

AGREEMENT

between

CENTER CASS SCHOOL DISTRICT No. 66

and

CENTER CASS EDUCATION ASSOCIATION

For School Years:

2025 - 2026, 2026 - 2027, 2027 - 2028, 2028 - 2029, 2029 - 2030

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ARTICLE 1 - DEFINITIONS

The following definitions shall be employed throughout this Agreement. Other definitions are set forth within various sections of the Agreement.

“*Administration*” shall mean, collectively, those members of the District administrative team, including the Superintendent, the principals and assistant principals (if any) at Lakeview Junior High School, Prairieview School and Elizabeth Ide School.

“*Agreement*” shall mean this Agreement between Center Cass School District No. 66 and Center Cass Education Association for School Years 2025-2030.

“*Association*” shall mean the Center Cass Education Association.

“*Board*” shall mean the duly elected or appointed Board of Education of Center Cass District 66, DuPage County, Illinois.

“*Business day*” shall mean a day on which the School Administration Office is open for business.

“*Code*” shall mean the Internal Revenue Code of 1986, as amended from time to time.

“*Compensatory Time*” shall mean personal time earned for working approved activities outside the normal school day.

“*Compensatory Personal Day*” shall mean a day of compensatory personal time earned for working approved activities outside the normal school day.

“*District*” shall mean Center Cass District 66, DuPage County, Illinois.

“*Employee*” shall mean any bargaining unit member in the Association’s bargaining unit.

“*IEA*” shall mean the Illinois Education Association.

“*IELRB*” shall mean the Illinois Educational Labor Relations Board.

“*Immediate Family*” shall mean a teacher’s parents, spouse, children, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, grandparents-in-law, partners living in the same household or individuals for whom the teacher is the legal guardian. For purposes of Bereavement Leave only, “*Immediate Family*” shall also include step children, aunts, uncles, nieces, nephews and cousins.

“*NEA*” shall mean the National Education Association.

“*Paraprofessional*” shall mean non-certified staff.

“*Personal Day*” shall mean a day of personal leave.

“*Teacher*” shall mean certified classroom and non-classroom staff.

“*TRS*” shall mean the Teachers Retirement System of the State of Illinois.

ARTICLE 2 - RECOGNITION

2.1 General Recognition

The Board hereby recognizes the Association, being affiliated with the IEA and the NEA, as the sole bargaining agent for all regularly employed full time and all part time personnel employed by Center Cass School District 66 in the following job titles or classifications: licensed (certified) teachers, and paraprofessionals.

The Association shall be given thirty (30) minutes within the contractual workday to hold a general membership meeting on the first day of school and the last day of school. The meeting shall take place at a time mutually agreed upon by the CCEA President and Superintendent when staff are required to be present and students are not in attendance. CCEA agrees to extend the workday by thirty (30) minutes on those days when CCEA meets.

ARTICLE 3 - MANAGEMENT RIGHTS

The Board retains and reserves the ultimate responsibility for proper management of the District conferred upon and vested in it by the statutes and Constitutions of the State of Illinois and the United States, including, but not limited, to the responsibility for and the right:

- a. To maintain executive management and administrative control of the District and its properties and facilities and the professional activities of its teachers as related to the conduct of school affairs.
- b. To hire all teachers and, subject to the provisions of the law, to determine their qualifications, and the conditions for their continued employment, and their dismissal or demotion, their assignment, and to promote and transfer all such teachers.
- c. To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.
- d. To delegate authority through recognized administrative channels for the development and organizations of the means and methods of instruction according to current written Board Policy or as the same may from time to time be amended, the selection of textbooks and other teaching materials, and the utilization of teaching aids of all kinds.
- e. To determine class schedules, the hours of instruction, and the duties, responsibilities and assignments of teachers and other employees with respect thereto, and non-classroom assignments.

The exercise of the foregoing powers, rights, authorities, duties, and responsibilities by the Board shall be limited by the specific and express terms of this Agreement.

ARTICLE 4 - NO STRIKE CLAUSE

During the term of this Agreement, the Association agrees not to strike, not to participate in any work stoppage or slow down, and not to in any way engage in any concerted job action which would materially interfere with the administration of the District.

ARTICLE 5 - ASSOCIATION RIGHTS

5.1 General Rights

The Association reserves the following rights:

- a. To meet with the Superintendent on a monthly basis for the purpose of discussing teacher and paraprofessional concerns in each of the 3 District buildings.
- b. To use school e-mail for the purpose of notifications of meetings and non-specific business.
- c. To be notified of changes made to the employee handbook by highlighting such changes in the subsequent version, and which is provided to all teachers within the first 2 weeks of each school year.
- d. The Association Paraprofessional Co-President will receive notification upon hiring of any new paraprofessional employment. The Association Paraprofessional Co-President shall be provided names, addresses, positions, job locations, and wage placements of newly hired Paraprofessionals within fourteen (14) calendar days of being hired by the Board of Education. The Association Paraprofessional President shall be provided within fourteen (14) calendar days the names and job locations of Paraprofessionals ending employment with the District. The Administration will provide the Association Paraprofessional Co-President or designee with electronic notice of all regular meetings of the School Board, a copy of the agenda and the public information media packet prior to the scheduled time of the meeting.

5.2 Association Leave

In the event that the Association desires to send teacher or paraprofessional representatives to local, state, or national conferences, or on other business pertinent to Association affairs, these representatives shall be excused without loss of salary for a collective maximum of fifteen (15) days, with the provision that no more than three (3) teachers or (3) paraprofessionals from any one building will request such leave on a given day. Employees requesting Association leave days will do so at the earliest possible date to the superintendent.

ARTICLE 6 - GRIEVANCE PROCEDURE

6.1 Definition

A “grievance” is defined as a complaint or claim by a teacher or teachers, or the Association, that there has been an alleged violation, misinterpretation or misapplication of any provisions of this Agreement.

6.2 Association Assistance

The Board acknowledges the right of the Association to assist a grievant at any level of this grievance procedure. The Association acknowledges the right of any member of the Administration to receive assistance as desired in any step of the grievance procedure. Failure of any teacher or the Association to act on a grievance within the prescribed time limits shall prohibit the grievant from proceeding to the next step. The time limits, however, may be extended by mutual written consent. At any stage of the grievance procedure, the grievant may be represented by a representative of his or her choice.

6.2 Grievance Involving Administrator

A grievance involving the act of any Administrator above the building level shall initially be filed at Step 2 of the grievance procedure described below after the grievant has first consulted the Administrator involved.

6.3 General Procedures

Step 1. If the grievance cannot be resolved informally, the grievant shall present the grievance in writing to his or her immediate supervisor no later than twenty (20) business days after the occurrence of the alleged claim or complaint. The supervisor will arrange for a meeting to take place within five (5) business days after receipt of the grievance. At this meeting the grievant may present a witness or witnesses. An Association representative shall also be present for the meeting. The supervisor will then within five (5) business days after the meeting, provide the aggrieved party and the Superintendent with a written memorandum setting forth the disposition of the grievance. Such memorandum shall contain reasons upon which the disposition of the matter was based.

Step 2. If the grievant is not satisfied with the disposition of the grievance at Step 1, or if the Step 1 time limits expire without the issuance of the supervisor’s memorandum, the grievant may, within ten (10) business days after the Step 1 meeting, refer the grievance to the Superintendent. The Superintendent shall, within ten (10) business days thereafter, conduct a meeting. Each party to the grievance shall have the right to include in its presentation a counselor, if so desired. Upon the conclusion of the hearing of the grievance, the Superintendent shall, within ten (10) business days provide a written decision to the grievant.

Step 3. If the Superintendent does not conduct the Step 2 meeting within the aforementioned 10 days, or if the grievant or the Association is not satisfied with the disposition of the grievance at Step 2, or if the Step 2 time limits expire without the issuance of the Superintendent’s decision, the grievant may refer the grievance to the Board. Upon the receipt of the request, the Board shall, within thirty-five (35) days schedule a closed session hearing on the grievance. At such hearing, both parties shall be present to hear the arguments from each side. After the presentation of arguments, both parties shall leave the proceedings while the Board deliberates

and reaches its decision. The Board shall render its decision in writing to the parties within ten (10) business days after the hearing. Each party to the grievance shall have the right to include in its presentation a counselor if so desired.

Step 4. If the grievance is not resolved satisfactorily at Step 3, there shall be available a third step of impartial binding arbitration. The Association -within ten (10) business days from receipt of the Step 3 decision may submit a request for arbitration from the American Arbitration Association in accordance with its voluntary labor tribunal's rules. The arbitrator shall be selected from the American Arbitration Association in accordance with its voluntary labor tribunal's rules. At arbitration, neither party to the grievance will be permitted to assert grounds not previously asserted before the Superintendent. Each party shall be entitled to representation and witnesses. The arbitrator shall have no power to alter the terms of this Agreement, or to make any award void or prohibited by law, statutory or decisional. The cost of the arbitrator shall be borne equally between the aggrieved party and the District. Should either party request a transcript of the proceedings, that party will bear the cost of the transcript. The arbitrator's decision shall be final and binding upon the parties. The arbitrator's decision must be based solely and only upon his or her interpretation of the meaning or application of the express relevant language of this Agreement.

