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, 2019 - June 30, 2023

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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.

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 that could adversely affect the teacher's employment, the teachers' 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 the 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 and 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.

2.8.1 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 licensure, endorsements and other ISBE legal qualifications.

3. The summer school director shall notify selected teachers of their tentative assignments (contingent upon enrollment) no later than ten (10) 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 a class and an additional one-half (½) hour of plan and preparation 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 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.

Recommendations for the implementation of e-learning days shall be effective through mutual agreement of the parties.

3.2.1 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
New Student Day	Early release at 1:00 p.m.on the last day before spring break Early release upon student departure on three (3) student testing days or in the event that fewer than three (3) 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 seven and one-quarter (7¼) hours (including preparation periods and lunch periods), plus such additional time beyond seven and one-quarter hours (7¼) 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 of every eight (8) block period of time. The remaining two (2) blocks are reserved for planning and preparation. 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 annually on the teacher evaluation procedures and the student growth component of teacher evaluations during the fall of each 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 Performance Evaluation Reform Act (PERA) Joint Committee

A PERA Joint 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 to assess and review the effectiveness of the Lemont High School District 210 Instructional Improvement/Evaluation Plan, for the purposes of continuous improvement of instruction and evaluation practices. 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. The committee shall also convene 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.

4.4 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 teachers' 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 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.

4.6 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.

4.7 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.

4.8 Coach/Activity Sponsor Evaluations

If a revised coach/activity sponsor evaluation plan is approved, the administration will distribute copies of the new plan to the Association members holding an athletic or activity sponsor position. The new plan will go into effect the following school year.

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 (8) 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. Any teachers not electing to participate in the program will not be reimbursed or offered any alternates.

Insurance Premium Contribution

For each school year covered by this Agreement. the medical and dental insurance premium contributions of the Board and the teachers participating in the program shall be determined as follows:

1. Single Coverage: For each teacher electing to take single coverage, the Board will pay 100% of the single medical and dental insurance premiums unless the cost of the single premium increases by more than twelve and one-half percent (12.5%) annually. Should the cost of single premiums increase by more than twelve and one-half percent (12.5%) annually, the Board and the employee will pay fifty percent (50%) of the amount in excess of twelve and one-half percent (12.5%).

2. Family Coverage: Family coverage consists of single insurance plus dependent and/or spouse insurance. For each teacher electing to take family coverage, the Board will pay the single medical and dental insurance premium contribution as determined by Part 1 of this Section plus fifty percent (50%) of the premiums for the type of family coverage elected by the teacher, plus $350. The teacher shall pay the balance of the premiums. Should the cost of family coverage premiums increase by more than twelve and one-half percent (12.5%) annually, the Board and the employee will each pay fifty percent (50%) of the amount in excess of twelve and one-half percent (12.5%).

3. 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.

4. 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.

5.4.1 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

5.5.1 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 5.5 in which the teacher receives a grade of at least B, or its equivalent, or "Pass" if the course was approved to be taken on a pass/fail basis.

5.5.2 Additional Training

Whenever a teacher is requested by the 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 District. Written pre-approval must be documented and signed by the Superintendent.

5.5.3 Salary Adjustments

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

5.5.4 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.

5.5.5 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

5.6.1 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.

5.6.2 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.

5.7.1 Retirement - Eligibility

A. The applicant must voluntarily retire and have at least 15 years of District service as defined in this section at the time of his or her retirement.

B. 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.

C. 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 fifteen (15) years of full-time service as defined in the preceding paragraph.

D. 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.)

E. The applicant must be eligible to retire from TRS without any additional employer contribution or penalty under the *Pension Code*.

F. An Irrevocable Letter of Retirement must be submitted by June 30 of the school year prior to the year in which the creditable earnings increases per Section 5.7.2, Part B shall be provided. This letter shall set forth a retirement date at the end of the school year not later than June 30, 2028.

5.7.2 Retirement - Benefits

A. Post-Retirement Health and Dental Insurance

a. Teachers who meet the eligibility requirements per Section 5.7.1, who submit a timely Irrevocable Letter of Retirement, and whose TRS creditable earnings do not exceed three percent (3%) during each of the years of employment used to determine the teacher's TRS or Pension Code retirement annuity are eligible for the following post-retirement health and dental insurance benefits.

i. For those teachers who 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 TRIP HMO insurance premium for the individual retiree. Payments for the teacher shall continue until the teacher's age of eligibility for Medicare or death, whichever comes first.

ii. 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. Payments for the teacher, shall continue until the teacher's age of eligibility for Medicare or death, whichever comes first.

iii. 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 with such dependent's premium to be paid by the teacher.

b. 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.

B. Creditable Earnings Increase

a. Teachers who meet the eligibility requirements per Section 5.7.1 and whose timely Irrevocable Letter of Retirement provides the Board with notice five (5) full school years prior to retirement shall receive creditable earnings increases as follows:

i. Year 1: 106% of the prior year's TRS creditable earnings,
ii. Year 2: 103% of the prior year's TRS creditable earnings
iii. Year 3: 103% of the prior year's TRS creditable earnings
iv. Year 4: 103% of the prior year's TRS creditable earnings
v. Year 5: 103% of the prior year's TRS creditable earnings

b. Teachers who meet the eligibility requirements per Section 5.7.1 and whose timely Irrevocable Letter of Retirement provides the Board with notice four (4) full school years prior to retirement or less shall receive creditable earnings increases as follows:

i. Year 1: 103% of the prior year's TRS creditable earnings
ii. Year 2: 103% of the prior year's TRS creditable earnings
iii. Year 3: 103% of the prior year's TRS creditable earnings
iv. Year 4: 103% of the prior year's TRS creditable earnings

c. Teachers who meet the eligibility requirements per Section 5.7.1 and whose timely Irrevocable Letter of Retirement provides the Board with notice three (3) full school years prior to retirement or less shall receive creditable earnings increases as follows:

i. Year 1: 103% of the prior year's TRS creditable earnings
ii. Year 2: 103% of the prior year's TRS creditable earnings
iii. Year 3: 103% of the prior year's TRS creditable earnings

d. Teachers who meet the eligibility requirements per Section 5.7.1 and whose timely Irrevocable Letter of Retirement provides the Board with notice two (2) full school years prior to retirement or less shall receive creditable earnings increases as follows:

i. Year 1: 103% of the prior year's TRS creditable earnings.
ii. Year 2: 103% of the prior year's TRS creditable earnings.

e. Teachers who meet the eligibility requirements per Section 5.7.1 and whose timely Irrevocable Letter of Retirement provides the Board with notice one (1) full school year prior to retirement or less shall receive a TRS creditable earnings increase of 103% of the prior year's TRS creditable earnings.

f. The creditable earnings increases in this section are in lieu of any other raise or any other creditable earnings increase the teacher may otherwise be entitled to receive.

g. In the inadvertent circumstance that a teacher's TRS creditable earnings exceed three percent (3%) in any of the years used to determine the teacher's TRS or Pension Code retirement annuity, 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.

h. If after submitting an irrevocable Letter of Intent to Retire, the certified staff member resigns or is removed from duties for which he/she was paid a stipend or additional compensation in the previous year, the individual's creditable earnings will be recalculated accordingly, reducing total creditable earnings by the stipend amount plus earned increases.

5.7.3 Retirement - Limitations

A. Rescission of Irrevocable Letter of Retirement: A teacher may submit a request to the Board of Education to rescind his or her Irrevocable Letter of Retirement under the following circumstances, provided a replacement for the teacher has not been hired. Requests submitted per this Section 5.7.3 shall be subject to approval by the Board.

a. Death of spouse
b. Death of child
c. Serious illness of spouse or child

d. Divorce

B. Repayment of benefits: If approved by the Board, the teacher shall be removed from the retirement track and will be required to pay back to the District the value of any benefits received hereunder and through the date rescission was approved. Such payment shall occur within ninety (90) days of the date the Board approves such action. The Association shall be made aware of the method and timeframe for any such repayment.

C. Future Access to Retirement Benefits: A teacher who has been removed from the retirement track and has timely re-paid any benefits received hereunder may once again access the retirement benefits provided in this section for which he or she is eligible beginning with the school year following the year in which repayment of benefits due to rescission has occurred.

5.8 Part-Time Teachers and Part-Time Service Providers

The Association and the Board recognize that the educational needs of the school are best met through the employment of full-time teachers and full-time service providers whenever possible. Service providers include social workers, psychologists and speech and language pathologists.

5.8.1 Fringe Benefits - Part-Time Teachers and Part-Time Service Providers

Part-time teachers and full-time service providers employed eighty percent (80%) 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 and full-time service providers employed for less than eighty percent (80%) of a full-time assignment shall not receive any of the insurance benefits afforded to full-time staff, except that those teachers and service providers who were involuntarily reduced to a position of sixty percent (60%) or more shall continue to receive those insurance benefits afforded to full-time teachers. Part-time teachers and full-time service providers, whether above or below eighty percent (80%), shall be afforded a proportionate share, calculated on an hourly basis, of sick leave and personal leave days granted to full-time employees. For example, using fifteen (15) days per year (six (6) hours each day), a full-time teacher would get ninety (90) hours of leave per year, and a part-time teacher working a sixty percent (60%) assignment would get sixty percent (60%) of that leave, or fifty-four (54) hours, per year.

5.8.2 Step Advancement - Part-Time Teachers and Part-Time Service Providers

A part-time teacher or part-time service provider 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 or service provider who is employed less than eighty percent (80%) but fifty percent (50%) or more shall be permitted to advance on the salary schedule one (1) step for every two (2)

years employed in such capacity. A part-time teacher or service provider who is employed less than fifty percent (50%) shall not be permitted to advance on the salary schedule.

5.8.3 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 the teacher's normal work hours.

5.8.4 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	Timesheet 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.

LEMONT HIGH SCHOOL

Margaret Jazdzewski <mjazdzewski@lhs210.net>

Re: Early Releases

1 message

Terra Button <tbutton@lhs210.net> Thu, Oct 8, 2020 at 2:41 PM
To: Margaret Jazdzewski <mjazdzewski@lhs210.net>

Got it

On Thu, Oct 8, 2020, 2:10 PM Margaret Jazdzewski <mjazdzewski@lhs210.net> wrote:

> Hi Terra,
>
> Here is a message from Mary regarding early releases.
>
> Margaret
>
> ---------- Forwarded message ---------
> From: **Mary Jo Pascente** <mpascente@lhs210.net>
> Date: Thu, Oct 8, 2020 at 1:34 PM
> Subject: Early Releases
> To: Margaret Jazdzewski <mjazdzewski@lhs210.net>
>
> Hi,
>
> I just spoke with Mary. She wanted me to give you the following information -
>
> October 14- Early Release (Senior SAT testing)
> Spring 2021 (April) - Early Release (SAT Junior testing)
>
> Labor Day
> Thanksgiving
> Winter Break
> Spring Break
>
> If you need to speak with Mary, she is available this afternoon.
>
> Mary Jo
>
> --
> **Mary Jo Pascente**
> *Administrative Assistant to the Superintendent*
> **Lemont High School District 210** | 800 Porter Street • Lemont, IL • 60439
> **Phone:** (630) 243-3254 | **Fax:** (630) 257-7603 | **E-mail:** mpascente@lhs210.net
> **Facebook:** www.facebook.com/LHS210
>
> **Lemont High School**
> **"Exemplary High Performing School"**
> **2017 National Blue Ribbon Schools Program**

--
Margaret Jazdzewski
Human Resources Coordinator
Lemont High School | 800 Porter Street • Lemont, IL • 60439
Phone: (630) 243-3268 | **Fax:** (630) 257-7603 | **E-mail:** mjazdzewski@lhs210.net
Facebook: www.facebook.com/LHS210

5.8.5 Professional Expectations - Part-time Service Providers

The professional expectations of part-time Service Providers are as follows:

Activity	Attendance	Compensation	Documentation
Institute Days, SIP days, other professional development activities and Department Meetings	As determined by Director of Special Education	No additional compensation. Time is deducted from total annual hours	Log of Hours
PLC sessions	Not required	Not applicable	Not applicable
Teaching and Learning Night	Entire duration	No additional compensation. Time is deducted from total annual hours	Log of Hours

5.9 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.

5.10 Teaching and Learning Night

It is the professional obligation and responsibility of teachers to be present at the Teaching and Learning event in the fall semester.

5.11 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 ties 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.

5.12 Extra-Curricular Joint Committee

Purpose: Discuss extra-curricular positions and compensation to make recommendations to the administration regarding same. The committee may also review and discuss the evaluation process for coaches and activity sponsors

Membership: The committee is comprised of no fewer than three (3) members appointed by the ALT Executive Board and no fewer than (3) members of the administration.

