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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, 2016 – June 30, 2019

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

PREAMBLE

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

ARTICLE I - RECOGNITION AND BOARD RIGHTS

1.1 Recognition

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

1.2 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, division chair, and technology integration specialist.

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 2.7 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 representative of the ALT Executive Board 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 2.7 below for resolution of any dispute regarding this section.

2.6 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.

2.7 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 may be addressed by means of Step I, II and III of the Grievance Procedure but not by means of Step IV of the Grievance Procedure. 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.

2.8 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.

2.81 Event Worker Positions

To be considered for anticipated event worker positions for the forthcoming school year, ALT members shall notify the Director of Activities and Athletics of their interest via district email on or before the last day of the school term.

2.9 Summer School Staff Selection Procedures

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

2.10 Board Packet

The Board shall provide the Association President with access to a copy of the board packet, exclusive of confidential information at least forty-eight (48) hours prior to the Board meeting. If the Association President is absent from work, he or she may designate a member of the Association's Executive Board to receive access to a copy of the board packet during the time that the Association President is absent.

ARTICLE III - SCHOOL CALENDAR

3.1 School Calendar

The Administration will seek input from the ALT membership through the ALT Executive Board on the proposed school calendar. Upon request by the ALT Executive Board, the Administration will meet with representatives of the ALT Executive Board to discuss the ALT's input on the proposed school calendar. This meeting may occur during any regularly scheduled meeting between the Administration and representatives of the ALT Executive Board.

3.2 School Year

The regular work year for faculty members will consist of 176 pupil attendance days, one (1) orientation day for freshman and transfer students, and four (4) teacher institute days. Five (5) emergency days will be also present in the official school calendar to allow for emergency contingencies such as "snow days" when school is cancelled due to weather or other emergency conditions and then the day made up in accordance with the *School Code*. If these emergency days are not used, the calendar will be updated each spring to reflect that change. Select faculty members may work additional days beyond the regular school year as part of additional responsibilities for which they receive a stipend or as a result of their personal choice.

3.21 Early Release Days

In consideration of the additional work responsibilities outlined below, the teachers will be released early from work as follows:

Additional Work Responsibilities	**Early Release Exchange**
Teaching and Learning Night	Early release at 1:00 p.m. on the Wednesday before Thanksgiving Early release at 1:00 p.m. on the last day prior to winter break

Freshman Orientation	Early release at 1:00 p.m. on the last day before spring break Early release upon student departure on three student testing days or in the event that fewer than three student testing days are scheduled, an equal number of dismissals at 1:00 p.m. on any days within the school year.

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 planning 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 in Section 24A-5 of the Illinois *School Code*, the Illinois Administrative Code, and the Lemont High School District 210 Instructional Improvement/Evaluation Plan.

4.2 Orientation

All teachers will receive an orientation on the teacher evaluation procedures and the student growth component of teacher evaluations during the fall of the 2016-2017 school year.

Teachers who are new to the District will receive an orientation on the teacher evaluation tool and procedures as well as the student growth component of teacher evaluations during new teacher orientation. Those teachers hired after the start of the

school term will receive this orientation no later than thirty (30) school days after their contract is executed.

4.3 Instructional Improvement/Evaluation Committee

An Instructional Improvement/Evaluation Committee, composed of an equal number of teachers chosen by the ALT Executive Board and administrators chosen by the Superintendent or designee shall meet on an annual basis during the second semester to conduct an ongoing review of the Lemont High School District 210 Instructional Improvement/Evaluation Plan, with the exception of the student growth component of the plan. The committee may agree to discuss substantive and procedural aspects of the plan, however, only the procedural aspects of the plan shall be subject to Board and ALT Executive Board approval, as acknowledged in section 4.7 below.

4.4 Formal and Informal Observations

Formal observations of a teacher shall be conducted with the full prior knowledge of the teacher and in accordance with the Lemont High School District 210 Instructional Improvement/Evaluation Plan. Informal observations are unannounced and evidence collected during an informal observation may be considered as part of the teacher's evaluation provided that the teacher receives written feedback with an opportunity to have an in-person discussion with the qualified evaluator. This provision shall not be construed to limit the number of informal observations.

4.5 PERA Student Growth Joint Committee

The PERA Student Growth Joint Committee, composed of an equal number of teachers chosen by the ALT Executive Board and administrators or division chairs chosen by the Superintendent or designee, shall reconvene on an annual basis during first semester to conduct an ongoing review of the student growth component of the Lemont High School District 210 Instructional Improvement/Evaluation Plan and determine if any revisions should be made to the student growth component. This committee shall have the sole authority to modify the student growth component of the plan; however, if the committee is unable to agree upon changes to the student growth component, the existing student growth component will remain unchanged.