6.4 - Release from Assignment

Should the investigation of any grievance require, in the judgment of the Superintendent, that a teacher be released from his or her regular assignment, he or she will be released without loss of pay or benefits.

6.5 - No Retaliation

The Board agrees not to take any reprisal against any person for his or her participation in the grievance process. The Association agrees to take no reprisals against any person because of his or her participation or refusal to participate in the grievance process.

6.6 Priority of Proceeding

Should any teacher commence an action against the Board and/or any of its members individually or collectively, before any State or Federal Administrative Agency, Court or Tribunal, charging the Board or any of its members as aforesaid with any alleged violation of any of the rights granted to or enumerated herein, said proceeding shall act as a bar to the commencement of further proceeding of any grievance filed herein which alleges as its subject matter any violation of any rights specifically enumerated herein.

ARTICLE 7 - WORKING CONDITIONS

7.1 School Calendar

- a. Within two (2) weeks prior to the Superintendent's presentation to the Board of the proposed school calendar, copies of the same shall be provided to the Association for distribution and posting. Upon written request from the Association President (or other duly elected Association officer), the Superintendent shall meet with such member(s) to discuss any suggestions and resolve any concerns pertaining to the proposed calendar. In the event that concerns of either party are not resolved, the Association has the right to express its concerns to the Board at its next regularly scheduled board meeting prior to the adopting of the school calendar.
- b. The Board and the Association acknowledge that the school calendar consists of 187 days, which shall include: 177 student attendance days (which may include 2 days for parent-teacher conferences), five (5) workshop/in-service days and five (5) emergency days. Unused emergency days shall not become workdays.

If state law, or the Board, raises the minimum number of days during the term of this Agreement, compensation will be negotiated.

- c. The teachers' normal duty day shall be seven (7) hours and thirty (30) minutes, inclusive of lunch. Individual starting times for each teacher shall be established by the administration. Student contact time will not begin before 7:25 am or end after 3:45 pm with the exception of items on the extra curricular schedule. If a teacher is needed to teach outside of these hours, the teacher and administration may mutually agree to a schedule outside the 7:25 AM to 3:45 pm time frame that meets the seven hour and thirty minute work day. Teachers will be expected to attend a limited number of building, District and parent meetings, and selected school functions outside the normal duty day. Nothing in this Article prohibits the Board from extending the hours of instruction, provided the Board agrees to negotiate the impact of such a decision with the Association.

7.2 Faculty Meetings

The Professional Learning Community (PLC) model and monthly SIP days are the primary vehicles for ongoing communication.

7.3 Planning and Preparation Time

- a. Elementary teachers, including art teachers, music teachers, physical education teachers, and reading specialists, shall be provided at least 400 minutes per week of planning/preparation time for individual and/or team preparation as scheduled by the building principal. At least 200 minutes of this time may be provided, in the case of elementary teachers, when students are scheduled for physical education, music, art (as provided), IMC, and recess.

In a typical week of instruction, each full-time elementary teacher shall be provided a minimum of 400 minutes of plan time, with collaborative plan time being in increments of 25 minutes or more. A minimum of one hundred twenty-five (125) to a maximum of two hundred fifty (250) minutes will be allotted for collaborative planning with their grade level team. Such time will be scheduled within the professional day.

- b. Middle school teachers shall be provided at least 400 minutes per week of planning time, 200 minutes of which may be scheduled as team planning time by the building principal.
- c. To use time most efficiently, when possible and practical, the building principals shall make every effort to schedule various meetings, or school activities within the designated professional hours of the school day.

7.4 Spartan Hour, Lunch, Recess Duty

Supervising students in the Spartan Hour, in the lunchroom, and at recess will be rotated among building teachers. Daily, each teacher will be provided a thirty (30) minute duty-free lunch period. The duty free lunch period may occur at different times of the day during the week. Lunchroom, Spartan Hour, and recess duty will be spread equitably among building teachers.

Each principal shall, if requested by a majority of the building teachers or building level CCEA representatives, establish a building committee to make recommendations to the principal regarding student lunch, recess, and Spartan Hour supervision.

7.5 Transfers

7.5.1 Voluntary Transfers

- a. Any teacher may apply for transfer to another building, grade level, or subject area where a vacancy exists and for which he/she is certified. Such applications, with a copy to the Superintendent, shall be in writing to the building principal where the vacancy exists. If the request for transfer is denied, the administrator denying the request shall notify the individual making the request within five days from the date of denial.
- b. The Superintendent will have posted in all school buildings a notice of vacancies as they occur. During the summer, notices of vacancies will be sent to all teachers via their district email account. Such notices will be accompanied by a statement of minimum qualifications and salary range.
- c. A teacher requesting a change in teaching assignment for the following year must make a written request to the Superintendent by April 1. The interest and aspirations of the individual teacher and the welfare of the children will be considered in all transfers. Whenever possible, disposition will be made prior to June 1.
- d. Nothing in this Article shall obligate or require the Board to fill a vacant position.

7.5.2 Involuntary Transfers

A teacher may be involuntarily transferred to another building, grade level, or subject area. Such transfers will be discussed in a conference between the administrator and the designated teacher before being made public and such conference will occur no later than May 1 of the school year preceding the transfer, except in the case of a teacher resignation or leave longer than 3 months (see 7.5.3) that occurs after that date, requiring a transfer or transfers to occur. The teacher shall receive a written record of the conference, with the reasons for the transfer, within five (5) school days of said conference. Should a teacher find the result of the conference to be unsatisfactory, regarding a grade level or subject area transfer, he/she can appeal in writing to the Superintendent. Should a teacher find the result of the conference to be unsatisfactory regarding a transfer to a different building, he/she can

appeal in writing to the Board of Education. Written appeals should include reasons for the transfer appeal.

For teachers who are involuntarily transferred within the previous three years, a reasonable effort shall be made to avoid another involuntary transfer. To ensure a successful transition, teachers that are involuntarily transferred will be offered a colleague, preferably in a like position, to serve as a mentor in accordance with the District's Mentor and Induction program.

7.5.3 One Day, Short Term, Long Term, and Intermittent Vacancies and Transfers

There are times when short term vacancies arise due to a teacher emergency, illness, unpaid leave, or personal reasons. The District reserves the right to temporarily transfer an existing certified staff member into the vacancy as described below.

One Day Vacancy - Teacher is absent for one day. Example: Teacher is out with a one day appointment but happens more frequently than others.

Short Term Vacancy - Teacher is absent consecutively for more than a day, but less than a month. Example: Teacher has pre pre-arranged trip.

Long Term Vacancy - Teacher is absent consecutively for more than a month, but less than three months. Example: Teacher has a complex surgery and needs to be out 45 days.

Intermittent Vacancy - Teacher needs to be absent on a schedule. Example: Teacher is out every Wednesday afternoon.

7.6 Complaint Against a Teacher

All complaints against a teacher shall be brought to the attention of the teacher within ten (10) work days after the receipt of the complaint.

7.7 Employee Discipline

The Board agrees to follow the steps of progressive discipline as follows:

1. Verbal warning
2. Written warning
3. Suspension without pay
4. Termination

The Board is not required to exhaust any or all of the listed progressive discipline steps when a determination has been made of the need to remove an employee from his/her duties due to safety concerns. Issuance of discipline at the level of suspension without pay and termination shall be for just cause. Termination of teachers shall be governed by the requirements of Illinois law.

Complaints not brought to the attention of the employee within 10 work days shall not be used in evaluation or discipline of the employee. Complaints that are anonymous to district representatives and the employee shall not be used in the evaluation or discipline of the employee. Whenever a conference between an employee and a supervisor and/or administrator is

held that is disciplinary or investigatory in nature, at the request of the employee, the employee shall have the right to have an Association representative present. The employee shall be granted not more than 48 hours to obtain an Association representative, however, such time may be less in the event of an emergency.

7.8 Service Credit

1. For purposes of determining when a full-time certified staff member will be credited with a year of service to the District resulting in step on the salary schedule, the certified staff member must be present and participating in the District's educational program for one hundred twenty (120) days or more, unless FMLA, Parental Leave, or administrative leave are involved. In the case of Parental Leave a teacher must be participating in the District's educational program for 90 days or more.
2. Substitute teachers do not accrue service credit with the District, even if a substitute ultimately substitutes for 120 days or more in one school year, and substitute teaching time shall not be credited in the event the substitute is subsequently hired as a full-time or regular part-time teacher. The Superintendent may grant up to three years of service credit for substitute teaching if the teacher has shown dedication through their time in the district. In order to be granted service credit, the teacher must have taught 120 days or more per school year in District 66 directly proceeding full time employment in the school district.

7.9 Emergency Day Responsibilities

7.9.1 Short term Emergency Day

In the event the district declares schools closed for an emergency day due to weather conditions that would make driving hazardous, the board, administration, and CCEA agree to follow the Annual Emergency Learning Plan which is reviewed by a school committee with CCEA representation from each building, presented during a public hearing, and Board approved.

7.9.2 National or State Declared State of Emergency or Local Event

1. In the event of a national or state declared emergency that precludes in person learning for an indefinite period of time, both parties agree to bargain the working conditions.
2. In the event of a local emergency (fire, tornado, chemical, weather) that precludes in person learning for an indefinite period of time, both parties agree to bargain working conditions.