Responsibilities:

- Meet when needed at the request of either the ALT Executive Board or the administration
- Audit Appendix B activities and athletics no later than April 1 of each school year*
- Make recommendations to the Board for addition of new Appendix B positions
- Make recommendations to the Board for removal of existing Appendix B positions
- Make recommendations to the Board and the ALT Executive Board for compensation and working conditions associated with existing and new Appendix B positions

*Within sixty (60) days of the start of the 2019-2020 school year, the committee will convene to review the viability of all RSO Year Two clubs as of the 2018-2019 school year. Pending approval, recommended compensation will be effective for the 2019-2020 school year.

Procedure for New Clubs:

1. *Establish New Recognized Student Organization (RSO)* Form must be completed and submitted for approval.

2. New club may start upon notice of approval.

3. Sponsor of new club is unpaid during RSO Year One**.

4. New club is assessed by the Director of Activities and Athletics after completion of RSO Year One.

5. If the new club is determined to be viable by the Director of Activities and Athletics upon completion of RSO Year One, the club goes on to RSO Year Two and is compensated per Group L (Step 1)***.

6. The new club is assessed by the Director of Activities and Athletics after completion of RSO Year Two.

7. If the RSO Year Two club remains viable, the sponsor's compensation for the following year is referred to the Extra-Curricular Joint Committee for recommended Group placement during annual audit of Appendix B activities and athletics.

**A new club must start on or before December 1 for the current school year to count as RSO Year One. A new club that starts after December 1 does not complete RSO Year Two until the end of the following school year.

***A maximum of three (3) Group L stipends shall be available for RSO Year Two club sponsors in any given school year and shall be extended in chronological order per *Establish New RSO Form* approval date.

Criteria for Compensation Recommendation: 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 attendance/participation
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 resource site:

- 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

7.1.1 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 (2) semesters can be recommended for approval to the Board.

Family medical leave will be granted within this general leave section in accordance with the *Family Medical Leave Act*.

7.1.2 Written Request - Leave of Absence without Pay

A written request for a leave of absence without pay must be made prior to February 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.

7.1.3 Benefits - Leave of Absence without Pay

A teacher on a 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.

7.1.4 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.

7.1.5 Tenure Status - Leave of Absence without Pay

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

7.1.6 Proportioning of Medical/Personal Paid Leave - Leave of Absence without Pay

A teacher who is granted an unpaid leave for a semester will receive one-half (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.

7.1.7 Returning Statement

The teacher shall notify the Superintendent of his/her decision to return to or terminate his/her position on or before February 1st 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.

7.2.1 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.

7.2.2 Use of Paid Medical Leave for Birth or Adoption of Child

Any teacher may use his/her accumulated paid medical leave for the first thirty (30) consecutive work days following the birth, adoption, or placement for adoption of a child and for no other purpose. Picks up in the Fall -

7.2.3 Deduction Provision - Medical Leave

Time missed in any day shall be counted in quarter (¼) hours.

7.2.4 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.

7.2.5 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 thirty (30) days.

7.2.6 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 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.

7.3.1 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.

7.3.2 Deduct Provisions - Period

Time missed in a day shall be counted in quarter (¼) hours.

7.3.3 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.

7.3.4 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

Three (3) 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.

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 weekdays.

8.2 Procedures

The parties acknowledge that is 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 reasons, including the reasons for this decision.

B. Step II

If the grievance is not solved 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 solved 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 II 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 additional 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 the 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 connections 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, 2019 and shall continue in full force and effect through June 30, 2023.

ARTICLE XIII - EXECUTION OF AGREEMENT

This Agreement is signed this 17 day of June, 2019

IN WITNESS THEREOF:

For the Association of the Lemont Teachers:

Leigh M. [illegible]
President

Erin Hitchcock
Secretary

For the Board of Education School District 210:

Pamela Driscoll
President

Michael J. Hardon Sr. V.P.
Secretary

2019-2020 SALARY SCHEDULE (TRS Included)							
Step	BA+0	BA+15	MA+0	MA+15	MA+30	MA+45	CAS* 2nd MA* MA+60
1	$51,931	$53,489	$58,945	$60,715	$62,536	$65,042	$66,993
2	$53,154	$54,749	$61,925	$63,783	$65,697	$67,668	$69,698
3	$54,481	$56,114	$62,762	$64,646	$67,467	$69,491	$71,576
4	$55,979	$57,659	$64,327	$66,257	$69,150	$71,226	$73,362
5	$57,546	$59,272	$66,113	$68,097	$71,069	$73,202	$75,400
6	$59,158	$60,932	$67,667	$69,697	$73,339	$75,538	$77,807
7	$60,812	$62,638	$69,461	$71,545	$75,026	$77,277	$79,595
8	$62,517	$64,392	$71,060	$73,190	$76,751	$79,055	$81,427
9	$64,268	$66,195	$72,694	$74,875	$78,518	$80,872	$83,299
10	$66,066	$68,049	$74,439	$76,671	$80,516	$82,932	$85,418
11	$67,916	$69,954	$76,226	$78,513	$82,448	$84,924	$87,472
12	$69,817	$71,912	$77,979	$80,318	$84,346	$86,875	$89,482
13	$71,773	$73,926	$80,467	$82,883	$86,698	$89,300	$91,980
14	$73,782	$75,995	$82,315	$84,785	$88,693	$91,354	$94,095
15	$75,479	$77,743	$84,204	$86,733	$90,733	$93,455	$96,260
16	$77,216	$79,531	$86,366	$88,963	$92,891	$95,593	$98,468
17	$78,992	$81,360	$88,908	$91,573	$95,123	$97,980	$100,919
18	$80,808	$83,232	$91,069	$93,799	$97,183	$100,232	$103,232
19	$82,666	$85,147	$93,579	$96,387	$99,606	$102,595	$105,575
20	$84,569	$87,105	$96,074	$98,957	$102,262	$105,126	$107,828

Longevity Increment:

A teacher with either 21 or 22 years of experience in the BA+0, BA+15, MA+0, and MA+15 lanes shall receive step 20 of the 2019-20 salary schedule plus $200 for each year the teacher is off the salary schedule.
(e.g. a teacher with 22 years experience in the MA+0 lane will be paid $96,474 for 2019-20)

A teacher with either 21, 22, or 23 years of experience in the MA+30, MA+45, and MA+60 lanes shall receive step 20 of the 2019-20 salary schedule plus $200 for each year the teacher is off the salary schedule.
(e.g. a teacher with 23 years experience in the MA+60 lane will be paid $108,428 for 2019-20)

Any teacher who is off the salary schedule and does not meet the above criteria shall receive their previous year's salary plus a longevity payment of $2,550.

*Not available to teachers hired after the 2012-13 school year.

2020-2021 SALARY SCHEDULE (TRS Included)							
Step	BA+0	BA+15	MA+0	MA+15	MA+30	MA+45	CAS* 2nd MA* MA+60
1	$52,866	$54,452	$60,124	$61,929	$64,131	$66,701	$68,701
2	$54,111	$55,734	$63,164	$65,059	$67,372	$69,394	$71,475
3	$55,462	$57,124	$64,017	$65,939	$69,187	$71,263	$73,401
4	$56,987	$58,697	$65,614	$67,582	$70,913	$73,042	$75,233
5	$58,582	$60,339	$67,435	$69,459	$72,881	$75,069	$77,323
6	$60,223	$62,029	$69,020	$71,091	$75,209	$77,464	$79,791
7	$61,907	$63,765	$70,850	$72,976	$76,939	$79,248	$81,625
8	$63,642	$65,551	$72,481	$74,654	$78,708	$81,071	$83,503
9	$65,425	$67,387	$74,148	$76,373	$80,520	$82,934	$85,423
10	$67,255	$69,274	$75,928	$78,204	$82,569	$85,047	$87,596
11	$69,138	$71,213	$77,751	$80,083	$84,550	$87,090	$89,703
12	$71,074	$73,206	$79,539	$81,924	$86,497	$89,090	$91,764
13	$73,065	$75,257	$82,076	$84,541	$88,909	$91,577	$94,325
14	$75,110	$77,363	$83,961	$86,481	$90,955	$93,684	$96,494
15	$76,838	$79,142	$85,888	$88,468	$93,047	$95,838	$98,715
16	$78,606	$80,963	$88,093	$90,742	$95,260	$98,031	$100,979
17	$80,414	$82,824	$90,686	$93,404	$97,549	$100,478	$103,492
18	$82,263	$84,730	$92,890	$95,675	$99,661	$102,788	$105,864
19	$84,154	$86,680	$95,451	$98,315	$102,146	$105,211	$108,267
20	$86,091	$88,673	$97,995	$100,936	$104,870	$107,807	$110,578

Longevity Increment:

A teacher with either 21, 22, or 23 years of experience in the BA+ 0, BA+15, MA+0, and MA+15 lanes shall receive step 20 of the 2020-21 salary schedule plus $200 for each year the teacher is off the salary schedule.
(e.g. a teacher with 22 years experience in the MA+0 lane will be paid $98,395 for 2020-21)

A teacher with either 21, 22, 23, or 24 years of experience in the MA+30, MA+45, and MA+60 lanes shall receive step 20 of the 2020-21 salary schedule plus $200 for each year the teacher is off the salary schedule.
(e.g. a teacher with 23 years experience in the MA+60 lane will be paid $111,178 for 2020-21)

Any teacher who is off the salary schedule and does not meet the above criteria shall receive their previous year's salary plus a longevity payment of $2,550.

*Not available to teachers hired after the 2012-13 school year.

2021-2022 SALARY SCHEDULE (TRS Included)							
							CAS*
Step	BA+0	BA+15	MA+0	MA+15	MA+30	MA+45	2nd MA* MA+60
1	$53,712	$55,323	$61,086	$62,920	$65,157	$67,768	$69,800
2	$54,977	$56,626	$64,175	$66,100	$68,450	$70,504	$72,619
3	$56,349	$58,038	$65,041	$66,994	$70,294	$72,403	$74,575
4	$57,899	$59,636	$66,664	$68,663	$72,048	$74,211	$76,437
5	$59,519	$61,304	$68,514	$70,570	$74,047	$76,270	$78,560
6	$61,187	$63,021	$70,124	$72,228	$76,412	$78,703	$81,068
7	$62,898	$64,785	$71,984	$74,144	$78,170	$80,516	$82,931
8	$64,660	$66,600	$73,641	$75,848	$79,967	$82,368	$84,839
9	$66,472	$68,465	$75,334	$77,595	$81,808	$84,261	$86,790
10	$68,331	$70,382	$77,143	$79,455	$83,890	$86,408	$88,998
11	$70,244	$72,352	$78,995	$81,364	$85,903	$88,483	$91,138
12	$72,211	$74,377	$80,812	$83,235	$87,881	$90,515	$93,232
13	$74,234	$76,461	$83,389	$85,894	$90,332	$93,042	$95,834
14	$76,312	$78,601	$85,304	$87,865	$92,410	$95,183	$98,038
15	$78,067	$80,408	$87,262	$89,883	$94,536	$97,371	$100,294
16	$79,864	$82,258	$89,502	$92,194	$96,784	$99,599	$102,595
17	$81,701	$84,149	$92,137	$94,898	$99,110	$102,086	$105,148
18	$83,579	$86,086	$94,376	$97,206	$101,256	$104,433	$107,558
19	$85,500	$88,067	$96,978	$99,888	$103,780	$106,894	$109,999
20	$87,468	$90,092	$99,563	$102,551	$106,548	$109,532	$112,347

Longevity Increment:

Any teacher beyond step 20 shall receive their previous year's salary plus a longevity payment of $2,550.

*Not available to teachers hired after the 2012-13 school year.