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

As acknowledged in Section 4.3, the Instructional Improvement/Evaluation Committee may agree to discuss substantive and procedural aspects of the plan. 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. Changes to the student growth component of the plan shall be made in accordance with Section 4.5.

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 Sections 24 and 24A of the *Illinois School Code* and 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.

2016-2017 Insurance Contribution

The Board will pay the amount of the entire 2015-2016 premium for each teacher and 50% of the 2015-2016 premium for dependent medical and dental coverage, plus the amount of the 2016-2017 premium increase, if any, up to 12.5% over the 2015-2016 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 2015-2016 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.

2017-2018 Insurance Contribution

Effective the 2017-2018 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 2016-2017 plus the amount of the 2017-2018 premium increase, if any, which is in excess of 12.5% over the 2016-2017 premium, with the Board continuing to pay the amount of the premium increase, if any, as was paid by the Board in 2016-2017 plus the first 12.5% of any 2017-2018 premium increase, except that the Board's payment of the first 12.5% of any 2017-2018 premium increase shall be made in accordance with the 2016-2017 contribution formula specified above.

2018-2019 Insurance Contribution

Effective the 2018-2019 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 2017-2018 plus the amount of the 2018-2019 premium increase, if any, which is in excess of 12.5% over the 2017-2018 premium, with the Board continuing to pay the amount of the premium increase, if any, as was paid by the Board in 2017-2018 plus the first 12.5% of any 2018-2019 premium increase, except that the Board's payment of the first 12.5% of any 2018-2019 premium increase shall be made in accordance with the 2016-2017 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 effect

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 $150 per credit hour or the maximum of $100 per quarter hour for each course pre-approved by the Superintendent under Section 5.55.

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

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 have reached an age and service combination such that they are eligible to retire from TRS without any additional employer contribution or penalty under the *Pension Code*.

- The applicant must NOT have received an increase in creditable earnings of greater than 6% in any year preceding commencement of the "105%" 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.

  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. If the retiree health insurance benefit provided under this Section 5.7 is deemed to constitute a discriminatory or otherwise impermissible benefit under law or regulation or other official guidance subjecting the Board to potential penalties, employee benefit plan failures or increased tax payments, the Board and the ALT Executive Board agree to meet, discuss, and negotiate options available under law, regulation, or guidance, to avoid the potential penalties, employee benefit plan failures, or increased tax payments.

- 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. Regardless of additional duties performed or services provided, teachers receiving the 105% salary increases under this Section 5.7 shall never be permitted to receive creditable earnings in excess of 106% of his or her prior year's creditable earnings. In the inadvertent circumstance that a teacher's creditable earnings are in excess of or will exceed one hundred and six percent (106%) of his or her prior year's creditable earnings, the Board and the ALT Executive Board agree to meet, discuss, and negotiate options available under law, regulations, or guidance to avoid potential penalties from TRS.

- 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.

5.83 Internal Substitutes – Part-Time Teachers

Part-time teachers who substitute teach a class shall be paid the internal substitute rate set forth in Appendix B, regardless of whether the class being taught takes place outside of the teacher's normal work hours.

5.84 Professional Expectations – Part-Time Teachers

The professional expectations of part-time teachers are as follows:

Activity	**Attendance Expectation**	**Compensation**	**Documentation**
Institute Days, SIP days, and other full day professional development activities	Entire duration	Full-time per diem rate of salary schedule placement	Time sheet signed by Division Chair 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 teacher who is a 0.17 FTE (one class) may participate in department meetings and PLC sessions via videoconference when such obligations occur on a day for which the teacher is not scheduled to be present.

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.

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 Joint Committee

The Extra-Curricular Joint Committee will discuss extra-curricular positions and compensation to make recommendations to the administration regarding same. This committee shall consist of no fewer than three members appointed by the 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 the ALT Executive Board 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 completes its pilot year/season, the committee shall meet to provide input to the administration regarding compensation for the associated sponsor, advisory, or coaching position.

All changes for new or existing student organizations shall be subject to Board and ALT Executive Board approval through written agreement.

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

h. Evidence of sufficient student interest

i. Congruence with the District's mission statement

j. Availability of qualified sponsor

k. Availability of facilities so as not to conflict with current school events

l. Availability of funds (where necessary).