7.10 Overload

An assignment of more than six (6) teaching sections or equivalent that does not meet contractually mandated plan time minutes shall constitute an overload. An overload shall be paid at the rate of 1/6th the teacher's base salary. When the assignment load of more than six (6) teaching sections is for less than one (1) year, the teacher will be paid 1/6th of the teacher's per diem for the number of days of overload that year. No teacher will be assigned more than one (1) section of overload during any one (1) year. no teacher will be assigned an overload without the teacher's consent.

7.11 Other State of Emergency

For any declared state of emergency, both parties agree to follow national, state, or county recommendations. Both parties agree to bargain any such regulations that would impact working conditions or employee safety.

7.12 Surveillance Cameras

The primary purpose of the use of surveillance cameras is to secure the buildings and not to evaluate the performance of employees, or to monitor their behavior and conduct. Should an incident involving employee misconduct be observed during the review of security camera video, discipline resulting from the incident will be consistent with any applicable provisions of this Agreement.

7.13 Battery of Employees

In the case of a battery of an Employee as determined by the Administration:

- a. The Administrator will check with the Employee to see if immediate medical assistance is required.
- b. The Employee will have the option to be released from duties for the rest of that day after providing Administration and/or Law Enforcement with details of the incident, with no loss of sick days to attend to medical, mental health, legal, district or association business related to the incident.
- c. The district will promptly notify CCEA leadership of the battery incident.
- d. Occurrences of suspected battery shall be promptly reported to the Superintendent, or designee.

7.13.1 Salary Deduction and Personal Property

- a. An Employee who is the victim of battery by a student may file a claim for Workers' Compensation benefits if desired. If approved for Workers' Compensation temporary total disability benefits, the teacher may use $\frac{1}{3}$ of a sick day to supplement the Workers' Compensation benefits to receive their full salary so long as the teacher remains unable to work and is receiving temporary total disability benefits due to the battery, shall suffer no loss of salary or accumulated sick leave.
- b. If a student has wantonly destroyed or damaged the personal property of an Employee, or if such property was destroyed or damaged during a work-related incident, the Board will reimburse the Employee.

ARTICLE 8 - EVALUATION

8.1 Philosophy for Teacher Evaluation

The Board, Administration, and CCEA recognize that the evaluation of Teachers is an essential process that is a continuous, constructive, and collaborative effort between the teacher and qualified evaluator relative to improvement of instruction. Because student achievement is the ultimate goal of education, the teacher evaluation process is intended to not only provide a feedback loop related to performance, but also guide professional development toward the primary goal of increasing student achievement. The parties believe that continuous evaluation should provide each teacher opportunities to grow in competence. It is the responsibility of the administration to ensure that evaluation procedures indicate expectations, recognize strengths and identify areas of improvements for the teacher.

8.2 Joint Evaluation Committee

The Joint Evaluation Committee will consist of an equal number of representatives of the District and of the CCEA. During the life of this contract the Joint Evaluation Committee will be responsible for modifying, revising or replacing, if necessary, the Teacher Evaluation Plan in a manner that is consistent with Illinois law. The Teacher Evaluation Plan will include required timelines, documents and notice of subsequent modifications, which will be available on the district's internal website.

8.3 Procedural Guidelines for Those Being Evaluated

1. Evaluation shall be a cooperative process between the qualified evaluator and teacher with the administrator assuming the leadership. Following each written formative evaluation, there will be a face to face meeting and the evaluation shall be dated and signed by both the administrator and teacher with the knowledge that the teacher's signature does not necessarily mean agreement with the evaluation. The teacher will be afforded the opportunity to attach a rebuttal to his/her evaluation.
2. Within thirty (30) days after the first day of the school year the building administrator evaluating the teacher shall meet with the teacher for the purpose of reviewing the evaluation procedures and goal setting.
3. Teachers will be formally observed by a District administrator qualified under applicable law. Teachers may be informally observed by a qualified District administrator without advance notice to the teacher. If the informal observation is used as part of a teacher's summative evaluation, it shall be reduced to writing and discussed with the teacher.
4. Any teacher may request additional observations.
5. If a teacher is on leave, evaluation observations and timelines will be adjusted accordingly.
6. The summative evaluation, using the District adopted Teacher Evaluation Report, will be in writing and discussed with the teacher within fifteen (15) school days after the final observation. Each specific item scored "does not meet" has been included within at least one prior formative evaluation to afford the teacher the opportunity to address such need. A copy of the completed summative evaluation shall be forwarded to the Superintendent for

inclusion in the teacher's personnel file and the teacher shall be given a copy for his/her own file.

8.3.1 Procedure for Non-Tenured Teachers (Year 1 and 2)

- a. There will be at least 4 formal full period classroom observations, each reduced to writing and discussed in a conference, within 10 days of the observation.
- b. By October 31 of each year, the first observation will occur. Any areas of immediate concern will be identified, discussed, and documented along with specific recommendations to improve said concerns. Teachers shall be afforded an opportunity to correct any documented concerns.
- c. By the end of January, at least 2 observations will have occurred, with a minimum of 2 occurring after that point.
- d. A mid-year summative will be used as a guide to assist the teacher in their professional growth.
- e. All evaluations will be completed and the formal summative copy discussed with and delivered to the teacher prior to the RIF deadline for that year.

8.3.2 Procedure for Non-Tenured Teachers (Year 3 and 4) and Tenured Teachers

- a. There will be at least 2 formal full period classroom observations, each followed by a conference, within 10 days of the observation.
- b. By October 31 of each year, the first observation will occur. Any areas of immediate concern will be identified, discussed, and documented along with specific recommendations to improve said concerns. Teachers shall be afforded an opportunity to correct any documented concerns.
- c. By the end of January, at least 1 observation will have occurred, with a minimum of 1 occurring after that point.
- d. All evaluations will be completed and the formal summative copy discussed with and delivered to the teacher prior to the RIF deadline for that year.

ARTICLE 9 - PROFESSIONAL GROWTH

9.1 District Philosophy

The Board believes that continuing professional education for teachers serves to enhance the quality of education being delivered to all the students of the District, and the Board believes that such continuing professional education is to be encouraged and driven by the needs of the students and the current Board Strategic Plan. Accordingly, the Board agrees to provide reimbursement to teachers in connection with such educational activities as described herein. In addition, the Board shall, in reviewing its budget from year to year, determine if the levels of funding for tuition reimbursement, and for conferences, workshops and seminars (and the related expenses incurred in connection therewith) in the prior school year was sufficient to further the District's philosophy of encouraging such continuing educational activities. The Board shall endeavor (within the parameters of sound fiscal management and planning) to allocate such additional funds in the following school year as it deems necessary for such purpose, and as it deems consistent with its philosophy. The amounts that the District shall advance in connection with such continuing education activities shall be subject to the limitations described in the following sections.

9.2 Tuition Reimbursement

The District shall reimburse each teacher who is pursuing graduate course work from a degree granting college or university for his or her tuition costs. Additionally, the District may approve and pay for alternative learning opportunities as approved by the Superintendent.

9.2.1 Eligibility

In order to be eligible for reimbursement, and for horizontal lane movement on the salary schedule, the teacher must complete and submit to the Superintendent the Graduate Credit Approval form prior to course enrollment. In addition, the teacher's graduate coursework must:

- a. be at the graduate level and completed subsequent to the last degree earned by the teacher, or, if deemed desirable by the Superintendent, as well as the teacher, be for undergraduate credit
- b. be approved prior to enrollment by the Superintendent and the teacher's building Principal, and
- c. be related to the teacher's instructional assignment or degree program.

For purposes of determining horizontal lane movement on the District salary schedule, successful completion by any teacher of approved District in-service courses shall be considered creditable hours of education. No teacher will be eligible for tuition reimbursement during his or her first year of employment. Course work may be approved for reimbursement beginning in June after the first year of teaching for courses to be taken during the summer.

9.2.2 Amount of Reimbursement

The District shall not reimburse any teacher for more than 12 semester hours in any one school year. The amount of reimbursement shall be the actual per-hour tuition cost incurred by the teacher for the course(s) in question, but not to exceed \$150 per credit hour.

9.2.3 Payment of Reimbursement

Tuition reimbursement shall be paid, on a quarterly basis. Requests for reimbursement submitted by June 30, Sept. 30, Dec. 31, or March 31 will be paid after approval at the Board of Education meeting following the end of the fiscal quarter and upon presentation by the teacher to the Superintendent of either an official transcript, certificate of completion, or other proof of credits or degrees earned, and evidence of tuition payment by the teacher.

9.2.4 Movement on Salary Schedule

Adjustment on the salary schedule shall be effective upon receipt by the Superintendent of official course transcripts, certificates of completion, or other proof of credits or degrees earned. Such adjustment will be allowed as follows:

- a. If proof is submitted by October 31, then the adjustment will be retroactive to the start of the school year. In the event a teacher who receives such an adjustment fails to file an official transcript certifying that the credits were earned or that the degree was awarded before February 1, the teacher shall forfeit, in the form of payroll deductions, all compensation previously paid for such adjustment.
- b. If proof is submitted by December 15, then the prorated adjustment will be made with the first payroll in January. In the event a teacher who receives such an adjustment fails to file an official transcript certifying that the credits were earned or that the degree was awarded before April 15, the teacher shall forfeit, in the form of payroll deductions, all compensation previously paid for such adjustment.