BAJ-#302 87

2022-2023 SALARY SCHEDULE (TRS Included)							
Step	BA+0	BA+15	MA+0	MA+15	MA+30	MA+45	CAS* 2nd MA* MA+60
1	$54,518	$56,153	$62,002	$63,864	$66,134	$68,785	$70,847
2	$55,802	$57,475	$65,138	$67,092	$69,477	$71,562	$73,708
3	$57,194	$58,909	$66,017	$67,999	$71,348	$73,489	$75,694
4	$58,767	$60,531	$67,664	$69,693	$73,129	$75,324	$77,584
5	$60,412	$62,224	$69,542	$71,629	$75,158	$77,414	$79,738
6	$62,105	$63,966	$71,176	$73,311	$77,558	$79,884	$82,284
7	$63,841	$65,757	$73,064	$75,256	$79,343	$81,724	$84,175
8	$65,630	$67,599	$74,746	$76,986	$81,167	$83,604	$86,112
9	$67,469	$69,492	$76,464	$78,759	$83,035	$85,525	$88,092
10	$69,356	$71,438	$78,300	$80,647	$85,148	$87,704	$90,333
11	$71,298	$73,437	$80,180	$82,584	$87,192	$89,810	$92,505
12	$73,294	$75,493	$82,024	$84,484	$89,199	$91,873	$94,630
13	$75,348	$77,608	$84,640	$87,182	$91,687	$94,438	$97,272
14	$77,457	$79,780	$86,584	$89,183	$93,796	$96,611	$99,509
15	$79,238	$81,614	$88,571	$91,231	$95,954	$98,832	$101,798
16	$81,062	$83,492	$90,845	$93,577	$98,236	$101,093	$104,134
17	$82,927	$85,411	$93,519	$96,321	$100,597	$103,617	$106,725
18	$84,833	$87,377	$95,792	$98,664	$102,775	$105,999	$109,171
19	$86,783	$89,388	$98,433	$101,386	$105,337	$108,497	$111,649
20	$88,780	$91,443	$101,056	$104,089	$108,146	$111,175	$114,032

Longevity Increment:

Any teacher beyond step 20 shall receive their previous year's salary plus a longevity payment of $2,550.

*Not available to teachers hired after the 2012-13 school year.

Appendix A - Footnotes

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
ACTIVITIES AND ATHLETICS

Support Positions	Position	Level
Activities+	Assistant Director	F
Athletics+	Assistant Director	C
Athletics Conditioning		E
Athletics Strength		E
Performing Arts Center+	Director	F

+ - In addition to the stipend, the position receives (1) non-teaching block per semester in addition to any evaluative release periods as indicated in Appendix B.

IHSA Athletic Offerings	Position	Level	Position	Level
Badminton	Head Coach	C	Assistant	F
Baseball	Head Coach	B	Assistant (4)	E
Basketball (B)	Head Coach	A	Assistant (3)	D
Basketball (G)	Head Coach	A	Assistant (3)	D
Bowling (B)	Head Coach	D		
Bowling (G)	Head Coach	D	Assistant	G
Cheerleading (Fall)	Head Coach	G	Assistant (2)	J
Cheerleading (Winter)	Head Coach	E	Assistant (2)	H
Cross Country (Coed)	Head Coach	C	Assistant (2)	F
Dance (Fall)	Head Coach	H	Assistant	J
Dance (Winter)	Head Coach	F	Assistant	H
Football	Head Coach	A	Assistant (11)	D
Golf (B)	Head Coach	D	Assistant	G
Golf (G)	Head Coach	D		
Lacrosse	Head Coach	C	Assistant	F
Soccer (B)	Head Coach	B	Assistant (3)	E
Soccer (G)	Head Coach	B	Assistant (3)	E
Softball	Head Coach	B	Assistant (3)	E
Swimming (B)	Head Coach	C	Assistant	F
Swimming (G)	Head Coach	B	Assistant	E
Tennis (B)	Head Coach	C	Assistant	F
Tennis (G)	Head Coach	C	Assistant	F
Track (w/Indoor) (B)	Head Coach	B	Assistant (2)	E
Track (w/Indoor) (G)	Head Coach	B	Assistant (2)	E
Volleyball (B)	Head Coach	C	Assistant	F
Volleyball (G)	Head Coach	B	Assistant (3)	E
Wrestling	Head Coach	A	Assistant (3)	D

IHSA/Competitive Activities	Position	Level	Position	Level
Academic Challenge	Sponsor	K		
Bass Fishing	Sponsor	K		
Chess	Sponsor	I		
FBLA	Sponsor	I		
Group Interpretation	Director	I		
Mathletes	Sponsor	F	Assistant (2)	I
Robotics	Sponsor	J		
Scholastic Bowl	Sponsor	J		
Speech	Sponsor	F	Assistant (2)	I

Production/Performance Activities	Position	Level	Position	Level
Drama Club	Sponsor	I		
Drama (Fall Play)	Director	G	Assistant	I
Drama (Winter Play)	Director	G	Assistant	I
Drama Set Construction (Fall Play)		J/K*		
Drama Set Construction (Winter Play)		J/K*		
Musical Acting	Director	I		
Musical Accompanist		I		
Musical Choreographer		I		
Musical Orchestra	Director	I		
Musical Producer	Manager	I		
Musical Set Construction		J/K*		
Musical Technical/Assistant	Director	J		
Musical Vocal	Director	I		

Co-Curricular	Position	Level	Position	Level
Concert Band	Director	G	Assistant	I
Creative Writing Journal	Sponsor	J		
Great Books (Freshman)	Sponsor	K**		
Great Books (Junior)	Sponsor	K**		
Great Books (Senior)	Sponsor	K**		
Great Books (Sophomore)	Sponsor	K**		
Marching Band	Director	B	Assistant	D
Newspaper	Sponsor	I		
Winter Spirit Band	Director	L		

School Club Activities	Position	Level	Position	Level
Art Club	Sponsor	K		
Class Sponsor (Freshman)	Sponsor	K		
Class Sponsor (Junior) (3)	Sponsor	J		
Class Sponsor (Senior)	Sponsor	K		
Class Sponsor (Sophomore)	Sponsor	K		
HOSA	Sponsor	K		
Interact	Sponsor	F		
Model UN	Sponsor	J		
National Honor Society	Sponsor	F		
Science Club	Sponsor	J		
Student Council	Sponsor	F	Assistant	J
Technology Student Association	Sponsor	J		
World Language Club	Sponsor	J		
Yearbook	Sponsor	E	Assistant	G

Departmental Honor Societies	Position	Level
NEHS (English)	Sponsor	J
Mu Alpha Theta (Math)	Sponsor	J

Other	Position	Level
Junior Achievement	Sponsor	***
Mentor****		L
Project Graduation	Sponsor	K

Items to be reviewed by Extra-Curricular Committee within 60 days of the start of the 2019-20 school year:

A Cappella Club	Link Crew
Acceptance Group	Manga Club
Choir	Photography Club
Contest Play	Rho Kappa (Social Studies Honor Society)
Cross Country Head Stipend request	SNHS (Science Honor Society)
Film Club	Sparkles
Gaming Club	Special Olympics
Leo Club	STEAM WOW

* - "K" amount to be paid if the position is filled by a teacher instructing the Theatre Tech Classes, otherwise "J" amount is paid.

** - Great Books Leader, add 1%

*** - Total annual compensation for Junior Achievement Sponsorship is $5,484.40 each school year. The lead sponsor is responsible for turning in a timesheet that shows the amount of time each sponsor put in. The $5,484 is divided by the number of hours per sponsor.

**** - Mentors will remain on step 1.

Activities and Athletics
2019-2020

	16%	14%	12%	10%	9%	8%
STEP	Group A	Group B	Group C	Group D	Group E	Group F
1	$8,308.96	$7,270.34	$6,231.72	$5,193.10	$4,673.79	$4,154.48
2	$8,504.64	$7,441.56	$6,378.48	$5,315.40	$4,783.86	$4,252.32
3	$8,716.96	$7,627.34	$6,537.72	$5,448.10	$4,903.29	$4,358.48
4	$8,956.64	$7,837.06	$6,717.48	$5,597.90	$5,038.11	$4,478.32
5	$9,207.36	$8,056.44	$6,905.52	$5,754.60	$5,179.14	$4,603.68
6	$9,465.28	$8,282.12	$7,098.96	$5,915.80	$5,324.22	$4,732.64
7	$9,729.92	$8,513.68	$7,297.44	$6,081.20	$5,473.08	$4,864.96
8	$10,002.72	$8,752.38	$7,502.04	$6,251.70	$5,626.53	$5,001.36
9	$10,282.88	$8,997.52	$7,712.16	$6,426.80	$5,784.12	$5,141.44
10	$10,570.56	$9,249.24	$7,927.92	$6,606.60	$5,945.94	$5,285.28
11-19	$11,310.50	$9,896.69	$8,482.87	$7,069.06	$6,362.16	$5,655.25
20+	$12,050.44	$10,544.13	$9,037.83	$7,531.52	$6,778.37	$6,025.22

	7%	6%	5%	4%	3%	2%
STEP	Group G	Group H	Group I	Group J	Group K	Group L
1	$3,635.17	$3,115.86	$2,596.55	$2,077.24	$1,557.93	$1,038.62
2	$3,720.78	$3,189.24	$2,657.70	$2,126.16	$1,594.62	$1,063.08
3	$3,813.67	$3,268.86	$2,724.05	$2,179.24	$1,634.43	$1,089.62
4	$3,918.53	$3,358.74	$2,798.95	$2,239.16	$1,679.37	$1,119.58
5	$4,028.22	$3,452.76	$2,877.30	$2,301.84	$1,726.38	$1,150.92
6	$4,141.06	$3,549.48	$2,957.90	$2,366.32	$1,774.74	$1,183.16
7	$4,256.84	$3,648.72	$3,040.60	$2,432.48	$1,824.36	$1,216.24
8	$4,376.19	$3,751.02	$3,125.85	$2,500.68	$1,875.51	$1,250.34
9	$4,498.76	$3,856.08	$3,213.40	$2,570.72	$1,928.04	$1,285.36
10	$4,624.62	$3,963.96	$3,303.30	$2,642.64	$1,981.98	$1,321.32
11-19	$4,948.34	$4,241.44	$3,534.53	$2,827.62	$2,120.72	$1,413.81
20+	$5,272.07	$4,518.91	$3,765.76	$3,012.61	$2,259.46	$1,506.30

Amounts based on 2019-20 Salary Schedule BA lane; amounts include TRS

Activities and Athletics
2020-2021

	16%	14%	12%	10%	9%	8%
STEP	Group A	Group B	Group C	Group D	Group E	Group F
1	$8,458.56	$7,401.24	$6,343.92	$5,286.60	$4,757.94	$4,229.28
2	$8,657.76	$7,575.54	$6,493.32	$5,411.10	$4,869.99	$4,328.88
3	$8,873.92	$7,764.68	$6,655.44	$5,546.20	$4,991.58	$4,436.96
4	$9,117.92	$7,978.18	$6,838.44	$5,698.70	$5,128.83	$4,558.96
5	$9,373.12	$8,201.48	$7,029.84	$5,858.20	$5,272.38	$4,686.56
6	$9,635.68	$8,431.22	$7,226.76	$6,022.30	$5,420.07	$4,817.84
7	$9,905.12	$8,666.98	$7,428.84	$6,190.70	$5,571.63	$4,952.56
8	$10,182.72	$8,909.88	$7,637.04	$6,364.20	$5,727.78	$5,091.36
9	$10,468.00	$9,159.50	$7,851.00	$6,542.50	$5,888.25	$5,234.00
10	$10,760.80	$9,415.70	$8,070.60	$6,725.50	$6,052.95	$5,380.40
11-19	$11,514.06	$10,074.80	$8,635.54	$7,196.29	$6,476.66	$5,757.03
20+	$12,267.31	$10,733.90	$9,200.48	$7,667.07	$6,900.36	$6,133.66

	7%	6%	5%	4%	3%	2%
STEP	Group G	Group H	Group I	Group J	Group K	Group L
1	$3,700.62	$3,171.96	$2,643.30	$2,114.64	$1,585.98	$1,057.32
2	$3,787.77	$3,246.66	$2,705.55	$2,164.44	$1,623.33	$1,082.22
3	$3,882.34	$3,327.72	$2,773.10	$2,218.48	$1,663.86	$1,109.24
4	$3,989.09	$3,419.22	$2,849.35	$2,279.48	$1,709.61	$1,139.74
5	$4,100.74	$3,514.92	$2,929.10	$2,343.28	$1,757.46	$1,171.64
6	$4,215.61	$3,613.38	$3,011.15	$2,408.92	$1,806.69	$1,204.46
7	$4,333.49	$3,714.42	$3,095.35	$2,476.28	$1,857.21	$1,238.14
8	$4,454.94	$3,818.52	$3,182.10	$2,545.68	$1,909.26	$1,272.84
9	$4,579.75	$3,925.50	$3,271.25	$2,617.00	$1,962.75	$1,308.50
10	$4,707.85	$4,035.30	$3,362.75	$2,690.20	$2,017.65	$1,345.10
11-19	$5,037.40	$4,317.77	$3,598.14	$2,878.51	$2,158.89	$1,439.26
20+	$5,366.95	$4,600.24	$3,833.54	$3,066.83	$2,300.12	$1,533.41