The following procedures and forms, created and modified by the Extra-Curricular Joint Committee, are available on the ALT Haiku page:

- Procedure to Request Establishment of a New Recognized Student Organization;
- Procedure to Request Compensation for the Sponsor/Advisor/Coach of a New Recognized Student Organization; and
- Procedure to Request Review of Compensation for the Sponsor/Advisor/Coach of an Existing Student Organization.

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.* – not our policy

Parent/child-rearing leave will be granted within this general leave section in accordance with the Board Policy on Child-Rearing Leave.

7.12 Written Request - Leave of Absence without 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 without 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 Absence without 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 without Pay

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

7.16 Proportioning of Medical/Personal Paid Leave - Leave of Absence without 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 on or before February 15th of the school year preceding the school year in which the reinstatement is to begin, except in an emergency in which case the teacher shall notify the Superintendent of his/her decision as soon as practicable. Failure to provide timely notice in accordance with this Section shall operate as a resignation at the end of the current school year.

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 Leave with Pay – Bereavement Leave

Two (2) days of bereavement leave shall be granted to any teacher without deduction from available sick or personal leave when there has been a death in the immediate family, as defined by the Illinois School Code. Any bereavement days not used during the school year granted shall be forfeited and shall not be converted to sick leave.

7.5 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 response. 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 response. 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 III, the Association may submit the grievance to final and binding arbitration. If a demand for arbitration is not filed with the Employer within thirty (30) days of the date of the Step III response, 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, 2016, and shall continue in full force and effect through June 30, 2019.

ARTICLE XIII - EXECUTION OF AGREEMENT

This Agreement is signed this _____ day of _____, 2016.

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

2016-2017 SALARY SCHEDULE (TRS Included)							
Step	BA+0	BA+15	MA+0	MA+15	MA+30	MA+45	CAS* 2nd MA* MA+60
1	$49,910	$51,407	$56,762	$58,465	$60,220	$62,633	$64,511
2	$51,085	$52,618	$59,632	$61,421	$63,263	$65,162	$67,117
3	$52,360	$53,930	$60,438	$62,251	$64,118	$66,042	$68,023
4	$53,800	$55,414	$61,945	$63,803	$65,717	$67,690	$69,721
5	$55,306	$56,965	$63,664	$65,575	$67,542	$69,568	$71,656
6	$56,855	$58,560	$65,161	$67,116	$69,129	$71,202	$73,340
7	$58,446	$60,200	$66,659	$68,659	$70,719	$72,841	$75,026
8	$60,083	$61,885	$68,193	$70,239	$72,345	$74,516	$76,752
9	$61,766	$63,618	$69,761	$71,854	$74,010	$76,230	$78,517
10	$63,495	$65,400	$71,366	$73,507	$75,712	$77,983	$80,322
11	$65,272	$67,231	$73,080	$75,272	$77,529	$79,856	$82,252
12	$67,099	$69,113	$74,760	$77,003	$79,313	$81,691	$84,143
13	$68,979	$71,048	$76,473	$78,768	$81,137	$83,571	$86,079
14	$70,910	$73,037	$78,229	$80,576	$83,003	$85,493	$88,058
15	$72,541	$74,717	$80,025	$82,427	$84,912	$87,459	$90,084
16	$74,210	$76,436	$82,317	$84,785	$87,119	$89,648	$92,338
17	$75,917	$78,193	$84,495	$87,028	$89,021	$91,694	$94,445
18	$77,663	$79,992	$86,549	$89,144	$90,948	$93,614	$96,422
19	$79,449	$81,832	$88,934	$91,603	$93,216	$95,826	$98,053
20	$81,277	$83,714	$91,305	$94,045	$95,701	$98,381	$101,332

Longevity Increment: Steps 21 and beyond $2,250 from previous year's salary.