9.2.5 Online Courses

In addition to the eligibility requirements outlined in section 1, a course or program must be offered by an accredited university as listed on <https://ope.ed.gov/accreditation/>: All coursework must be accepted toward an advanced degree, certification, or credential endorsement. Exceptions require a rationale on the impact of student learning to be submitted to the Superintendent in writing.

9.3 Conferences

A teacher will be allowed to attend approved professional conferences, seminars and workshops designated by the Administration as important to the teacher's curriculum in his or her area of expertise. Administration may suggest that teachers enroll in specific conferences, seminars or workshops which have general education concerns, such as cooperative learning, middle-school, building self-esteem in students, or other specific topics related to the needs of the District. In reviewing a request by a teacher to attend a conference, workshop or seminar, the Superintendent and the building Principal shall assess the value and anticipated benefit of the conference, workshop or seminar, both to the individual teacher requesting the same, as well as to the District.

The District agrees to reimburse teachers for the costs incurred by them in attending any approved conference, workshop or seminar, subject to the specific limitations described below:

1. Travel The District will reimburse teachers for the reasonable and necessary costs of travel to and from a seminar, workshop and conference, on a lowest-cost-of-travel basis. Mileage

should be calculated from the employee's point of departure or school, whichever is closer to their destination. All reimbursement for automobile travel shall be based upon the "standard mileage rates" published by the Internal Revenue Service.

2. Meals The District will reimburse teachers for the reasonable and necessary cost of meals while attending a conference, workshop or seminar, based upon the "standard reimbursement rates" annually published by the Internal Revenue Service.
3. Lodging The District will reimburse teachers for reasonable and necessary costs incurred for lodging in connection with attending a conference, workshop or seminar away from home, based upon the "standard reimbursement rates" annually published by the Internal Revenue Service.
4. Fees The District will either pay the provider in advance or reimburse teachers for the reasonable and necessary cost incurred for registration fees or tuition fees required in connection with any conference, seminar, or workshop.

9.4 Teacher-Proposed Professional Growth

The Board acknowledges the expertise of its teaching staff and encourages teachers to take an active role in enhancing current professional skills and developing additional professional skills that support the District's goals and positively impact student learning and outcomes. To that end, teachers may, as individuals or in conjunction with other teachers, request approval of and reimbursement for professional growth activities outside of college courses, conferences, workshops and seminars.

Proposals should be submitted to the Superintendent or designee and should include a description of the activity, the anticipated result of the activity (e.g. Google certification will be attained), the timeline for the activity, a breakdown of costs for the activity, a description of how the activity will enhance the teacher's current professional skills or develop new professional skills, and how those skills will be applied to improve instructional practices and student learning. Teachers are encouraged to provide any research-based evidence supporting the anticipated impact on teacher effectiveness and student learning. Upon receipt, proposals will be copied to the CCEA President by the Superintendent or designee.

Proposals will be reviewed and approved, denied, or approved as modified by the Superintendent or designee. The cost of approved activities will generally be reimbursed by the District, but in the case of significant upfront costs, the Superintendent may approve payment of some or all of the costs by the District in advance of the activity.

9.5 Professional Growth Activities:

1. Section 1 – Consistent with established District practice, professional growth activities may occur during or after contractual hours or in some reasonable combination. Professional growth activities are not intended to interfere with a teacher's regular duties, except to the extent necessary to complete the approved growth activity
2. Section 2 – Teachers are encouraged to submit proposals for new or modified professional development activities to the Professional Growth Advisory Committee for adoption into the Catalog of Professional Development

3. Section 3 – Requests for funding of professional development catalog activities, except where otherwise provided by the contract, are at the discretion of the Superintendent. A teacher whose funding request is rejected may proceed with an approved professional development catalog activity, but at their own expense.

ARTICLE 10 - LEAVES

10.1 Personal Leaves

Each Teacher shall be entitled to three (3) days annually of personal leave (prorated for part-time Teacher) to fulfill obligations of a personal nature. Each Teacher may take a fourth personal day each year by converting an unused sick day to a personal day. Any personal leave days not used during the regular school term shall be considered sick days and shall accumulate.

10.1.1 Personal Leave Request for Vacation Purposes

Although personal leave days are not intended to be used for vacation purposes, they may be requested as vacation days, but are subject to Superintendent approval.

In the event that a personal leave day as a vacation day is denied for any reason, the Superintendent will notify the Association President(s). If the Association President(s) disagree with the Superintendent's decision, an appeal may be made on behalf of the teacher. The final decision by the Superintendent must be made within three (3) days of the appeal.

10.1.2 Blackout Periods

Personal leave may not be taken during the following "blackout" periods: first or last five days of a school year or any day prior to, or following, a school holiday or vacation

Requests for exceptions to the blackout periods must be submitted to the Superintendent. Upon receiving the employee's request, the Superintendent will have the final decision to either approve or reject the request for an exception to the blackout periods.

When requesting personal leave, the employee shall follow the approved District personal leave request process as much in advance of the requested date(s) as possible. In cases of extreme emergency, when the employee cannot file advance notice, she or he shall complete the request process immediately after taking leave day(s).

10.2 Extended Personal Leave

10.2.1 Religious Observation

One additional personal leave day will be granted for recognized religious holidays of the teacher's expressed faith when the religious observance occurs on a regular day of school attendance.

10.2.2 Bereavement Leave

A maximum of three (3) days per year per incident shall be allowed at full pay in the case of death of Immediate Family members (as defined in Article I). Bereavement leave used will not be deducted from accumulated sick leave or personal days. Any time required beyond three (3) days shall be deducted from sick leave. For other important individuals outside of the member's Immediate Family, up to three (3) sick days may be used.

10.2.3 Miscellaneous

If a personal leave day provided under (1) or (2) above remains unused at the end of the school year, it will not revert to a sick day, and such extended personal leave days may not accumulate.

10.3 Sick Leave

10.3.1 Amount of Leave

Each teacher shall be entitled to sick leave with full pay during the term of this Agreement. The annual allotment of sick leave for teachers will be based on years of service to the district.

The annual allotment of sick leave for each teacher will be as follows:

Years of service in the district	Certified Staff (Teachers)
0-5	15 days
6-12	17
13-18	19
19 plus	20

10.3.2 Accumulation of Unused Sick Leave:

Unused sick leave may be accumulated without limitation.

10.3.3 Part-Time Employment; Employment for Less than Full Year

Any teacher employed on less than a full-time basis shall be entitled to the same number of days of sick leave as teachers employed on a full-time basis; provided that for these purposes, “days” shall mean the length of the day for which the teacher in question is employed. For example, a teacher employed on a half-time basis shall be entitled to 15 half-days of sick leave. Any teacher employed after the beginning of the school year shall be granted a pro rata share of the annual allowance of sick leave. For example, if a teacher is employed 1/4 of the way through the school year, he or she shall be entitled to 3/4 of the normal number of days sick leave applicable for that year.

10.3.4 Definitions

“Sick Leave” for purposes of this section shall mean leave for purposes of personal illness, mental or behavioral health complications, quarantine at home, physician appointments, or a death or serious illness in the teacher’s Immediate Family or Household and for birth, adoption, placement for adoption, and the acceptance of a child in need of foster care. In addition to sick leave described in this section, teachers shall be granted leave in accordance with the Family and Medical Leave Act of 1993.

10.3.5 Granting of Sick Days

The Board and the Association on behalf of an individual teacher may approach each other to explore retirement incentive possibilities. The Board will notify the Association if any individual party (Board or Association member) approaches the other prior to substantive discussions between the parties. These discussions can only occur in an attempt to arrive at a mutually acceptable agreement to enhance the number of available sick leave days needed for retirement. Any grant of sick days under this paragraph must be actually made prior to the teacher’s last four (4) years of service prior to retirement, and must be actually available for use by the teacher. Such additional days may not be donated to the sick bank by the teacher. The Board shall not implement any such agreement unless the Association consents.

10.4 Extended Sick Leave Provision

10.4.1 Definition

“*Extended illness or injury*,” as defined for this provision, is a prolonged and serious illness or injury which results in an absence from work of at least five (5) consecutive days following the exhaustion of accumulated sick leave.

10.4.2 Commencement of Extended Sick Leave

On the sixth (6th) consecutive day of absence due to an extended illness or injury, the extended sick leave will begin and shall be retroactive to the first day following the exhaustion of accumulated sick leave. Prior to determining eligibility for extended sick leave, the teacher shall submit a physician’s statement verifying the extended illness or injury which makes it impossible for the teacher to perform his/her assigned duties.

10.4.3 Benefit

Teachers employed in the District at least ten (10) years will be eligible for a maximum of twenty (20) extended sick leave days as “Sick Leave is defined in section C (4) above. For each day of extended sick leave, the District shall pay to the teacher eighty percent (80%) of his/her daily salary less the daily cost of the substitute teacher. The deduction for the cost of the daily substitute teacher will not exceed 50% of the daily salary of the teacher. Extended sick leave days may be used only for extended illness or injury and may be not used for parental leave, leave of absence, sick leave which is *not* due to an extended illness or injury, or sabbatical leave.

For example, if a teacher who is eligible for extended sick leave currently earns \$76,893, that teacher’s daily rate is \$422.49(\$76,893 / 182 days). If the daily substitute rate at the time of benefit payment is \$160.00, the extended sick leave payable to that eligible teacher would be \$209.99 per day (\$422.49, less \$160 X 80%). Note: the TRS disability payment in such case would be \$169(\$422.49 X 40%).