Amounts based on 2020-21 Salary Schedule BA lane; amounts include TRS

Activities and Athletics
2021-2022

	16%	14%	12%	10%	9%	8%
STEP	Group A	Group B	Group C	Group D	Group E	Group F
1	$8,593.92	$7,519.68	$6,445.44	$5,371.20	$4,834.08	$4,296.96
2	$8,796.32	$7,696.78	$6,597.24	$5,497.70	$4,947.93	$4,398.16
3	$9,015.84	$7,888.86	$6,761.88	$5,634.90	$5,071.41	$4,507.92
4	$9,263.84	$8,105.86	$6,947.88	$5,789.90	$5,210.91	$4,631.92
5	$9,523.04	$8,332.66	$7,142.28	$5,951.90	$5,356.71	$4,761.52
6	$9,789.92	$8,566.18	$7,342.44	$6,118.70	$5,506.83	$4,894.96
7	$10,063.68	$8,805.72	$7,547.76	$6,289.80	$5,660.82	$5,031.84
8	$10,345.60	$9,052.40	$7,759.20	$6,466.00	$5,819.40	$5,172.80
9	$10,635.52	$9,306.08	$7,976.64	$6,647.20	$5,982.48	$5,317.76
10	$10,932.96	$9,566.34	$8,199.72	$6,833.10	$6,149.79	$5,466.48
11-19	$11,698.27	$10,235.98	$8,773.70	$7,311.42	$6,580.28	$5,849.13
20+	$12,463.57	$10,905.63	$9,347.68	$7,789.73	$7,010.76	$6,231.79

	7%	6%	5%	4%	3%	2%
STEP	Group G	Group H	Group I	Group J	Group K	Group L
1	$3,759.84	$3,222.72	$2,685.60	$2,148.48	$1,611.36	$1,074.24
2	$3,848.39	$3,298.62	$2,748.85	$2,199.08	$1,649.31	$1,099.54
3	$3,944.43	$3,380.94	$2,817.45	$2,253.96	$1,690.47	$1,126.98
4	$4,052.93	$3,473.94	$2,894.95	$2,315.96	$1,736.97	$1,157.98
5	$4,166.33	$3,571.14	$2,975.95	$2,380.76	$1,785.57	$1,190.38
6	$4,283.09	$3,671.22	$3,059.35	$2,447.48	$1,835.61	$1,223.74
7	$4,402.86	$3,773.88	$3,144.90	$2,515.92	$1,886.94	$1,257.96
8	$4,526.20	$3,879.60	$3,233.00	$2,586.40	$1,939.80	$1,293.20
9	$4,653.04	$3,988.32	$3,323.60	$2,658.88	$1,994.16	$1,329.44
10	$4,783.17	$4,099.86	$3,416.55	$2,733.24	$2,049.93	$1,366.62
11-19	$5,117.99	$4,386.85	$3,655.71	$2,924.57	$2,193.43	$1,462.28
20+	$5,452.81	$4,673.84	$3,894.87	$3,115.89	$2,336.92	$1,557.95

Amounts based on 2021-22 Salary Schedule BA lane; amounts include TRS

Activities and Athletics
2022-2023

	16%	14%	12%	10%	9%	8%
STEP	Group A	Group B	Group C	Group D	Group E	Group F
1	$8,723.00	$7,633.00	$6,542.00	$5,452.00	$4,907.00	$4,361.00
2	$8,928.00	$7,812.00	$6,696.00	$5,580.00	$5,022.00	$4,464.00
3	$9,151.00	$8,007.00	$6,863.00	$5,719.00	$5,147.00	$4,576.00
4	$9,403.00	$8,227.00	$7,052.00	$5,877.00	$5,289.00	$4,701.00
5	$9,666.00	$8,458.00	$7,249.00	$6,041.00	$5,437.00	$4,833.00
6	$9,937.00	$8,695.00	$7,453.00	$6,211.00	$5,589.00	$4,968.00
7	$10,215.00	$8,938.00	$7,661.00	$6,384.00	$5,746.00	$5,107.00
8	$10,501.00	$9,188.00	$7,876.00	$6,563.00	$5,907.00	$5,250.00
9	$10,795.00	$9,446.00	$8,096.00	$6,747.00	$6,072.00	$5,398.00
10	$11,097.00	$9,710.00	$8,323.00	$6,936.00	$6,242.00	$5,548.00
11-19	$11,874.00	$10,390.00	$8,905.00	$7,421.00	$6,679.00	$5,937.00
20+	$12,651.00	$11,069.00	$9,488.00	$7,907.00	$7,116.00	$6,325.00

	7%	6%	5%	4%	3%	2%
STEP	Group G	Group H	Group I	Group J	Group K	Group L
1	$3,816.26	$3,271.08	$2,725.90	$2,180.72	$1,635.54	$1,090.36
2	$3,906.14	$3,348.12	$2,790.10	$2,232.08	$1,674.06	$1,116.04
3	$4,003.58	$3,431.64	$2,859.70	$2,287.76	$1,715.82	$1,143.88
4	$4,113.69	$3,526.02	$2,938.35	$2,350.68	$1,763.01	$1,175.34
5	$4,228.84	$3,624.72	$3,020.60	$2,416.48	$1,812.36	$1,208.24
6	$4,347.35	$3,726.30	$3,105.25	$2,484.20	$1,863.15	$1,242.10
7	$4,468.87	$3,830.46	$3,192.05	$2,553.64	$1,915.23	$1,276.82
8	$4,594.10	$3,937.80	$3,281.50	$2,625.20	$1,968.90	$1,312.60
9	$4,722.83	$4,048.14	$3,373.45	$2,698.76	$2,024.07	$1,349.38
10	$4,854.92	$4,161.36	$3,467.80	$2,774.24	$2,080.68	$1,387.12
11-19	$5,194.76	$4,452.66	$3,710.55	$2,968.44	$2,226.33	$1,484.22
20+	$5,534.61	$4,743.95	$3,953.29	$3,162.63	$2,371.98	$1,581.32

Amounts based on 2022-23 Salary Schedule BA lane; amounts include TRS

Hourly Rates

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

$43.00 per hour ($62.35 per block) (w/TRS)

Pre-approved Summer Work to include Summer School Teaching; Curriculum/Instruction Projects:

$40.00 per hour (w/ TRS)

Pre-approved support student with special needs in extra-curricular activity during the school year:

$40.00 per hour (w/ TRS)

Pre-approved student support with test accommodations beyond contractual dismissal on testing day:

$40.00 per hour (w/ TRS)

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

$38.82 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 year

Event Supervisors

(all amounts are per event and include TRS)

Athletic Worker A = $80

Athletic Worker B = $63

Athletic Worker C = $53

PAC Ticket Sellers = $53

PAC Supervisor = $53

Bus Sponsor, Chaperone, and Supervisor = $65

Pre-approved Additional Overnight Chaperone and/or Supervisor = $90 nightly (up to 24 hours)

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

Summer Coaching

During the summer of 2020, 2021, 2022, and 2023, the Board shall contribute up to $5,000 per sport to a summer coaching stipend fund to compensate coaches for summer contact time with athletes. The dollar amount contributed to the summer coaching stipend fund per sport shall be determined according to the formula below.

Contribution per sport equals the number of approved contact days with athletes divided by 25, then multiplied by $5,000. Example: For a sport with 10 approved summer contact days, the Board's contribution to the summer coaching stipend fund would be $2,000, calculated as (10 divided by 25) multiplied by $5000.

Head coaches shall receive 40% of the total money contributed, with the remaining 60% to be disbursed among assistant coaches using the appropriate formula below.

To calculate head/assistant coach per diem:

Head Coaches Pay equals 40% of total dollars divided by the total number of days head coaches contribute.

Assistant Coaches Pay equals 60% 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.

For the purpose of this section, one day of summer contact time is defined as a minimum of one and a half (1.5) approved clock hours with athletes from a single sport.

By May 1, the head coach of each sport must submit a request for summer contact time and a plan for use of approved summer contact time to the Director of Activities and Athletics, who will determine and approve the maximum number of contact days allocated for each sport.

Each head coach and assistant coach must record his or her approved contact days on individual timesheets and submit to the Director of Activities and Athletics promptly following completion of summer contact days.

Any coaches compensated for approved summer contact time must be those who are hired by the district for that sport's official regular-season coaching positions.

Compensable summer contact time for coaches must be time engaged with his/her athletes in activities specific to the particular sport. Weight room supervision is not compensable summer contact time.

Division Chairs

Compensation:

Group C 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 (one (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 in Group A of the activity schedule in Appendix B. Beginning with the 2019-20 school year, all new deans shall receive an annual stipend in Group C per the activity schedule in Appendix B. The annual stipend for part-time deans will be prorated according to FTE.

Speech-Language Pathologist

Speech-Language Pathologists hired prior to the 2018-2019 school year shall receive an annual stipend of $10,777.00.

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.

Determination of Temporary Overload Compensation

When a teacher takes on full responsibility for an additional class for five (5) 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 (5) 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 (5) consecutive class meetings. Thereafter, each additional consecutive class meeting will be compensated at the overload rate.

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 four (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.

Compensation for Pre-Approved Summer Special Education Work

Pre-Approved Summer Work Responsibility	Compensation
Administration of psychological diagnostic tests	Per diem hourly rate of pay
Administration of speech and language diagnostic tests	Per diem hourly rate of pay
Participate in IEP meeting	$40.00 per hour (including TRS)
Additional assigned work	$40.00 per hour (including TRS)
Participate in new student IEP check-in meeting	$40.00 per hour (including TRS)
Extended School Year (ESY)	$40.00 per hour (including TRS)

Activities and Athletics
2019-2020

	16%	14%	12%	10%	9%	8%
STEP	Group A	Group B	Group C	Group D	Group E	Group F
1	$8,308.96	$7,270.34	$6,231.72	$5,193.10	$4,673.79	$4,154.48
2	$8,504.64	$7,441.56	$6,378.48	$5,315.40	$4,783.86	$4,252.32
3	$8,716.96	$7,627.34	$6,537.72	$5,448.10	$4,903.29	$4,358.48
4	$8,956.64	$7,837.06	$6,717.48	$5,597.90	$5,038.11	$4,478.32
5	$9,207.36	$8,056.44	$6,905.52	$5,754.60	$5,179.14	$4,603.68
6	$9,465.28	$8,282.12	$7,098.96	$5,915.80	$5,324.22	$4,732.64
7	$9,729.92	$8,513.68	$7,297.44	$6,081.20	$5,473.08	$4,864.96
8	$10,002.72	$8,752.38	$7,502.04	$6,251.70	$5,626.53	$5,001.36
9	$10,282.88	$8,997.52	$7,712.16	$6,426.80	$5,784.12	$5,141.44
10	$10,570.56	$9,249.24	$7,927.92	$6,606.60	$5,945.94	$5,285.28
11-19	$11,310.50	$9,896.69	$8,482.87	$7,069.06	$6,362.16	$5,655.25
20+	$12,050.44	$10,544.13	$9,037.83	$7,531.52	$6,778.37	$6,025.22
	7%	6%	5%	4%	3%	2%
STEP	Group G	Group H	Group I	Group J	Group K	Group L
1	$3,635.17	$3,115.86	$2,596.55	$2,077.24	$1,557.93	$1,038.62
2	$3,720.78	$3,189.24	$2,657.70	$2,126.16	$1,594.62	$1,063.08
3	$3,813.67	$3,268.86	$2,724.05	$2,179.24	$1,634.43	$1,089.62
4	$3,918.53	$3,358.74	$2,798.95	$2,239.16	$1,679.37	$1,119.58
5	$4,028.22	$3,452.76	$2,877.30	$2,301.84	$1,726.38	$1,150.92
6	$4,141.06	$3,549.48	$2,957.90	$2,366.32	$1,774.74	$1,183.16
7	$4,256.84	$3,648.72	$3,040.60	$2,432.48	$1,824.36	$1,216.24
8	$4,376.19	$3,751.02	$3,125.85	$2,500.68	$1,875.51	$1,250.34
9	$4,498.76	$3,856.08	$3,213.40	$2,570.72	$1,928.04	$1,285.36
10	$4,624.62	$3,963.96	$3,303.30	$2,642.64	$1,981.98	$1,321.32
11-19	$4,948.34	$4,241.44	$3,534.53	$2,827.62	$2,120.72	$1,413.81
20+	$5,272.07	$4,518.91	$3,765.76	$3,012.61	$2,259.46	$1,506.30