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

2017-2018 SALARY SCHEDULE (TRS Included)							
Step	BA+0	BA+15	MA+0	MA+15	MA+30	MA+45	CAS* 2nd MA* MA+60
1	$50,409	$51,921	$57,330	$59,050	$60,822	$63,259	$65,156
2	$51,596	$53,144	$60,228	$62,035	$63,896	$65,814	$67,788
3	$52,884	$54,469	$61,042	$62,874	$64,759	$66,702	$68,703
4	$54,338	$55,968	$62,564	$64,441	$66,374	$68,367	$70,418
5	$55,859	$57,535	$64,301	$66,231	$68,217	$70,264	$72,373
6	$57,424	$59,146	$65,813	$67,787	$69,820	$71,914	$74,073
7	$59,030	$60,802	$67,326	$69,346	$71,426	$73,569	$75,776
8	$60,684	$62,504	$68,875	$70,941	$73,068	$75,261	$77,520
9	$62,384	$64,254	$70,459	$72,573	$74,750	$76,992	$79,302
10	$64,130	$66,054	$72,080	$74,242	$76,469	$78,763	$81,125
11	$65,925	$67,903	$73,811	$76,025	$78,304	$80,655	$83,075
12	$67,770	$69,804	$75,508	$77,773	$80,106	$82,508	$84,984
13	$69,669	$71,758	$77,238	$79,556	$81,948	$84,407	$86,940
14	$71,619	$73,767	$79,011	$81,382	$83,833	$86,348	$88,939
15	$73,266	$75,464	$80,825	$83,251	$85,761	$88,334	$90,985
16	$74,952	$77,200	$83,140	$85,633	$87,990	$90,544	$93,261
17	$76,676	$78,975	$85,340	$87,898	$89,911	$92,611	$95,389
18	$78,440	$80,792	$87,414	$90,035	$91,857	$94,550	$97,386
19	$80,243	$82,650	$89,823	$92,519	$94,148	$96,784	$99,034
20	$82,090	$84,551	$92,218	$94,985	$96,658	$99,365	$102,345

Longevity Increment: Steps 21 and beyond $2,250 from previous year's salary.

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

.90 - TRS

2018-2019 SALARY SCHEDULE (TRS Included)							
Step	BA+0	BA+15	MA+0	MA+15	MA+30	MA+45	CAS* 2nd MA* MA+60
1	$50,913	$52,440	$57,903	$59,641	$61,430	$63,892	$65,808
2	$52,112	$53,675	$60,830	$62,655	$64,535	$66,472	$68,466
3	$53,413	$55,014	$61,652	$63,503	$65,407	$67,369	$69,390
4	$54,881	$56,528	$63,190	$65,085	$67,038	$69,051	$71,122
5	$56,418	$58,110	$64,944	$66,893	$68,899	$70,967	$73,097
6	$57,998	$59,737	$66,471	$68,465	$70,518	$72,633	$74,814
7	$59,620	$61,410	$67,999	$70,039	$72,140	$74,305	$76,534
8	$61,291	$63,129	$69,564	$71,650	$73,799	$76,014	$78,295
9	$63,008	$64,897	$71,164	$73,299	$75,498	$77,762	$80,095
10	$64,771	$66,715	$72,801	$74,984	$77,234	$79,551	$81,936
11	$66,584	$68,582	$74,549	$76,785	$79,087	$81,462	$83,906
12	$68,448	$70,502	$76,263	$78,551	$80,907	$83,333	$85,834
13	$70,366	$72,476	$78,010	$80,352	$82,767	$85,251	$87,809
14	$72,335	$74,505	$79,801	$82,196	$84,671	$87,211	$89,828
15	$73,999	$76,219	$81,633	$84,084	$86,619	$89,217	$91,895
16	$75,702	$77,972	$83,971	$86,489	$88,870	$91,449	$94,194
17	$77,443	$79,765	$86,193	$88,777	$90,810	$93,537	$96,343
18	$79,224	$81,600	$88,288	$90,935	$92,776	$95,496	$98,360
19	$81,045	$83,477	$90,721	$93,444	$95,089	$97,752	$100,024
20	$82,911	$85,397	$93,140	$95,935	$97,625	$100,359	$103,368

Longevity Increment: Steps 21 and beyond $2,250 from previous year's salary.

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

Appendix A – Footnotes

1. Based on approved scattergrams dated December 8, 2015, for the 2015-2016 school year equaling a total cost of $7,778,962 new schedules shall equal:

2016-2017	3.48% total increase over the 2015-2016 scattergram
2017-2018	3.06% total increase over the 2016-2017 scattergram
2018-2019	3.14% total increase over the 2017-2018 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	2016-2017	2017-2018	2018-2019
1	$49,910	$50,409	$50,913
2	$51,085	$51,596	$52,112
3	$52,360	$52,884	$53,413
4	$53,800	$54,338	$54,881
5	$55,306	$55,859	$56,418
6	$56,855	$57,424	$57,998
7	$58,446	$59,030	$59,620
8	$60,083	$60,684	$61,291
9	$61,766	$62,384	$63,008
10	$63,495	$64,130	$64,771

63,495 x 1.14 x %

LEMONT TOWNSHIP HIGH SCHOOL DISTRICT 210

Clubs and Activities

Sub-Category:	I	**Management**						
Parameters:	*A*	***Level of Responsibility***						
	B	***Student Impact***						
	8	Assistant 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		