10.4.4 Impact on Workers’ Compensation

A teacher absent due to a work-related injury and who is receiving Illinois Workers’ Compensation Act benefit payments in lieu of full salary will suffer no loss of extended sick leave.

10.5 Sick Bank

Section 1: Newly employed teachers, will donate one (1) sick day in their first year of employment and one (1) sick day in their second year. Newly employed part time teachers will make a proportional donation as described in [Section 10.3.3](#) of this agreement.

- a. No teacher will be required to donate two (2) sick days if doing so would adversely impact their retirement. However, those who choose not to donate are not eligible to receive any sick days from the Sick Leave Bank.
- b. Any Sick Leave Bank member at the end of their final year of service before retirement who has more than 190 days of accumulated sick leave may, if they choose, donate up to ten (10) sick days to the Sick Day Leave Bank prior to retiring.

Section 2: The following provisions will control the operation of the Sick Leave Bank:

- a. A teacher who has exhausted all of their accumulated sick leave may request use of Sick Bank Leave days for use due to a prolonged and serious illness, injury or disability which results in the absence from work for at least five consecutive business days by notifying the Superintendent or their designee in writing. The Superintendent or designee shall respond to the request within five (5) business days.
- b. The teacher requesting use of Sick Bank Leave must provide medical verification of the serious nature of the illness, injury or disability.
- c. A teacher who is not physically able to make this request may have an immediate family member or CCEA Executive Board member do so on their behalf.
- d. A teacher granted Sick Bank Leave may draw from the sick leave bank the number of days equal to the remaining number of teacher work days remaining in the school year, but shall be limited to the following exceptions:
 - 1st and 2nd Year Teachers may draw a maximum of fifteen (15) days from the Sick Leave Bank per school year.
 - Teachers beginning in their 3rd to 5th year may draw a maximum of twenty (20) days from the Sick Leave Bank per school year.
 - All teachers of 6 years or longer service may draw a maximum of forty (40) days from the Sick Leave Bank per school year
 - Part time teachers are entitled to draw on the Sick Leave Bank in proportion to both their assignment and their years of service as described above.
 - Teachers who draw less than 50% of their maximum allowable days during one school year shall be eligible to draw their full allotment during the next school year. Teachers who draw between 50% and 75% of their maximum days during one school year shall be eligible to draw 50% of their full allotment during each of the next two school years. Teachers who draw more than 75% of their maximum allowable days during one school year shall not be eligible to draw any days from the Sick Leave Bank for each of the next two school years.
- e. Sick Leave Bank Leave may not be used in place of Parental Leave FMLA Options 1 and 2 as defined in “Parental Leave”, except as required by law for medical disability related to pregnancy.
- f. A teacher who is eligible for the extended sick leave provision benefit must first exhaust their accumulated personal sick days and their maximum Sick Bank Leave days before applying for the extended sick leave provision benefit. A teacher receiving Workman’s Compensation benefits may not also claim Sick Bank Leave days for the same injury for which they were granted Workers’ Compensation benefits.
- g. The Sick Leave Bank is only for use of eligible members of the bargaining unit for personal illness, injury or disability as defined above. The Sick Leave Bank will not

be drawn upon for the purposes of elective surgery that can safely and without risk to employee health, be scheduled during break periods. Cosmetic procedures are not eligible for Sick Bank Leave.

- h. A teacher who has exhausted their accumulated personal sick days caring for a family member residing in their household, may, by notifying the Superintendent or their designee in writing, draw a maximum of ten (10) days to care for their family member.
- i. If a 1st or 2nd year teacher takes Parental Leave FMLA Option 1 as defined in [10.6.1 "Parental Leave"](#) or [FMLA Ineligible Unpaid leave as described in 10.8](#), they will have their donation of sick leave days to the Sick Leave Bank returned to them, but will be required to donate two sick days to the Bank before being eligible to participate in the future.

Section 3: The Sick Leave Bank will not collect additional days other than from newly hired teachers as described in Section 1 until the accumulated sick days in the Sick Leave Bank drops below fifty (50) total days, at which time all teachers will then donate one (1) sick day except in those cases that would adversely impact their retirement. If at the time of replenishment donation, a teacher has exhausted their sick days their donation will be deferred until the following school year.

Section 4: The Sick Leave Bank will continue in each school year, unless either party notifies the other at least 60 days before the end of the school year of its desire to terminate the Bank. Upon such notification, the parties will commence negotiations to determine if the Bank will continue into the following school year. If the Sick Leave Bank is dissolved the remaining sick days will be returned to contributing teachers on a pro-rated basis.

Section 5: In the event that an illness, injury or disability of the teacher or their household member requires the teacher to use sick days nonconsecutively, the teacher may submit an appeal request to the Association Co-President and Superintendent describing the unique circumstances in which they would like to use the Sick

10.6 Parental Leave

Any employee who has been employed by the District for at least 12 months or who has worked at least 1,000 hours in the previous 12-month period will be entitled to family and medical coverage under the same terms and conditions as leave provided to eligible employees under the federal Family and Medical Leave Act (FMLA) of 1993.

A parental or other leave of absence or a leave under the Family Medical Leave Act of 1993 ("FMLA") shall be granted to a teacher for the purpose of childbearing or child rearing, adoption or fostering of a child, care for a spouse, partner living in an employee's household, child or parent with a serious health condition or the employee's own serious health condition subject to the specific conditions set forth in the following paragraphs.

The parental leave options available to teachers are depicted in [table](#) form immediately following this Article.

10.6.1 FMLA Leave (Option 1)

A teacher may apply for leave under the terms of FMLA, as outlined in Options 1 on the attached table. Under this option, the teacher is entitled to elect to take up to sixty (60) teacher workdays of leave because of the birth or adoption of a child. A teacher shall provide at least ninety (90) calendar days advance notice of intention to take such leave. The total FMLA leave, paid or unpaid under this provision shall not exceed sixty (60) teacher workdays.

10.6.2 Parental Leave of absence (Option 2)

- a. Notice A tenured teacher who is pregnant shall be entitled upon request to a parental leave of absence as outlined in Option 2 of the attached table. Such leave is to begin in accordance with paragraph (b) below. Said teacher shall notify the Superintendent using the form found on the District intranet of her desire to take such leave and, except in the case of medical emergency, shall give such notice at least ninety (90) calendar days prior to the date on which her leave is to begin. She shall provide with such notice a physician's statement certifying her pregnancy and the anticipated date of delivery.
- b. Duration of Leave The teacher and the Superintendent shall agree upon a plan for the commencement and termination of the leave, taking into consideration the continuity of instruction and pertinent time factors related thereto. (See Short Term and Parental Leave Option). Every effort shall be made to have such leave terminate immediately prior to the start of a new school trimester. Such leave shall commence upon: (1) the date agreed upon by the Superintendent and the teacher, or (2) the actual date of delivery. The leave shall not exceed the balance of the school year in which it commences and one additional school year.
- c. Reduction in Leave Teachers who have been granted a parental leave for more than one school year in duration may request that such leave be reduced in length to exclude the last school year thereof by filing a written request with the Superintendent or designees by June 1 preceding such last school year. If such request shall demonstrate a compelling reason for such change in the duration of such leave and if a vacancy then exists or arises prior to the commencement of such school year, the teacher shall be permitted to terminate such leave at the end of the summer recess period preceding the next school year.
- d. Use of Sick Leave A pregnant teacher who shall become sick or disabled as a consequence of the pregnancy prior to the commencement of the parental leave shall be entitled to utilize accumulated sick leave, provided that sick leave shall not be applicable during the period of parental leave established pursuant the preceding paragraphs. Any accumulated sick leave at the commencement of the leave shall be available to the teacher upon return to employment in the District. Teachers whose parental leave extends through the balance of the school year in which it commences and one additional school year shall not be credited with sick days for such year.

10.6.3 Extended Leave

It is intended that teachers shall avail themselves of the parental leave provided as Option 2 or the FMLA leave provided as Option 1, but not both. However, a teacher who has been granted a FMLA under Option 1 may request an extended unpaid leave under the conditions stated in Option 2, if there is a documented, serious medical condition suffered by the teacher or newborn child that will prevent the teacher from returning to work under the terms and timelines off the original FMLA leave. The teacher must submit a statement from a

physician to the Superintendent indicating the medical reasons necessitating the extension of FMLA leave. Whenever possible or practical, a written request for an extended unpaid leave, as well as the accompanying physician's statement must be submitted to the Superintendent at least thirty (30) calendar days prior to the conclusion of the original unpaid leave.

10.6.4 Adoption or Fostering of a Child

- a. Entitlement to Leave A tenured teacher adopting or fostering a child shall be entitled to FMLA leave under Option 1, or parental leave under Option 2, subject to all of the provisions set forth above, except that the leave may commence at any time during the first year upon receiving actual custody of the child, or prior to receiving such custody if necessary in order to fulfill the requirements for adoption or fostering.
- b. Notice The teacher shall be responsible for notifying the Superintendent of his/her intention to adopt or foster a child and shall make all reasonable efforts to keep the Superintendent advised regarding the potential beginning of such leave. Such leave shall be for the balance of the school year in which it commences and one additional school year.