Amounts based on 2019-20 Salary Schedule BA lane; amounts include TRS

Activities and Athletics
2020-2021

	16%	14%	12%	10%	9%	8%
STEP	Group A	Group B	Group C	Group D	Group E	Group F
1	$8,458.56	$7,401.24	$6,343.92	$5,286.60	$4,757.94	$4,229.28
2	$8,657.76	$7,575.54	$6,493.32	$5,411.10	$4,869.99	$4,328.88
3	$8,873.92	$7,764.68	$6,655.44	$5,546.20	$4,991.58	$4,436.96
4	$9,117.92	$7,978.18	$6,838.44	$5,698.70	$5,128.83	$4,558.96
5	$9,373.12	$8,201.48	$7,029.84	$5,858.20	$5,272.38	$4,686.56
6	$9,635.68	$8,431.22	$7,226.76	$6,022.30	$5,420.07	$4,817.84
7	$9,905.12	$8,666.98	$7,428.84	$6,190.70	$5,571.63	$4,952.56
8	$10,182.72	$8,909.88	$7,637.04	$6,364.20	$5,727.78	$5,091.36
9	$10,468.00	$9,159.50	$7,851.00	$6,542.50	$5,888.25	$5,234.00
10	$10,760.80	$9,415.70	$8,070.60	$6,725.50	$6,052.95	$5,380.40
11-19	$11,514.06	$10,074.80	$8,635.54	$7,196.29	$6,476.66	$5,757.03
20+	$12,267.31	$10,733.90	$9,200.48	$7,667.07	$6,900.36	$6,133.66
	7%	6%	5%	4%	3%	2%
STEP	Group G	Group H	Group I	Group J	Group K	Group L
1	$3,700.62	$3,171.96	$2,643.30	$2,114.64	$1,585.98	$1,057.32
2	$3,787.77	$3,246.66	$2,705.55	$2,164.44	$1,623.33	$1,082.22
3	$3,882.34	$3,327.72	$2,773.10	$2,218.48	$1,663.86	$1,109.24
4	$3,989.09	$3,419.22	$2,849.35	$2,279.48	$1,709.61	$1,139.74
5	$4,100.74	$3,514.92	$2,929.10	$2,343.28	$1,757.46	$1,171.64
6	$4,215.61	$3,613.38	$3,011.15	$2,408.92	$1,806.69	$1,204.46
7	$4,333.49	$3,714.42	$3,095.35	$2,476.28	$1,857.21	$1,238.14
8	$4,454.94	$3,818.52	$3,182.10	$2,545.68	$1,909.26	$1,272.84
9	$4,579.75	$3,925.50	$3,271.25	$2,617.00	$1,962.75	$1,308.50
10	$4,707.85	$4,035.30	$3,362.75	$2,690.20	$2,017.65	$1,345.10
11-19	$5,037.40	$4,317.77	$3,598.14	$2,878.51	$2,158.89	$1,439.26
20+	$5,366.95	$4,600.24	$3,833.54	$3,066.83	$2,300.12	$1,533.41

Amounts based on 2020-21 Salary Schedule BA lane; amounts include TRS

Activities and Athletics
2021-2022

	16%	14%	12%	10%	9%	8%
STEP	Group A	Group B	Group C	Group D	Group E	Group F
1	$8,593.92	$7,519.68	$6,445.44	$5,371.20	$4,834.08	$4,296.96
2	$8,796.32	$7,696.78	$6,597.24	$5,497.70	$4,947.93	$4,398.16
3	$9,015.84	$7,888.86	$6,761.88	$5,634.90	$5,071.41	$4,507.92
4	$9,263.84	$8,105.86	$6,947.88	$5,789.90	$5,210.91	$4,631.92
5	$9,523.04	$8,332.66	$7,142.28	$5,951.90	$5,356.71	$4,761.52
6	$9,789.92	$8,566.18	$7,342.44	$6,118.70	$5,506.83	$4,894.96
7	$10,063.68	$8,805.72	$7,547.76	$6,289.80	$5,660.82	$5,031.84
8	$10,345.60	$9,052.40	$7,759.20	$6,466.00	$5,819.40	$5,172.80
9	$10,635.52	$9,306.08	$7,976.64	$6,647.20	$5,982.48	$5,317.76
10	$10,932.96	$9,566.34	$8,199.72	$6,833.10	$6,149.79	$5,466.48
11-19	$11,698.27	$10,235.98	$8,773.70	$7,311.42	$6,580.28	$5,849.13
20+	$12,463.57	$10,905.63	$9,347.68	$7,789.73	$7,010.76	$6,231.79
	7%	6%	5%	4%	3%	2%
STEP	Group G	Group H	Group I	Group J	Group K	Group L
1	$3,759.84	$3,222.72	$2,685.60	$2,148.48	$1,611.36	$1,074.24
2	$3,848.39	$3,298.62	$2,748.85	$2,199.08	$1,649.31	$1,099.54
3	$3,944.43	$3,380.94	$2,817.45	$2,253.96	$1,690.47	$1,126.98
4	$4,052.93	$3,473.94	$2,894.95	$2,315.96	$1,736.97	$1,157.98
5	$4,166.33	$3,571.14	$2,975.95	$2,380.76	$1,785.57	$1,190.38
6	$4,283.09	$3,671.22	$3,059.35	$2,447.48	$1,835.61	$1,223.74
7	$4,402.86	$3,773.88	$3,144.90	$2,515.92	$1,886.94	$1,257.96
8	$4,526.20	$3,879.60	$3,233.00	$2,586.40	$1,939.80	$1,293.20
9	$4,653.04	$3,988.32	$3,323.60	$2,658.88	$1,994.16	$1,329.44
10	$4,783.17	$4,099.86	$3,416.55	$2,733.24	$2,049.93	$1,366.62
11-19	$5,117.99	$4,386.85	$3,655.71	$2,924.57	$2,193.43	$1,462.28
20+	$5,452.81	$4,673.84	$3,894.87	$3,115.89	$2,336.92	$1,557.95

Amounts based on 2021-22 Salary Schedule BA lane; amounts include TRS

Activities and Athletics
2022-2023

	16%	14%	12%	10%	9%	8%
STEP	Group A	Group B	Group C	Group D	Group E	Group F
1	$8,723.00	$7,633.00	$6,542.00	$5,452.00	$4,907.00	$4,361.00
2	$8,928.00	$7,812.00	$6,696.00	$5,580.00	$5,022.00	$4,464.00
3	$9,151.00	$8,007.00	$6,863.00	$5,719.00	$5,147.00	$4,576.00
4	$9,403.00	$8,227.00	$7,052.00	$5,877.00	$5,289.00	$4,701.00
5	$9,666.00	$8,458.00	$7,249.00	$6,041.00	$5,437.00	$4,833.00
6	$9,937.00	$8,695.00	$7,453.00	$6,211.00	$5,589.00	$4,968.00
7	$10,215.00	$8,938.00	$7,661.00	$6,384.00	$5,746.00	$5,107.00
8	$10,501.00	$9,188.00	$7,876.00	$6,563.00	$5,907.00	$5,250.00
9	$10,795.00	$9,446.00	$8,096.00	$6,747.00	$6,072.00	$5,398.00
10	$11,097.00	$9,710.00	$8,323.00	$6,936.00	$6,242.00	$5,548.00
11-19	$11,874.00	$10,390.00	$8,905.00	$7,421.00	$6,679.00	$5,937.00
20+	$12,651.00	$11,069.00	$9,488.00	$7,907.00	$7,116.00	$6,325.00
	7%	6%	5%	4%	3%	2%
STEP	Group G	Group H	Group I	Group J	Group K	Group L
1	$3,816.26	$3,271.08	$2,725.90	$2,180.72	$1,635.54	$1,090.36
2	$3,906.14	$3,348.12	$2,790.10	$2,232.08	$1,674.06	$1,116.04
3	$4,003.58	$3,431.64	$2,859.70	$2,287.76	$1,715.82	$1,143.88
4	$4,113.69	$3,526.02	$2,938.35	$2,350.68	$1,763.01	$1,175.34
5	$4,228.84	$3,624.72	$3,020.60	$2,416.48	$1,812.36	$1,208.24
6	$4,347.35	$3,726.30	$3,105.25	$2,484.20	$1,863.15	$1,242.10
7	$4,468.87	$3,830.46	$3,192.05	$2,553.64	$1,915.23	$1,276.82
8	$4,594.10	$3,937.80	$3,281.50	$2,625.20	$1,968.90	$1,312.60
9	$4,722.83	$4,048.14	$3,373.45	$2,698.76	$2,024.07	$1,349.38
10	$4,854.92	$4,161.36	$3,467.80	$2,774.24	$2,080.68	$1,387.12
11-19	$5,194.76	$4,452.66	$3,710.55	$2,968.44	$2,226.33	$1,484.22
20+	$5,534.61	$4,743.95	$3,953.29	$3,162.63	$2,371.98	$1,581.32

Amounts based on 2022-23 Salary Schedule BA lane; amounts include TRS

	16	14	12	10	9	8
STEP	**Group A**	**Group B**	**Group C**	**Group D**	**Group E**	**Group F**
1	$8,308.96	$7,270.34	$6,231.72	$5,193.10	$4,673.79	$4,154.48
2	$8,504.64	$7,441.56	$6,378.48	$5,315.40	$4,783.86	$4,252.32
3	$8,716.96	$7,627.34	$6,537.72	$5,448.10	$4,903.29	$4,358.48
4	$8,956.64	$7,837.06	$6,717.48	$5,597.90	$5,038.11	$4,478.32
5	$9,207.36	$8,056.44	$6,905.52	$5,754.60	$5,179.14	$4,603.68
6	$9,465.28	$8,282.12	$7,098.96	$5,915.80	$5,324.22	$4,732.64
7	$9,729.92	$8,513.68	$7,297.44	$6,081.20	$5,473.08	$4,864.96
8	$10,002.72	$8,752.38	$7,502.04	$6,251.70	$5,626.53	$5,001.36
9	$10,282.88	$8,997.52	$7,712.16	$6,426.80	$5,784.12	$5,141.44
10	$10,570.56	$9,249.24	$7,927.92	$6,606.60	$5,945.94	$5,285.28
11-19	$11,310.50	$9,896.69	$8,482.87	$7,069.06	$6,362.16	$5,655.25
20+	$12,050.44	$10,544.13	$9,037.83	$7,531.52	$6,778.37	$6,025.22

Step	2019-20
0	$0.00
1	$51,931.00
2	$53,154.00
3	$54,481.00
4	$55,979.00
5	$57,546.00
6	$59,158.00
7	$60,812.00
8	$62,517.00
9	$64,268.00
10	$66,066.00
11-19	$70,690.62
20+	$75,315.24

	7	6	5	4	3	2
STEP	**Group G**	**Group H**	**Group I**	**Group J**	**Group K**	**Group L**
1	$3,635.17	$3,115.86	$2,596.55	$2,077.24	$1,557.93	$1,038.62
2	$3,720.78	$3,189.24	$2,657.70	$2,126.16	$1,594.62	$1,063.08
3	$3,813.67	$3,268.86	$2,724.05	$2,179.24	$1,634.43	$1,089.62
4	$3,918.53	$3,358.74	$2,798.95	$2,239.16	$1,679.37	$1,119.58
5	$4,028.22	$3,452.76	$2,877.30	$2,301.84	$1,726.38	$1,150.92
6	$4,141.06	$3,549.48	$2,957.90	$2,366.32	$1,774.74	$1,183.16
7	$4,256.84	$3,648.72	$3,040.60	$2,432.48	$1,824.36	$1,216.24
8	$4,376.19	$3,751.02	$3,125.85	$2,500.68	$1,875.51	$1,250.34
9	$4,498.76	$3,856.08	$3,213.40	$2,570.72	$1,928.04	$1,285.36
10	$4,624.62	$3,963.96	$3,303.30	$2,642.64	$1,981.98	$1,321.32
11-19	$4,948.34	$4,241.44	$3,534.53	$2,827.62	$2,120.72	$1,413.81
20+	$5,272.07	$4,518.91	$3,765.76	$3,012.61	$2,259.46	$1,506.30

	16	14	12	10	9	8
STEP	Group A	Group B	Group C	Group D	Group E	Group F
1	$8,458.56	$7,401.24	$6,343.92	$5,286.60	$4,757.94	$4,229.28
2	$8,657.76	$7,575.54	$6,493.32	$5,411.10	$4,869.99	$4,328.88
3	$8,873.92	$7,764.68	$6,655.44	$5,546.20	$4,991.58	$4,436.96
4	$9,117.92	$7,978.18	$6,838.44	$5,698.70	$5,128.83	$4,558.96
5	$9,373.12	$8,201.48	$7,029.84	$5,858.20	$5,272.38	$4,686.56
6	$9,635.68	$8,431.22	$7,226.76	$6,022.30	$5,420.07	$4,817.84
7	$9,905.12	$8,666.98	$7,428.84	$6,190.70	$5,571.63	$4,952.56
8	$10,182.72	$8,909.88	$7,637.04	$6,364.20	$5,727.78	$5,091.36
9	$10,468.00	$9,159.50	$7,851.00	$6,542.50	$5,888.25	$5,234.00
10	$10,760.80	$9,415.70	$8,070.60	$6,725.50	$6,052.95	$5,380.40
11-19	$11,514.06	$10,074.80	$8,635.54	$7,196.29	$6,476.66	$5,757.03
20+	$12,267.31	$10,733.90	$9,200.48	$7,667.07	$6,900.36	$6,133.66

