year grew to 0.6 or more and if Susan asked about insurance, we'd need to ask the attorneys if the language on page 12 that refers to part-time teachers applies to her. I think the answer would be no, because she wasn't a part-time teacher whose FTE was reduced, she was a full-time teacher whose FTE was reduced. I suspect ALT's intent with the language was that it would apply to a full-time teacher whose FTE was involuntarily reduced to 0.6 or more so that teacher could keep his or her benefits, but that's not what contract language actually says.

In Jenna's case, however, if because she will only have worked 112 days this school year in a full-time capacity, maybe she really is a part-time teacher. In other words, is working full-time for less than 120 school days actually a part-time position? If the answer to that is yes, then I would say Jenna would be eligible for benefits if she was hired back and if the part time position became 0.6 or greater.

These would be good questions for the attorneys if we hire Jenna back and if the part-time position grows to 0.6 or more. I don't think that's going to happen (the increase in FTE -- I think Jenna probably has a good chance of being hired back).

Thanks for bringing this to my attention. For the time being, I think we're OK unless the part-time FTE for either Jenna or Susan grows to 0.6 or more next year.

--Mary

>>> MARGARET JAZDZEWSKI 3/4/2015 11:43 AM >>>
Hi Mary,

I looked at language in the contract that may or may not impact Jenna Bumber for next year. (This is assuming that we won't be posting for the part time Art teacher position)

Jenna Bumber currently carries single medical. If Jenna is reduced to 60% or more next year and this reduction was involuntary would she be benefits eligible? (attached is the contract language)

I wasn't sure what the FTE plan is for her. I am just trying to anticipate the numerous questions that will occur once the RIF notices are given.

This would impact Susan Szafranski as well, however, she does not currently carry either single or family.

Please let me know.

Thank you!
Margaret

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
Fax - (630) 257-7603
Dr. Mary Ticknor, Superintendent
Dr. Thomas Trengove, Principal

www.lhs210.net

MEMORANDUM OF UNDERSTANDING

DATE: February 18, 2014

TO: Members of the Association of Lemont Teachers

FROM: Dr. Mary Ticknor, Superintendent

RE: Compensation of Retired LHS Teachers Hired Back on Part-Time Basis

When a retired LHS teacher is hired back to teach on a part-time basis, the teacher's annual salary shall be step one of the BA+0 lane of the applicable salary schedule contained within the Collective Bargaining Agreement. Gross pay, prior to any deductions, shall be the full amount of that cell including the TRS portion, prorated according to FTE.

This memorandum of understanding is signed this 18 day of FEBRUARY, 2014.

For the Association of Lemont Teachers

President

Jessica Hoag
Secretary

For the Board of Education

President

Michael J. Flarides Sr.
Secretary