10.6.5 Third and Fourth Year Probationary Teachers

A third or fourth year probationary teacher shall be granted the option to be absent from employment under the same terms and conditions of the parental leave and FMLA leave described herein, and at the end of such period of absence such teacher shall be offered the first available position for which the teacher is certified and qualified which shall arise during the next succeeding twelve (12) calendar months, provided such preferential rehiring shall be subordinate to all recall rights provided in the Illinois School Code. If more than one (1) teacher shall return from such absence, the available position shall be first offered to the certified and qualified teacher who first became eligible for such rehiring. The period of absence due to parental leave hereunder shall not be included in that period required by the Illinois School Code for continuous, full-time employment for the acquisition of continued contractual service, and the teacher would return with the service credit accrued to the start of the leave.

10.6.6 Male Teachers

A male tenured teacher shall also be entitled to a parental leave of absence. As with female teachers, such leave shall be unpaid and shall be subject to all of the applicable notice and other requirements of this section. Eligibility for such leave shall arise upon anticipated adoption of a child, or the birth of a child which the teacher has fathered.

10.6.7 Impact of Salary Schedule

Tenured teachers and third or fourth year probationary teachers working the equivalent of ninety (90) school days or more during the year of a parental leave or FMLA leave will receive credit for one year's experience of service and advance vertically on the salary schedule. Teachers working for less than ninety (90) school days will not advance vertically on the salary schedule. Teachers may advance horizontally on the salary schedule for additional graduate work taken, subject to the other provisions in this Agreement regarding the same.

10.6.8 Insurance

The District shall pay its ordinary proportional cost of maintaining teachers, who are on a parental leave or FMLA leave, in the District's health and major medical insurance plans for the duration of the leave.

10.6.9 Return to Work

For FMLA leaves granted under Option 1, teachers shall provide written notification to the Superintendent informing him/her of the teacher's intention to return, or not to return, to work thirty (30) calendar days prior to the termination of the leave. For parental leaves granted under Option 2, teachers shall provide written notification to the Superintendent informing him/her of the teacher's intention to return, or not to return, to work sixty (60) calendar days prior to the termination of the leave.

10.7 Worker's Compensation Leaves and Pay

1. Teachers eligible for workers' compensation pay as a result of a job-related injury may exercise one (1) of the following compensation options:
 - a. Retain the workers' compensation check from the District's insurance carrier and receive payment from the District for one-third (1/3) of a day of available sick leave, less applicable deductions. Upon payment for such leave, the District shall deduct one-third (1/3) of a day of sick leave from the teacher's accumulated sick leave so long as the teacher has sick leave available and subject to applicable deductions; or
 - b. Tender to the District the workers' compensation check from the District insurance carrier. The District will then continue to pay the teacher his/her full salary while deducting sick leave in one-third (1/3) day increments from the teacher's accumulated sick leave. Such full salary payment will continue so long as the teacher has sick leave available and will be subject to applicable deductions; or
 - c. Retain the workers' compensation check from the District's insurance carrier without any further compensation from the District or deduction from accumulated sick leave.
2. Workers' Compensation payments (options (a) or (c) above) or their equivalent amount (2/3 of salary in option (b) above) are not TRS creditable or taxable.
3. In the event that a teacher is injured as a result of an assault in the scope of employment, the teacher is entitled to up to three (3) days paid leave, which will not be deducted from accumulated sick leave.

10.8 FMLA-Ineligible Unpaid Leave and Other Leaves of Absence

1. An employee with an extenuating health or other circumstance who is ineligible for FMLA leave because they have not been employed for at least 12 months may request from the Superintendent up to forty-five (45) days of unpaid leave, granted at the discretion of the Superintendent.
2. Other leaves of absence may be granted to tenured teachers as determined by the Board. When sabbatical leave is granted to a teacher, it shall be in accordance with the provisions of Section 24-6.1 of the Illinois School Code. Such leaves of absence may be granted for:

- a. Advanced study leading to a degree in an approved university or college.
- b. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the District's educational program.
- c. Other reasons acceptable to the Board which will improve the educational program in the District.

Table : SHORT TERM AND PARENTAL LEAVE OPTIONS

	Option 1:		Option 2:
	Family and Medical Leave Act of 1993		Long Term Parental Leave
Length of Leave	Up to sixty (60) teacher workdays within the first 12 months of birth or adoption		Remainder of school year during which birth or adoption occurs plus 1 more school year, if requested
With Pay?	No, I choose not to use sick days	Yes, until sick leave is exhausted	No
Uses Sick Leave?	No	Yes	No
Status Maintained?	Yes		Yes (within contract guidelines)
District pays Insurance?	Yes, the District's ordinary proportional cost		Yes, the District's ordinary proportional cost
Return Policy?	Notify District in writing 30 days prior to end of leave		Notify District in writing 60 days prior to end of leave
Method of Application?	90 calendar days in advance, if possible		90 calendar days in advance, if possible

ARTICLE 11 - MEDICAL BENEFITS

11.1 Medical/Dental Benefits

The Board shall provide major medical and health insurance for each full-time teacher. The Board reserves the right to self-insure and/or to choose the company with which this insurance coverage is placed. The coverage deductibles, benefits, etc. to be provided are described on the plan summary attached as Appendix D. The Board will pay a portion of single coverage and family coverage premiums per Appendix D.

For a teacher who completes the school year, but who will not be returning for the following school year, the teacher may continue to participate in the group health insurance plan through August 31 by making the teacher’s required premium contributions. For a teacher who elects in writing to continue receiving regular paychecks for June, July and August, the teacher’s share of the premium will continue to be deducted from those remaining paychecks. A teacher who does not elect to continue receiving regular paychecks will be paid his/her remaining salary on the first regular pay date following the teacher’s last work day (“lump sum payout”). If a teacher taking a lump sum payout elects in writing to continue his/her group health insurance coverage through August 31, the Board will withhold the monthly premiums for July and August from the lump sum payout.

Health Insurance Cost Sharing: Annually, for the duration of this Agreement, if the total health insurance cost (including required premiums, taxes, fees, or penalties resulting from Federal or State legislation) increases by 5% or less over the prior year cost, the Board will pay the cost of the annual increase. If the total health insurance premium cost in a given year increases by more than 5% up to 10%, the insured members of the bargaining unit will pay this additional cost. Any annual increases in total health insurance cost in excess of 10% will be split equally by the Board and the insured members of the bargaining unit.

The Board shall also provide, at Board expense, the individual dental coverage for each full-time teacher. Any full-time teacher shall be entitled to apply for and receive at the teacher’s cost, dental insurance for his or her spouse and family. The coverage and benefits are described on the plan summary attached as Appendix D.

In addition to the Board premium contribution amounts noted above, the Board will reimburse each teacher electing any coverage with a deductible, single or family coverage, as described below:

Deductible Amount	Board Reimbursement amount	Board only pays if:
Less than or equal to \$2500	Last 24% of the deductible not to exceed \$600 payment by the Board Example 1: March of plan year - Full deductible met - proof is submitted and district reimburses the last 24% to the member within 60 days	The first 76% of the deductible has been paid by the member

Deductible Amount	Board Reimbursement amount	Board only pays if:
	<p>Example 2: December 31 of plan year - 85% of deductible is met. Proof is submitted by April 30th. 9% of deductible is reimbursed to the member within 60 days</p>	
More than \$2500	<p>Up to the next \$600 after the first \$1900 of the deductible has been paid.</p> <p>Example 1: March of plan year - \$2500 of deductible met - proof is submitted and district reimburses \$600 to the member within 60 days</p> <p>Example 2: December 31 of plan year - Deductible amount = \$3200 Member meets \$2300 Member pays \$2300 Board Reimburses \$2300 - \$1900 = \$400 to the member within 60 days</p>	The first \$1900 of the deductible has been paid by the member.

This payment will take the form of a reimbursement upon presentation of proper documentation by the teacher. The Board’s deductible reimbursement will be paid in one payment. This payment will occur prior to December 31 of the plan year only if the teacher is qualified for their full reimbursement before that date. If the teacher has not satisfied their portion of the deductible by December 31, reimbursement requests, whether for the full \$600 or lesser amount, must be submitted by April 30 of the following year.

11.2 Insurance Committee

The Board and the Association recognize that the nature and extent of health care insurance coverage in the current insurance environment, and the corresponding cost for the same, is a matter requiring careful monitoring. The Board and the Association agree to form a committee on insurance which will include up to five (5) teachers chosen by the Association and up to five (5) Board members and/or Administrators chosen by the Board. The Committee shall meet semi-annually unless otherwise agreed. The Committee shall participate in and give the Board such input as it deems appropriate regarding decisions to select or change an insurance carrier, change coverages, and/or to change the District’s third party administrator. The Committee shall also be charged with reviewing, assessing and making recommendations regarding changes in insurance benefits. The District Insurance Committee may choose to recommend changes in plan design(s) to eliminate or mitigate any such annual increase in health insurance premiums.

11.3 Flexible Benefit Plan

1. The Board shall maintain a salary reduction plan which meets the requirements of Section 125 of the Code and Treasury Regulations promulgated thereunder. If, at any time, Section

125 or related Regulations are amended, the parties shall promptly revise the plan to comply with the amendment.