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

**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*						
	14	Marching Band	7	Concert Band	5	Concert Band Assistant	4	Creative Writing Journal
			10	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
							2	Winter Spirit Band

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	3	HOSA
					4	Social Studies Club	3	Project Graduation
					4	Mu Alpha Theta	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:

$38.82 per hour (w/ TRS) $51.23 per block w/o TRS $56.29 per block with TRS

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 Worker A = $75
Athletic Worker B = $60
Athletic Worker C = $50
PAC Ticket Sellers = $50
PAC Supervisor = $50
Bus Sponsors = $60
Chaperone and Supervisor = $50

Athletic Worker A	**Athletic Worker B**	**Athletic Worker C**
Football Varsity/Sophomore or Football Playoff	Basketball Varsity/Sophomore	Baseball
Wrestling Tournament	Wrestling Tri	Wrestling Dual
Tennis Tournament	Soccer Varsity/Sophomore	JV Basketball
Volleyball Tournament		Freshman Basketball
Track Invitational		JV Football
Cross Country Invitational		Freshman Football
		Volleyball
		Track Dual
		Softball
		Soccer Single Game
		Swim Meet

Summer Coaching

During the summer of 2016, the Board shall contribute $4,750 per sport to a summer coaching stipend fund. During the summer of 2017, 2018, and 2019, the Board shall contribute $5,000 per sport to a summer coaching stipend fund. 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:

10% 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.

Deans

Deans shall receive an annual stipend of 16% of the activity schedule in Appendix B.

Speech-Language Pathologist

Speech-Language Pathologists hired prior to the 2016-2017 school year shall receive an annual stipend of $10,000.

Counselors

Upon request by the Superintendent or designee, counselors shall work up to an additional ninety (90) hours during the summer and the Division Chair for Student Services shall work up to an additional one hundred and twenty (120) hours during the summer. For additional scheduled work hours requested by the Superintendent or designee 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.

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.

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. 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.

If it is known in advance that a teacher will be taking on full responsibility for an additional class for five or more meetings, the overload compensation will be paid as of the first meeting. Otherwise, payment will be made at the internal substitute rate through the fifth class meeting and a retroactive pay adjustment will be made for the first five consecutive class meetings. Thereafter, each additional consecutive class meeting will be compensated at the overload rate.

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

350013_1

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: October 12, 2016
TO: Members of the Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Speech-Language Pathologist Stipend

Page 8 in Appendix B of the *2016-2019 Agreement Between the Lemont Township High School District 210 Board of Education and the Association of Lemont Teachers* states that speech-language pathologists hired prior to the 2016-2017 school year shall receive an annual stipend of $10,000.

Since time of hire, the current speech-language pathologist has received a stipend of $10,777. The purpose of including language regarding the speech-language pathologist stipend in the collective bargaining agreement was to reflect past practice. There was no intent to reduce the stipend currently being paid to the speech-language pathologist.

Therefore, Kathleen Fiala-Cline, current speech-language pathologist, shall receive an annual stipend of $10,777.

This memorandum of understanding is signed this 17 day of October, 2016.

For the Association of Lemont Teachers

President

Secretary

For the Board of Education

VICE 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

MEMORANDUM OF UNDERSTANDING

DATE: October 12, 2016
TO: Members of the Association of Lemont Teachers
FROM: Dr. Mary Ticknor, Superintendent
RE: Speech-Language Pathologist Stipend

Page 8 in Appendix B of the *2016-2019 Agreement Between the Lemont Township High School District 210 Board of Education and the Association of Lemont Teachers* states that speech-language pathologists hired prior to the 2016-2017 school year shall receive an annual stipend of $10,000.

Since time of hire, the current speech-language pathologist has received a stipend of $10,777. The purpose of including language regarding the speech-language pathologist stipend in the collective bargaining agreement was to reflect past practice. There was no intent to reduce the stipend currently being paid to the speech-language pathologist.

Therefore, Kathleen Fiala-Cline, current speech-language pathologist, shall receive an annual stipend of $10,777.

This memorandum of understanding is signed this 17 day of October, 2016.

For the Association of Lemont Teachers

President

Secretary

For the Board of Education

VICE President

Secretary

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Dr. Mary Ticknor, Superintendent
Eric Michaelsen, Principal

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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. Hanlon Jr.
Secretary

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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. [illegible]
President

Erin Hitchcock
Secretary

For the Board of Education

[illegible]
President

Michael J. Vondra Sr.
Secretary

Lemont High School
800 Porter Street
Lemont, IL 60439
Phone - (630) 257-5838
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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 Glander 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 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