Step	2020-21
0	$0.00
1	$52,866.00
2	$54,111.00
3	$55,462.00
4	$56,987.00
5	$58,582.00
6	$60,223.00
7	$61,907.00
8	$63,642.00
9	$65,425.00
10	$67,255.00
11-19	$71,962.85
20+	$76,670.70

	7	6	5	4	3	2
STEP	Group G	Group H	Group I	Group J	Group K	Group L
1	$3,700.62	$3,171.96	$2,643.30	$2,114.64	$1,585.98	$1,057.32
2	$3,787.77	$3,246.66	$2,705.55	$2,164.44	$1,623.33	$1,082.22
3	$3,882.34	$3,327.72	$2,773.10	$2,218.48	$1,663.86	$1,109.24
4	$3,989.09	$3,419.22	$2,849.35	$2,279.48	$1,709.61	$1,139.74
5	$4,100.74	$3,514.92	$2,929.10	$2,343.28	$1,757.46	$1,171.64
6	$4,215.61	$3,613.38	$3,011.15	$2,408.92	$1,806.69	$1,204.46
7	$4,333.49	$3,714.42	$3,095.35	$2,476.28	$1,857.21	$1,238.14
8	$4,454.94	$3,818.52	$3,182.10	$2,545.68	$1,909.26	$1,272.84
9	$4,579.75	$3,925.50	$3,271.25	$2,617.00	$1,962.75	$1,308.50
10	$4,707.85	$4,035.30	$3,362.75	$2,690.20	$2,017.65	$1,345.10
11-19	$5,037.40	$4,317.77	$3,598.14	$2,878.51	$2,158.89	$1,439.26
20+	$5,366.95	$4,600.24	$3,833.54	$3,066.83	$2,300.12	$1,533.41

	16	14	12	10	9	8
STEP	Group A	Group B	Group C	Group D	Group E	Group F
1	$8,593.92	$7,519.68	$6,445.44	$5,371.20	$4,834.08	$4,296.96
2	$8,796.32	$7,696.78	$6,597.24	$5,497.70	$4,947.93	$4,398.16
3	$9,015.84	$7,888.86	$6,761.88	$5,634.90	$5,071.41	$4,507.92
4	$9,263.84	$8,105.86	$6,947.88	$5,789.90	$5,210.91	$4,631.92
5	$9,523.04	$8,332.66	$7,142.28	$5,951.90	$5,356.71	$4,761.52
6	$9,789.92	$8,566.18	$7,342.44	$6,118.70	$5,506.83	$4,894.96
7	$10,063.68	$8,805.72	$7,547.76	$6,289.80	$5,660.82	$5,031.84
8	$10,345.60	$9,052.40	$7,759.20	$6,466.00	$5,819.40	$5,172.80
9	$10,635.52	$9,306.08	$7,976.64	$6,647.20	$5,982.48	$5,317.76
10	$10,932.96	$9,566.34	$8,199.72	$6,833.10	$6,149.79	$5,466.48
11-19	$11,698.27	$10,235.98	$8,773.70	$7,311.42	$6,580.28	$5,849.13
20+	$12,463.57	$10,905.63	$9,347.68	$7,789.73	$7,010.76	$6,231.79

Step	2021-22
0	$0.00
1	$53,712.00
2	$54,977.00
3	$56,349.00
4	$57,899.00
5	$59,519.00
6	$61,187.00
7	$62,898.00
8	$64,660.00
9	$66,472.00
10	$68,331.00
11-19	$73,114.17
20+	$77,897.34

	7	6	5	4	3	2
STEP	Group G	Group H	Group I	Group J	Group K	Group L
1	$3,759.84	$3,222.72	$2,685.60	$2,148.48	$1,611.36	$1,074.24
2	$3,848.39	$3,298.62	$2,748.85	$2,199.08	$1,649.31	$1,099.54
3	$3,944.43	$3,380.94	$2,817.45	$2,253.96	$1,690.47	$1,126.98
4	$4,052.93	$3,473.94	$2,894.95	$2,315.96	$1,736.97	$1,157.98
5	$4,166.33	$3,571.14	$2,975.95	$2,380.76	$1,785.57	$1,190.38
6	$4,283.09	$3,671.22	$3,059.35	$2,447.48	$1,835.61	$1,223.74
7	$4,402.86	$3,773.88	$3,144.90	$2,515.92	$1,886.94	$1,257.96
8	$4,526.20	$3,879.60	$3,233.00	$2,586.40	$1,939.80	$1,293.20
9	$4,653.04	$3,988.32	$3,323.60	$2,658.88	$1,994.16	$1,329.44
10	$4,783.17	$4,099.86	$3,416.55	$2,733.24	$2,049.93	$1,366.62
11-19	$5,117.99	$4,386.85	$3,655.71	$2,924.57	$2,193.43	$1,462.28
20+	$5,452.81	$4,673.84	$3,894.87	$3,115.89	$2,336.92	$1,557.95

	16	14	12	10	9	8
STEP	Group A	Group B	Group C	Group D	Group E	Group F
1	$8,723.00	$7,633.00	$6,542.00	$5,452.00	$4,907.00	$4,361.00
2	$8,928.00	$7,812.00	$6,696.00	$5,580.00	$5,022.00	$4,464.00
3	$9,151.00	$8,007.00	$6,863.00	$5,719.00	$5,147.00	$4,576.00
4	$9,403.00	$8,227.00	$7,052.00	$5,877.00	$5,289.00	$4,701.00
5	$9,666.00	$8,458.00	$7,249.00	$6,041.00	$5,437.00	$4,833.00
6	$9,937.00	$8,695.00	$7,453.00	$6,211.00	$5,589.00	$4,968.00
7	$10,215.00	$8,938.00	$7,661.00	$6,384.00	$5,746.00	$5,107.00
8	$10,501.00	$9,188.00	$7,876.00	$6,563.00	$5,907.00	$5,250.00
9	$10,795.00	$9,446.00	$8,096.00	$6,747.00	$6,072.00	$5,398.00
10	$11,097.00	$9,710.00	$8,323.00	$6,936.00	$6,242.00	$5,548.00
11-19	$11,874.00	$10,390.00	$8,905.00	$7,421.00	$6,679.00	$5,937.00
20+	$12,651.00	$11,069.00	$9,488.00	$7,907.00	$7,116.00	$6,325.00

	7	6	5	4	3	2
STEP	Group G	Group H	Group I	Group J	Group K	Group L
1	$3,816.26	$3,271.08	$2,725.90	$2,180.72	$1,635.54	$1,090.36
2	$3,906.14	$3,348.12	$2,790.10	$2,232.08	$1,674.06	$1,116.04
3	$4,003.58	$3,431.64	$2,859.70	$2,287.76	$1,715.82	$1,143.88
4	$4,113.69	$3,526.02	$2,938.35	$2,350.68	$1,763.01	$1,175.34
5	$4,228.84	$3,624.72	$3,020.60	$2,416.48	$1,812.36	$1,208.24
6	$4,347.35	$3,726.30	$3,105.25	$2,484.20	$1,863.15	$1,242.10
7	$4,468.87	$3,830.46	$3,192.05	$2,553.64	$1,915.23	$1,276.82
8	$4,594.10	$3,937.80	$3,281.50	$2,625.20	$1,968.90	$1,312.60
9	$4,722.83	$4,048.14	$3,373.45	$2,698.76	$2,024.07	$1,349.38
10	$4,854.92	$4,161.36	$3,467.80	$2,774.24	$2,080.68	$1,387.12
11-19	$5,194.76	$4,452.66	$3,710.55	$2,968.44	$2,226.33	$1,484.22
20+	$5,534.61	$4,743.95	$3,953.29	$3,162.63	$2,371.98	$1,581.32

Step	**2022-23**
0	$0.00
1	$54,518.00
2	$55,802.00
3	$57,194.00
4	$58,767.00
5	$60,412.00
6	$62,105.00
7	$63,841.00
8	$65,630.00
9	$67,469.00
10	$69,356.00
11-19	$74,210.92
20+	$79,065.84

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Eric Michaelsen, Principal

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MEMORANDUM OF UNDERSTANDING

DATE: October 18, 2021
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Years of Service Requirement - Post-Retirement Health and Dental Insurance and Creditable Earnings Increase

This Memorandum of Understanding (MOU) is a non-contractual agreement between the Association of Lemont Teachers (ALT) and the Board of Education of Lemont High School District 210 (Board) and shall not be subject to the grievance and arbitration provisions of the 2019-2023 Agreement Between the Board and the ALT (Agreement).

1. Section 5.7.1 (Retirement – Eligibility), Part A, Part B, and Part C of the Agreement require that teachers must have at least 15 years of full-time District service at the time of retirement to be eligible for the post-retirement health and dental insurance benefits set forth in Section 5.7.2. A. (Post-Retirement Health and Dental Insurance) and for creditable earnings increases set forth in Section 5.7.2 B. (Creditable Earnings Increase).

2. The Board and ALT hereby agree to waive the 15-year District service eligibility requirement for Post-Retirement Health and Dental Insurance and for Creditable Earnings Increases for teachers who are at least 55 years old, have at least 35 years of creditable service in the Illinois Teacher Retirement System (TRS), and have at least eight (8) years of full-time service as a certified staff member in the District at the time of their retirement.

3. The Board and ALT hereby further agree to the following:
   A. The foregoing waiver of the 15-year District service eligibility requirement is limited to eligibility for post-retirement health and dental insurance benefits under Section 5.7.2. A. and eligibility for creditable earnings increases pursuant to Section 5.7.2. B. of the Agreement only.

   B. Pursuant to Section 5.7.1 (Retirement - Eligibility), Part F, an irrevocable letter of retirement must be submitted by June 30 of the school year prior to the year in which the creditable earnings increases per Section 5.7.2 Part B shall be provided. The Board and ALT hereby agree to allow the 2021-2022 school year to be the year in which the applicable creditable earnings increase will be applied for teachers who submit an irrevocable letter of retirement by December 14, 2021.

C. The terms of this MOU do not apply to any other provision of the Agreement.

4. This MOU shall expire without further action of either party on June 30, 2023.

5. This MOU shall not be construed as establishing or perpetuating a custom, practice, policy, or precedent.

6. This MOU has been duly approved by each of the parties and has been executed by authorized representatives of the Union and the Board.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Sr., Secretary

For the Association of Lemont Teachers

Marek Dron, President

Ashley Good, Secretary

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Dr. Mary Ticknor, Superintendent
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Date: September, 2021
To: Certified Staff
From: PERA Evaluation Committee
Re: Domain and Component Ratings

The administration of Lemont High School recognizes the work that the certified staff performed during the remote and hybrid learning models in the 2020-2021 school year.

For the Summative Evaluation period culminating on January 31, 2022, any teacher employed at Lemont High School for the entire school year of 2020-2021 shall receive the following ratings, as determined by your administration:

- Domain 1-Planning and Preparation
  - Components a,b,c,d,e,f - all Excellent
- Domain 2-Classroom Environment
  - Component e - all Excellent
- Domain 4-Professional Responsibilities
  - Components b,c,e - all Excellent

The ratings for all remaining Components of Domain 2 and Domain 4, as well as all Components of Domain 3 will be determined by your Department Chair.

The PERA committee met on September 7, 2021, and discussed this and our signatures below indicate that we are in agreement with this proposal.

Christi Flores
Erin Horan
Phil Lazzari
Eric Michaelsen
Tina Malak
Dan Priestley
Jodi Schielie
Mary Ticknor

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MEMORANDUM OF UNDERSTANDING

DATE: October 18, 2021
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Section 5.7.2, Part B(a) - Creditable Earnings for Certain 2026 Retirees

This Memorandum of Understanding (MOU) is an agreement between the ALT and the Board as to the application of Section 5.7.2, Part B(a) of the 2019-2023 Agreement between the Lemont High School District 210 Board of Education ("Board") and the Association of Lemont Teachers ("ALT") (the "CBA") to Teachers who properly submitted a notice to retire at the end of the 2025-26 school year, and who performed summer coaching or other stipend pay work in both the summer of 2020 and the summer of 2021 (the "affected Teachers").