2. A teacher may annually elect to participate in the salary reduction plan by choosing to receive benefits described below. The amount elected shall be deducted from the teacher's compensation. The plan year shall commence on January 1 and end on the last day of December of each year. Prior to the beginning day of the plan year, each teacher shall, in writing, designate the dollar amount(s) elected for that year for each of the following benefits:
 - a. Premiums for group medical, dental or other insurance, single or dependent coverage, to the extent such premiums are not paid by the Board.
 - b. Reimbursement for the amount of the deductibles on the group insurance and for any other qualified unreimbursed medical care as defined in the Code.
 - c. Reimbursement for qualified dependent care assistance as defined and allowed in the Code.
3. The amounts designated may not be changed during the plan year unless there is a change in family status or other circumstances provided in Section 125 of the Code and/or Treasury Regulations promulgated thereunder. Any amounts designated for which valid reimbursement claims are not made on a timely basis will be forfeited and not otherwise paid to the teacher during that year or carried over to a succeeding plan year, and such amounts shall become the property of the plan. Any administrative costs relating to this plan shall be borne by the participants of the plan.
4. The dollar total of the designated benefits elected pursuant to the plan will be deducted in equal amounts from the teacher's salary payments during the plan year.
5. The Board does not guarantee or, in any way, warrant that the salary reductions are non-taxable, said determination to be made by each individual teacher. However, the Board shall not report any amounts reduced from a teacher's salary pursuant to this plan as taxable income to any federal or state agency.
6. Claims for reimbursement may be submitted no more often than once per month, in minimum amounts of not less than \$50 (except for the final month in a plan year), unless an Agreement with a plan administrator provides otherwise. Claims for reimbursement must be for services received during the plan year.

11.4 Life Insurance

The District shall provide term life insurance coverage to each teacher in the face amount of \$45,000.

11.5 Wellness Plan

The Board will institute a wellness plan for all employees of the District. Participation in this plan is mandatory for all employees electing insurance coverage as noted above. The failure of a PPO or HSA participant to participate annually in this plan will cause the employee to forfeit the Board deductible reimbursement provided in Subparagraph A, above. The failure of an HMO participant to participate annually in this plan will cause the employee to forfeit \$25 per month in the required Board premium contribution provided above in Subparagraph A. Any such

forfeiture by the employee of either of the amounts noted herein shall continue until such time as the affected employee participates in the wellness plan.

ARTICLE 12 - RETIREMENT

12.1 Eligibility

A retirement program shall be available for the duration of this Agreement for the teachers who meet all of the following eligibility criteria:

1. Completed at least 15 years of full time service at the time of retirement (or equivalent thereof) in the District.
2. Are considered by the Illinois Teachers' Retirement System ("TRS") to be at least age 55 on the date of the teacher's retirement.
3. Have filed for participation in the retirement program of TRS with a retirement date no later than June 30, 2034 provided, however, that this retirement program shall not be available to any teacher whose retirement requires the District to make an employer/Board payment in penalty of any kind to TRS.
4. The retirement date cannot be later than the end of the first school year when the teacher first becomes eligible for a non-discounted TRS annuity.
5. Submitted a Letter of Intent to Retire as required below.

12.2 Procedures

In order to be eligible to participate in this retirement program, a teacher must submit an irrevocable letter of intent to retire to the Superintendent, setting forth a June retirement date at the end of a school year not later than June 30, 2034. This letter of intent to retire must be received by the Superintendent by June 1st of any year of this agreement, with the exception of the fifth year; said date shall be January 15, 2030. Participating teachers who elect to retire under the provisions of this program will receive only the benefits of this program, and will not be entitled to receive any benefits under any retirement program negotiated in a successor bargaining agreement. If the Board determines that the teacher is not eligible to participate in the retirement program, the Board shall, within 30 days of receipt of intent to retire, notify the teacher of the lack of eligibility, which determination may be contested.

12.3 Benefit

12.3.1 Stipend for Retirement.

Retirement Creditable Earnings Increase

As a voluntary retirement benefit for bargaining unit members who qualify as provided above, the Board agrees to increase the teacher's TRS creditable earnings by 6% over the teacher's prior year's reported TRS creditable earnings for each remaining years of the teacher's employment in the District in lieu of any other raise, step, or other creditable earnings increase to which the teacher may otherwise have been entitled.

A retiring teacher may receive no more than four (4) years of 6% creditable earnings increases under this program. It is the intent of the parties that the 6% increases will be paid in the teacher's final years of employment. Under no circumstances may a teacher

participating in this program receive a creditable earnings increase of more than 6% over the teacher's prior year's creditable earnings.

A teacher for whom an extra-duty stipend was part of the teacher's creditable earnings in the school year in which notice is given and who elects not to perform such duty in any year prior to retirement will have the stipend for that duty subtracted from the creditable earnings increases provided under this program for each remaining year.

A teacher for whom an extra-duty stipend was part of the teacher's creditable earnings in the school year in which notice is given and who does not to perform such duty in any year prior to retirement due to administrative decision, the stipend for that duty will **not** be subtracted from the creditable earnings increases provided under this program for each remaining year. However, the teacher may be assigned a comparable extra-duty responsibility to maintain eligibility for the full creditable earnings increase.

Mentoring Requirement

Retiring teachers receiving the creditable earnings benefit in lieu of additional or other compensation will mentor or assist in mentoring probationary teachers or other certified staff in their professional or extra duty positions.

12.3.2 Service Stipend

ADDITIONAL SERVICE STIPEND FOR RETIRE DATES JUNE 30, 2026-2029

This service stipend will not be due, owing or payable until the first regular payroll date in the January following the teacher's retirement and will be paid in addition to the service stipend for each year of full-time teacher service (or equivalent thereof) in District 66.

- I. Teacher retires June 30, 2026 with at least 20 years of service to District 66 at the time of retirement = \$1000 (2 days 25-26)
- II. Teacher retires June 30, 2027 with at least 20 years of service to District 66 at the time of retirement = \$2000 (2 days 25-26, 2 days 26-27)
- III. Teacher retires June 30, 2028 with at least 20 years of service to District 66 at the time of retirement = \$3000 (2 days 25-26, 2 days 26-27, 2 days 27-28)
- IV. Teacher retires June 30, 2029 with at least 20 years of service to District 66 at the time of retirement = \$4000 (2 days 25-26, 2 days 26-27, 2 days 27-28, 2 days 28 - 29)

SERVICE STIPEND FOR RETIRE DATES AFTER JUNE 2029

The Board of Education shall additionally pay to each eligible retiree a post-retirement service stipend for each year of full-time teacher service (or equivalent thereof) in District 66 as noted below:

YEARS OF SCHOOL DISTRICT 66 SERVICE SERVICE	STIPEND PER YEAR OF SERVICE Retire Dates After June 2029
15-20	\$400
21-30	\$500
31-40	\$600
41+	\$0

SERVICE STIPEND EXAMPLES FOR RETIRE DATES AFTER JUNE 2029

- I. Teacher retires with 20 years of service to District 66 at time of retirement: 20 yrs. x \$400/yr. = \$8000 post-retirement stipend.
- II. Teacher retires with 25 years of service to District 66 at time of retirement receives: 25 yrs X \$500/yr. = \$12,500 post-retirement stipend.
- III. Teacher retires with 32 years of service to District 66 at time of retirement receives: 32 yrs. x \$600/yr. = \$19200 post-retirement stipend.

This service stipend will not be due, owing or payable until the first regular payroll date in the January following the teacher's retirement.

12.3.3 Extended Service

1. Retirees, who wish to participate in an extended service project as independent contractors for the District, are eligible to do so. The District shall negotiate an hourly consultation fee with the retiree that is mutually agreed upon between the retiree and the administration. The stipend shall be an hourly rate of not less than \$40.00.
2. D66 Certified Staff Retirees who wish to substitute in the District are eligible to do so at the current substitute rate plus \$20.00 per day.

12.3.4 Miscellaneous Provisions

1. In the event that a teacher otherwise eligible for the benefits provided in this section suffers a catastrophic injury or disability and is unable to continue his/her teaching duties at any time during this contract, that teacher will receive the benefits of this section if he/she so applied for same in writing to the Superintendent prior to the catastrophic illness or disability.
2. A teacher's notice of intent to retire may be rescinded only for the following reasons:
 - a. death in the retiree's immediate family
 - b. change in the physical health of the retiree or the retiree's spouse;
 - c. unforeseen mitigating circumstances

If a teacher requests to rescind a notice of retirement, the board shall determine whether to grant the request within 45 days of receipt.

At the time of the request to rescind, the teacher must declare a new retirement date. The teacher will be required to reimburse the District the appropriate retirement bonus(es), based upon a mutually agreed upon repayment plan.

3. The Board shall grant a number not less than thirty percent (30%) of those teachers eligible to retire in any one year. However, upon the discretion of the Board, it may grant more than thirty percent (30%) of those teachers eligible to retire in any one year. All requests will be granted according to seniority. Seniority will be determined by the earliest date of full-time teaching service.

ARTICLE 13 - SALARY AND EXTRA DUTY COMPENSATION

13.1 Salary

In longevity, a lane change will be equal to the dollar amount of the same lane change at step 18 on the salary schedule.

13.2 Extra Duty

Teachers shall be compensated for extra duty assignments according to Appendix C.