Section 5.7.2, Part B(a)(i) of the CBA provides that Teachers who meet the eligibility requirements of Section 5.7.1 and who submit a notice of retirement five years in advance of their retirement date receive a 6% increase in their fifth year prior to retirement based upon their total creditable earnings during the previous year, their sixth year prior to retirement. "Creditable earnings" includes any summer coaching or other stipend pay that may have been earned by a Teacher.

For eligible Teachers who submitted notice to retire at the end of the 2025-26 school year, their sixth year prior to retirement is the 2020-2021 school year and their fifth year prior to retirement is the current 2021-22 school year.

Summer coaching or other stipend pay for work performed by affected Teachers in the summer of 2020 is included in their total creditable earnings for the 2020-21 school year (their sixth year prior to retirement). Because of COVID-19, contact days for sports during the summer of 2020 were reduced from the coaches' typical number of contact days with athletes, as were the typical number of hours for extra duty work for Teachers.

Summer coaching and other stipend pay for work performed by affected Teachers in the summer of 2021 is included in their total creditable earnings for the 2021-22 school year (their fifth year prior to retirement). During the summer of 2021, coaches were allowed to put in their full number of summer contact days per sport with their teams and Teachers were allocated the typical number of extra duty hours.

As a result of the number of contact days for sports and other extra duty hours being reduced in the summer of 2020, full payment of summer coaching stipends and extra duty hours to affected

ers for work performed in the summer of 2021 may cause the increase in their total creditable nings from their sixth year prior to retirement (2020-21) to their fifth year prior to retirement 2021-22) to exceed the 6% limitation set forth in the CBA.

The ALT and the Board therefore agree to the following:

1. When determining the creditable earnings increase of an affected Teacher for the 2021-22 school year, the Board shall not apply the 6% limitation set forth Section 5.7.2. B. (a) (i) of the CBA to summer coaching and other stipend pay for work received for performed in the summer of 2021, if applying the 6% limitation would cause an affected Teacher to not receive the full amount of their summer coaching stipend or extra duty hours.

2. Creditable earnings increases of an affected Teacher for the 2022-23, 2023-24, 2024-25, or 2025-26 school years shall be determined pursuant to Sections 5.7.2. B. (a) (ii) – (a) (v) of the CBA.

This MOU is effective upon its being approved and signed by the parties. It will remain in effect until the expiration of the CBA and the retirement of each of the affected Teachers. It constitutes the complete understanding between the Parties. No other terms or conditions have been agreed to.

This MOU shall be effective upon its execution by the parties, has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Sr., Secretary

For the Association of Lemont Teachers

Marek Dron, President

Ashley Good, Secretary

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TO: Eric Michaelsen
John Young
Ken Parchem
Terra Button
Margaret Jazdzewski
Nova Baranski

FROM: Mary Jo Pascente

RE: Updated ALT Contract Page

DATE: June 20, 2019

A correction has been made to Page 38 of the contract. Musical Technical/Assistant Director should have been "J" not "I".

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RE: Duties and Compensation for Interim Department Chair for Special Education Services

August 15, 2022

Mr. Marek Dron, President
Association of Lemont Teachers

Ms. Angela Marshall, Vice President
Association of Lemont Teachers

Dear Mr. Dron and Ms. Marshall:

Due to the tragic and unexpected passing of Dr. Christi Flores, Director of Special Education Services, the District 210 Board of Education appointed former Department Chair for Special Education Kelly Lucio as the Interim Director of Special Education Services for the 2022-23 school year. As a result of this appointment, the Department Chair for Special Education position was vacant. Given the interim nature of Ms. Lucio's appointment and the untimely occurrence of this situation, the administration determined that the Department Chair for Special Education position for the 2022-23 school year will also be of interim status.

To that end, the administration and the Association of Lemont Teachers (ALT) agreed that the Interim Department Chair for Special Education would assume all duties associated with department chair positions with the exception of classroom observations for evaluative purposes. Compensation for these interim duties will be the appropriate Group C stipend on the 2022-23 Activities and Athletics Salary Schedule. Compensation will not include additional stipends listed on page 48 of the ALT contract as such stipends are associated with evaluation. Additionally, this interim position includes one period of non-teaching time.

Thank you for your understanding as we transition to new leadership in the Department of Special Education Services.

Regards,

Mary Ticknor

Dr. Mary Ticknor, Superintendent

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DATE: August 26, 2022
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Compensatory Time Off and Reporting of Absences on New Student Day, Learning & Teaching Night, and Faculty Early Release Days

The *2019-2023 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 New Student Day and Learning & Teaching Night. The purpose of this memorandum is to clarify when compensatory time off is allocated through various faculty early release days, and how individual members shall record time off in the Skyward Employee Access module when absent on faculty early release days, New Student Day or Learning & Teaching Night.

Compensatory Time Off
In exchange for attendance on Learning & Teaching Night (this year, August 31), the Collective Bargaining Agreement (CBA) provides for early release days as follows:

- Release at 1 p.m. on the Wednesday preceding Thanksgiving (this year, November 23)
- Release at 1 p.m. on the last day prior to Winter Break (this year, December 22)

In exchange for attendance on New Student Day (this year, August 12), the CBA provides for faculty early release days as follows:

- Release at 1 p.m. on the day prior to Spring Break (this year, March 30)
- Release following 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 PM on any days within the school year
    - For the 2022-2023 school year, testing days are October 12, April 12, and April 13. As stated above, faculty members are released following student departure on these three days.

Recording of Appropriate Leave If Absent on New Student Day, Learning & Teaching Night, or Faculty Early Release Days
Attendance is mandatory on New Student Day and Learning & Teaching Night. In the rare case of an unavoidable absence, ALT members must notify both their respective Department Chairs and Mr. Michaelsen. Appropriate leave (sick, personal, or leave without pay) must be recorded as follows:

- Absence for the full New Student Day 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 the Learning & Teaching Night event shall be recorded as 9 hours of appropriate leave
- Absence for the Learning & Teaching Night event only shall be recorded as 3 hours of appropriate leave

- Absence during the full school day only on the date of Learning & Teaching Night shall be recorded as 6 hours of appropriate leave

- Absence for the full portion of faculty early release days (October 12, November 23, December 22, March 30, April 12 and April 13) shall be recorded as 4.5 hours of appropriate leave

NOTE: Don't confuse faculty early release days (October 12, November 23, December 22, March 30, April 12 and April 13) with School Improvement Days (September 22, October 21, February 23 and March 24). Students only are released early on School Improvement Days, but these are regular work days for ALT members. Report an absence on any School Improvement Day as you would for any regular work day. For a full day absence, record 6 hours in Skyward. For absences less than a full day, record the length of absences of 15 minutes or more.

QUESTIONS AND ANSWERS

If I'm absent all day on New Student 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 & 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.*

2019-20

EXTRA CURRICULAR COMMITTEE MEETING
MINUTES
Monday, October 7, 2019
7:00 am -- Superintendent's Office

Invited: Matt Doherty, Rick Prangen, Chis Zogata, Marek Dron, Eric Michaelsen, Ken Parchem, Mary Ticknor, John Young

Present: All Present

Absent:

1. **Review relevant language from ALT contract**

    a. Section 5.12 Extra-Curricular Joint Committee, Page 23: *Within sixty (60) days of the start of the 2019-2020 school year, the committee will convene to review the viability of all RSO Year Two clubs as of the 2018-2019 school year. Pending approval, recommended compensation will be effective for the 2019-2020 school year.*

    b. Appendix B Activities and Athletics, Page 39: *Items to be reviewed by the Extra-Curricular Joint Committee within 60 days of the start of the 2019-20 school year: A Cappella Club, Acceptance Group, Choir, Contest Play, Cross Country Head Stipend Request, Film Club, Gaming Club, Leo Club, Link Crew, Manga Club, Photography Club, Rho Kappa (Social Studies Honor Society), SNHS (Science Honor Society), Sparkles, Special Olympics, STEAM WOW*

    c. 60th Day Deadline: November 5

    d. *RSO Year Two clubs as of 2018-19 School Year* from page 23 = *Items to be reviewed by the Extra-Curricular Joint Committee* from page 39

2. **Possible Outcomes of Viability Determination**
    a. Not viable, club is discontinued
    b. Uncertain viability, club is RSO Year One (no stipend for 2019-20)
    c. Viable, club is RSO Year Two (Group L stipend for 2019-20)
    d. Viable, club is placed on Activities and Athletics Salary Schedule for stipend

3. **Viability Determination**
    a. A Cappella Club
    All agree to meet in April to discuss. It will be reviewed regarding retroactive stipend or stipend in 2020 school year.

b. Acceptance Group
Not an active Club.

c. Choir
Discuss if someone is hired for choir position. All agreed.

d. Contest Play
Not an active club for the last 10 years.

e. Film Club
Matt suggested to discontinue club.

f. Gaming Club
Uncertain Viability – RSO Year 1

g. Leo Club
Recommend Stipend "L" with review in April 2020.

h. Link Crew
One stipend and review in April. Should be "L" this year and split the stipend. In 2020 possible each sponsor gets a stipend.

i. Manga Club
Continue as RSO Year 1

j. Photography Club
Inactive for 3 years now.

k. Rho Kappa (Social Studies Honor Society)
Recommend stipend "L" this year and review in April.

l. SNHS (Science Honor Society)
Recommend stipend "L" this year and review in April.

The meeting will reconvene on October 17, 2019 at 7:00 am. Rick Prangen was absent.

m. Sparkles
Recommend 0.5 "L" or new. Logistics will be worked out.

n. Special Olympics
Recommend head coach "G", $3,600, and assistant coach "K", $1558.

o. STEAM WOW
RSO Year 1 if Mike Beranek is interested.

p. Additional Cross Country Head Coach
The discussion will continue.

4. **Next Steps**
   a. Committee's recommendations presented to Board on October 21
   b. If approved, club sponsors notified by District on October 22
   c. If approved, distribution of stipend for applicable sponsors coordinated with payroll

5. **Additional Responsibilities of Committee**
   a. Audit Appendix B activities and athletics no later than April 1
      i. Possible meeting dates: March 3, 4, 5, 6, 13, 23, 24, 25, 27
      ii. Need data for each sport and activity quantifying relevant criteria for compensation recommendation as listed on pages 23-24 of ALT contract

Mary will speak with Pam Driscoll to see if additions can be added to the Personnel Consent Agenda for the October 21 Board Meeting. Mary and Eric will speak with Angie Duensing at the ALT/ADMIN meeting October 17 to see if ALT will speak with their members or ADMIN will send letters on October 22.

The committee will meet between Thanksgiving and Christmas.

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Eric Michaelsen, Principal

Exemplary High Performing School • 2017 National Blue Ribbon Schools Program

MEMORANDUM OF UNDERSTANDING

DATE: October 17, 2019
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Leaves of Absence and Extracurricular Stipend Adjustments

Article VII of the *2019-2023 Agreement Between the Lemont Township High School District 210 Board of Education and the Association of Lemont Teachers* affords members of the Association various leaves of absence. Appendix B of the *Agreement* provides stipends to ALT members for extracurricular activities, such as coaching a sport or sponsoring a club.

Both parties agree that the stipend for an extracurricular activity shall be reduced as noted below when ALT members are granted a leave of absence during the season or participation period of a sport, competitive activity, or club for which they are being compensated.

- When the extracurricular stipend is for a sport or competitive activity, the length of the season shall be defined as the number of calendar days in the IHSA season from the first day of practice through state finals competition.

- When the stipend is for a club or activity that functions throughout the school year, the participation period shall be defined as 180 days.

- A per diem rate of pay for the club, competitive activity, or sport shall be calculated by dividing the stipend by the number of days of the season or participation period.

- The ALT member's extracurricular stipend will be reduced by an amount of money equal to the number of school days encompassed within the member's leave of absence multiplied by the per diem rate of pay for the club, competitive activity, or sport.

- ALT members who elect to have their extra-curricular stipends distributed over the 26 pay periods of the school year shall provide written permission for reduction of pay in the event that

an approved leave of absence occurs within the defined season or participation period of a club, competitive activity, or sport for which they are being compensated.

Both parties agree that the intent of this Memorandum of Understanding is to address reduction of extra-curricular stipends in conjunction with leaves of absence and does not extend to stipend reductions when coaches or activity sponsors are occasionally absent due to routine use of sick leave or personal leave.

For the District 210 Board of Education

Pamela Driscoll, President

Mary Tally, Secretary

For the Association of Lemont Teachers

Angela Duensing, President

Erin Hitchcock, Secretary

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MEMORANDUM OF UNDERSTANDING

DATE: February 6, 2020
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Combination of Musical Vocal Director and Accompanist Positions

This Memorandum of Understanding is an agreement between the Association of Lemont Teachers (ALT) and the District 210 Board of Education regarding the combination of two ALT positions associated with the spring musical.

As recommended by the Extra-Curricular Joint Committee and requested by the Fine Arts Department Chair, both parties agree to allow one person to serve as both vocal director and accompanist of the musical, with compensation equal to the entire vocal director stipend plus 50% of the accompanist stipend. This does not eliminate the option for separate individuals to hold the vocal director and accompanist positions with stipends per Appendix B of the current ALT contract.

For the District 210 Board of Education

Pamela Driscoll, President

Mary Tally, Secretary

For the Association of Lemont Teachers

Angela Duensing, President

Erin Hitchcock, Secretary

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AGREEMENT TO POSTPONE ISSUANCE OF SUMMATIVE RATING
January 22, 2020

Due to extenuating circumstances, the Association of Lemont Teachers and the Lemont High School District 210 Administration hereby agree to postpone issuance of a summative performance rating to Sean Clark until February 28, 2020.

For Lemont High School District 210

Dr. Mary Ticknor, Superintendent

For the Association of Lemont Teachers

1-22-2020

Angela Duensing, ALT President

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MEMORANDUM OF UNDERSTANDING

DATE: March 9, 2020
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Access to Section 5.7.2, Part B(a) for 2024 Retirees

Section 5.7.1, Part F of the 2019-2023 Agreement Between the Lemont High School District 210 Board of Education ("Board") and the Association of Lemont Teachers ("ALT") (the "CBA") states *"An irrevocable Letter of Retirement must be submitted by June 30 of the school year prior to the year in which the creditable earnings increases per Section 5.7.2, Part B shall be provided."* As the effective date of the CBA was July 1, 2019, otherwise eligible ALT members who desire to retire at the end of the 2023-2024 school year are currently precluded from accessing five years of creditable earnings increases as provided for in Section 5.7.2, Part B(a).

This Memorandum of Understanding is an agreement between the ALT and the Board to allow an eligible ALT member who desires to retire at the end of the 2023-2024 school year to receive up to five years of creditable earnings increases pursuant to Section 5.7.2, Part B(a) of the CBA, provided that the member submits an irrevocable letter of retirement on or before May 1, 2020. Upon timely submission of said irrevocable letter and compliance with all other requirements of the CBA, the 2019-2020 school year will be considered "*Year One*" for the member per Section 5.7.2, Part B(a)(i) of the CBA and the 2019-2020 compensation for such member will be adjusted to an amount equal to 106% of his or her 2018-2019 school year's TRS creditable earnings.

This Memorandum of Understanding shall be effective upon its execution by the parties, has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board.

For the District 210 Board of Education

Pamela Driscoll, President

Mary Tally, Secretary

For the Association of Lemont Teachers

Angela Duensing, President

Erin Hitchcock, Secretary

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MEMORANDUM OF UNDERSTANDING
CORONAVIRUS PANDEMIC
10-19-2020

As the coronavirus pandemic necessitates modifications to school operations, this Memorandum of Understanding between the Board of Education of Lemont High School District 210 and the Association of Lemont Teachers (ALT) reflects mutual agreement on specific matters related to implementation of hybrid and fully remote instructional models during the 2020-2021 school year. The terms of this Memorandum of Understanding shall not be considered to set precedent and shall not be construed as practice by either party.

- ALT members are expected to work on campus when both hybrid and fully remote instructional models are implemented. Allowances to work remotely may be granted for extenuating circumstances related to COVID-19, provided the ALT member can perform all essential functions of his/her job.

- When it is not feasible to provide normal cafeteria service for students due to limitations on the size of internal gatherings, classes will run from 8:00 a.m.-12:55 p.m. each day. Lunch for ALT members is 1:00-1:30 p.m, followed by additional office hours and work/plan time from 1:30-2:37 p.m. daily. PLCs will occur from 1:30-2:37 p.m. on Wednesdays.

- ALT members who are classroom teachers will utilize Google Meet to live stream direct instruction in order to facilitate synchronous learning for in-person and remote students during regularly scheduled class periods. The District will not require that live streamed direct instruction be recorded; however, teachers may at their option decide to do so.

- ALT members must be in their classrooms or supervising hallways and common areas by 7:40 a.m. when a hybrid model of instruction is implemented.

- Contractual early releases for ALT members in exchange for physical presence at Learning and Teaching Night will be granted during the 2020-21 school year in exchange for virtual Learning and Teaching Night preparation and execution.

- Clubs, organizations, and other non-athletic student activities may operate virtually. In-person activities are allowed when the community virus transmission level is moderate if such activities are held outdoors and all Illinois Department of Public Health (IDPH) restrictions and safety precautions are observed. Meetings with small groups may occur indoors when the

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community virus transmission is minimal, provided all participants remain socially distant, wear face coverings at all times, and all other IDPH restrictions and safety precautions are observed. Using procedures developed through the District's Joint Extracurricular Committee, compensation for sponsors, coaches, directors, or advisors will be a percentage of the listed stipend per the ALT contract, based upon comparison of historical pre-pandemic and actual participation, meetings, activities, and events.

- Sponsors, coaches, directors, or advisors will be given step credit on the activities and athletics salary schedule for operating clubs, organizations, or other non-athletic student activities virtually and/or with limited in-person interaction.

- Coaches will be paid 100% of the listed stipend per the ALT contract if the full 2020-21 IHSA athletic season occurs. If a portion of the IHSA season occurs, the stipend will be prorated according to the calculation protocol established in the Memorandum of Understanding dated October 17, 2019, *Extracurricular Stipends and Leaves of Absence.*

- If an IHSA athletic season does not occur, coaches may receive up to 25% of the listed stipend per the ALT contract based upon documented off-season activities such as fall contact days, open gym, and conditioning sessions.

- If an IHSA athletic season is shortened, coaches will still be given step credit for the season on the activities and athletics salary schedule. If an IHSA season does not occur, coaches will be given step credit for documented off-season activities.

- Stipends for clubs, organizations, activities, and athletics will be paid per extra-duty payroll runs and not distributed over regular paychecks throughout the year. Athletic stipends will be distributed at the end of the season. A portion of the anticipated stipend for clubs, organizations, and non-athletic activities will be paid when approximately half of the participation period has been completed and the remainder of the actual stipend will be paid at the end of the participation period.

- Per the PERA Joint Committee, tenured ALT members will not be formally or informally observed during the 2020-21 school year for purposes of gathering evidence for summative ratings to be issued by January 31, 2022. From August 2021 through January 2022, a minimum of 1 informal observation and 1 formal observation will be conducted on tenured ALT members for evaluative purposes. Formal and/or informal observations that were conducted during the period of time from February 1 - March 13, 2020 fulfill this observation requirement.

- Per the PERA Joint Committee, non-tenured ALT members will be informally observed at least once and formally observed at least twice for purposes of gathering evidence for summative ratings to be issued by January 31, 2021.

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For the District 210 Board of Education	For the Association of Lemont Teachers
Pamela Driscoll, President	Angela Duensing, President
Mike Kardas, Secretary Pro-Tem	Erin Hitchcock, Secretary

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MEMORANDUM OF UNDERSTANDING

DATE: October 18, 2021
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Years of Service Requirement - Post-Retirement Health and Dental Insurance and Creditable Earnings Increase

This Memorandum of Understanding (MOU) is a non-contractual agreement between the Association of Lemont Teachers (ALT) and the Board of Education of Lemont High School District 210 (Board) and shall not be subject to the grievance and arbitration provisions of the 2019-2023 Agreement Between the Board and the ALT (Agreement).

1. Section 5.7.1 (Retirement – Eligibility), Part A, Part B, and Part C of the Agreement require that teachers must have at least 15 years of full-time District service at the time of retirement to be eligible for the post-retirement health and dental insurance benefits set forth in Section 5.7.2. A. (Post-Retirement Health and Dental Insurance) and for creditable earnings increases set forth in Section 5.7.2 B. (Creditable Earnings Increase).

2. The Board and ALT hereby agree to waive the 15-year District service eligibility requirement for Post-Retirement Health and Dental Insurance and for Creditable Earnings Increases for teachers who are at least 55 years old, have at least 35 years of creditable service in the Illinois Teacher Retirement System (TRS), and have at least eight (8) years of full-time service as a certified staff member in the District at the time of their retirement.

3. The Board and ALT hereby further agree to the following:
   A. The foregoing waiver of the 15-year District service eligibility requirement is limited to eligibility for post-retirement health and dental insurance benefits under Section 5.7.2. A. and eligibility for creditable earnings increases pursuant to Section 5.7.2. B. of the Agreement only.

   B. Pursuant to Section 5.7.1 (Retirement - Eligibility), Part F, an irrevocable letter of retirement must be submitted by June 30 of the school year prior to the year in which the creditable earnings increases per Section 5.7.2 Part B shall be provided. The Board and ALT hereby agree to allow the 2021-2022 school year to be the year in which the applicable creditable earnings increase will be applied for teachers who submit an irrevocable letter of retirement by December 14, 2021.

C. The terms of this MOU do not apply to any other provision of the Agreement.

4. This MOU shall expire without further action of either party on June 30, 2023.

5. This MOU shall not be construed as establishing or perpetuating a custom, practice, policy, or precedent.

6. This MOU has been duly approved by each of the parties and has been executed by authorized representatives of the Union and the Board.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Sr., Secretary

For the Association of Lemont Teachers

Marek Dron, President

Ashley Good, Secretary

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MEMORANDUM OF UNDERSTANDING

DATE: October 18, 2021
TO: Association of Lemont Teachers
FROM: Dr. Mary Ticknor
RE: Section 5.7.2, Part B(a) - Creditable Earnings for Certain 2026 Retirees

This Memorandum of Understanding (MOU) is an agreement between the ALT and the Board as to the application of Section 5.7.2, Part B(a) of the 2019-2023 Agreement between the Lemont High School District 210 Board of Education ("Board") and the Association of Lemont Teachers ("ALT") (the "CBA") to Teachers who properly submitted a notice to retire at the end of the 2025-26 school year, and who performed summer coaching or other stipend pay work in both the summer of 2020 and the summer of 2021 (the "affected Teachers").

Section 5.7.2, Part B(a)(i) of the CBA provides that Teachers who meet the eligibility requirements of Section 5.7.1 and who submit a notice of retirement five years in advance of their retirement date receive a 6% increase in their fifth year prior to retirement based upon their total creditable earnings during the previous year, their sixth year prior to retirement. "Creditable earnings" includes any summer coaching or other stipend pay that may have been earned by a Teacher.

For eligible Teachers who submitted notice to retire at the end of the 2025-26 school year, their sixth year prior to retirement is the 2020-2021 school year and their fifth year prior to retirement is the current 2021-22 school year.

Summer coaching or other stipend pay for work performed by affected Teachers in the summer of 2020 is included in their total creditable earnings for the 2020-21 school year (their sixth year prior to retirement). Because of COVID-19, contact days for sports during the summer of 2020 were reduced from the coaches' typical number of contact days with athletes, as were the typical number of hours for extra duty work for Teachers.

Summer coaching and other stipend pay for work performed by affected Teachers in the summer of 2021 is included in their total creditable earnings for the 2021-22 school year (their fifth year prior to retirement). During the summer of 2021, coaches were allowed to put in their full number of summer contact days per sport with their teams and Teachers were allocated the typical number of extra duty hours.

As a result of the number of contact days for sports and other extra duty hours being reduced in the summer of 2020, full payment of summer coaching stipends and extra duty hours to affected

Teachers for work performed in the summer of 2021 may cause the increase in their total creditable earnings from their sixth year prior to retirement (2020-21) to their fifth year prior to retirement (2021-22) to exceed the 6% limitation set forth in the CBA.

The ALT and the Board therefore agree to the following:

1. When determining the creditable earnings increase of an affected Teacher for the 2021-22 school year, the Board shall not apply the 6% limitation set forth Section 5.7.2. B. (a) (i) of the CBA to summer coaching and other stipend pay for work received for performed in the summer of 2021, if applying the 6% limitation would cause an affected Teacher to not receive the full amount of their summer coaching stipend or extra duty hours.

2. Creditable earnings increases of an affected Teacher for the 2022-23, 2023-24, 2024-25, or 2025-26 school years shall be determined pursuant to Sections 5.7.2. B. (a) (ii) – (a) (v) of the CBA.

This MOU is effective upon its being approved and signed by the parties. It will remain in effect until the expiration of the CBA and the retirement of each of the affected Teachers. It constitutes the complete understanding between the Parties. No other terms or conditions have been agreed to.

This MOU shall be effective upon its execution by the parties, has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board.

For the District 210 Board of Education

Kurt Korte, President

Mike Kardas, Sr., Secretary

For the Association of Lemont Teachers

Marek Dron, President

Ashley Good, Secretary