13.3 Professional Growth Model

13.3.1 Mission Statement

Center Cass District 66's Professional Growth Model was created to reward educators for participation in relevant and rigorous professional development opportunities that fulfill the evolving needs of the district's students. The professional growth model is grounded in research proving that educators who are continuously learning and improving their practice contribute in significant and meaningful ways to positive student growth.

13.3.2 Benefits and Attributes of the Model:

1. **Encourages professional mastery:** The Professional Growth Model encourages certified staff to pursue progressive and purposeful learning and growth throughout their careers, building a culture of professional excellence.
2. **Recognizes individual needs and aspirations:** The professional development opportunities of the model allow educators to mold their careers in accordance with their own goals and needs while helping the district fulfill its mission.
3. **Offers variety and choice:** Professional development options are diverse including a myriad of avenues for learning. These avenues include PD options that are current as well as original, innovative options.
4. **Fosters recruitment and retention:** Robust professional development system helps attract highly qualified staff and leads to greater job satisfaction over an educator's career.
5. **Uniquely suited for Center Cass 66:** The Professional Growth Advisory Committee will consist of equal representation of certified staff and administration/BOE

13.3.3 Standards

In order to improve student learning, Center Cass requires its professional development model to meet the following standards:

1. **Rigor:** The professional development activities undertaken by staff must be educationally credible and intellectually challenging and require reflection and application on the part of the participating educator.
2. **Relevance:** The professional development activities undertaken by staff must be aligned with the district mission and vision, District Strategic Plan, the needs of students, the district curriculum, and state and national student learning standards. Also considered within the relevance standard are the current and changing demographics of staff and students as well as the future impact of professional development on the students, the educator, the school and the district.
3. **Efficiency and Transparency:** The Professional Growth Model is committed to creating a high level of openness, communication and collaboration that promote the efficiency of the professional development program.

4. **Accountability:** The Professional Growth Model ensures completion can be verified and the newly acquired skill or knowledge is demonstrated within one's work setting, is observable or is supported by evidence.
5. **Collaboration Career:** The Professional Growth Model fosters educator collaboration for the construction of knowledge with the ultimate goal of improving student learning. A positive correlation must exist between strong collegial relationships and student achievement.

13.3.4 Professional Growth Advisory Committee Ongoing Assessment Process

A Professional Growth Advisory Committee has been established in order to assess the overall program. The Professional Growth Advisory Committee will consist of a teacher representative from each building and equal representation of administration/BOE.

1. Adjustments to the Professional Growth Model may be done through the Professional Growth Advisory Committee. The Catalog is a living document in which a teacher or administrator with:
 - a. a new professional development idea,
 - b. a suggested change to existing language,
 - c. a suggested change to the point system,may submit a form to the Professional Growth Advisory Committee for review.
2. Any changes made to point values or language will take effect for the following school year. Changes in this contract will take effect for the 2025-2026 school year. All points currently in progress, must be submitted into MIDAS for approval by June 27th, 2025.
3. All points previously earned will retain their value for the teacher who has earned them.
4. The Professional Growth Advisory Committee will meet once per quarter with dates established at the start of each school year by the Director of Learning.
5. All recommendations require a vote of the committee with full consensus preferred.
6. Evaluation of and approval for new or current microcredential based on applied rubric from the standards. ([see linked rubric](#))

13.3.5 Appeals Process

If a microcredential is denied, the teacher will receive a completed rubric indicating areas of deficiency. The teacher may appeal the denial by submitting additional evidence supporting a higher rating on the rubric along with a written explanation.

The appeals committee will consist of a different teacher representative from each building and equal representation of administration/BOE that were not on the initial denial committee.

The appeals process will be a blind process. The decision of the appeals process will be final.

13.3.6 Professional Development - Microcredential Process

Step 1: Staff member reflects on their Individual Growth Goals (may be derived from teacher's evaluation), how PD is aligned to the strategic plan and increases student learning.

Step 2: Staff member(s) communicates with building principal and Director of Learning or Director of Student Services regarding professional development activity(s) they are interested in pursuing to grow professionally

Step 3: Complete the [District 66 Collaborative Conversations - Professional Development Activity Form](#) -Following procedures in MIDAS.

- The Collaborative Conversations - Professional Development Activity Form will be redesigned by the professional growth advisory committee to align to the [rubric of standards](#) and to include estimated completion dates for activities.
- The new Collaborative Conversations - Professional Development Activity Form will be shared with staff with the revised catalog by April 2025.

Step 4: If completing Professional Development Activity for PD points, complete procedures in MIDAS

Step 5: Demonstrating growth/Accountability examples

- Evidence for teacher evaluation
- Presentations to board/team
- Discussion with shared team (admin/teaching team)
- Successfully earn new endorsement

13.3.7 Professional Development Catalog and Microcreditial Tiers

The professional development catalog will be revised and presented to teachers by the professional growth advisory committee by April 2025. The committee will be of equal representation of teachers and administrators/board members.

After presentation to teachers in April 2025, the updated catalog will be available in the CCSD66 bookmark folder under human resources.

Microcredentials fall into two categories and points will be earned as described in the tiers in the table following.

	Tier 1	Tier 2
Examples	<p>Graduate classes towards a Master's degree</p> <p>National Board Certification or renewal</p> <p>Coursework towards additional endorsement or certification</p>	<p>Graduate classes unrelated to degree</p> <p>Member of a committee outside professional hours</p> <p>Attend professional conferences</p> <p>See additional examples in Professional Growth Catalog</p>
Movement	Move one professional classification per school year with 150 points.	<p>Move one professional classification every two school years.</p> <p>May not move past Professional Classification 5 (PC5) without earning 150 points from Tier I.</p>
Accountability	<p>Grade of B or higher earned in all classes part of a graduate degree or endorsement program</p> <p>National Board Teaching Certification Earned</p>	<p>Activity reviewed and evaluated as part of evaluation cycle</p> <p>Learning/growth shared with colleagues through department/GLT/BLT or building level meeting facilitated by teacher</p> <p>Final project/implementation plan shared with administration either as a face to face conference or write up</p>

13.3.8 Process for Professional Classification Changes

1. If proof of successful activity completion is submitted and accepted by October 31, then any resulting Professional Classification adjustment will be retroactive to the start of the school year.
2. If proof of successful activity completion is submitted and accepted by December 15, then any resulting Professional Classification adjustment will be made with the first payroll in January.
3. Professional Classification adjustments submitted and accepted after December 15 will be effective at the start of the next school year.
4. Professional Classification adjustment percentages for teachers with 18 years of experience or fewer shall be determined by using the teacher's position on the table of percentage changes set forth in Appendix A. Professional Classification adjustments for

teachers with more than 18 years of experience will be calculated based on the difference between the percentages at Step 18 of the salary schedule.

5. Teachers are limited to one Professional Classification change per school year from Tier 1 of the professional development catalog and one Professional Classification change every 2 years from Tier 2 of the Professional Development catalog.
6. Teachers may not move beyond Professional Classification 5 (PC5) without earning 150 points from Tier 1.
7. Teachers must submit evidence of completion to Midas within one month of the agreed upon completion date from the collaborative conversations form. If an extension is needed, the teacher must reach out to the approving administrator for approval of an extension.
8. Teachers receiving professional development points are not allowed to receive hourly stipends or extra duty schedule stipends for work inside the schedule.

13.4 Compensatory Time

1. The Board and the Association agree that teachers shall be compensated for time spent working outside of the normal duty day for the situations listed below. To honor that time, teachers may accumulate compensatory time (“comp time”) for hours spent working outside of the normal duty day.
2. Compensatory time may be earned from working during the following activities:
 - One Grade Level Music / Band Concert First Semester
 - One Grade Level Music / Band Concert Second Semester
 - One PTO Event First Semester
 - One PTO Event Second Semester
 - One School Event First Semester (excluding Open House, Teaching-Learning Night, Parent-Teacher Conference)
 - One School Event Second Semester (excluding Open House, Teaching - Learning Night, Parent-Teacher Conference)
 - One Student Involved Fundraiser (McDonald’s, Snowflake, etc)
 - One PTO Meeting once a Month (capped at 2 teachers per month per building)
3. Compensatory time may also be approved by other uses approved by the superintendent that occur outside the normal duty day.
4. Compensatory time may not be earned for duties related to job assignments, such as grading student work, making parent phone calls or meetings held during professional hours. Parent-Teacher conferences, Teaching and Learning Night, and Open House are excluded from the compensatory time benefit provided the district continues the current labor practice of granting a compensatory day off.
5. Compensatory time is earned in 30 minute increments and are accrued as two (2) half or one (1) full Compensatory Personal Day. Unlike a regular Personal Day, Compensatory Personal Day time that is not used during a school year does not roll over into a sick day the following year but instead carries over as a half or full Compensatory Personal Day. No-teacher may accumulate more than two (2) Compensatory Personal Days at any one time. Only a maximum of one (1) Compensatory Personal Day may carry over to the next school year.

One Comp Day is 7 hours earned. One comp half day is 3.5 hours earned. The max comp time that can be earned for any individual event (regardless of length) is 1.5 hours.

Example A: A teacher attends three (3) events that last at least 1.5 hours throughout the school year outside of contractual duties. The teacher has earned a half comp day.

Example B: A teacher attends five (5) events that last at least 1.5 hours throughout the school year outside of contractual duties. The teacher has earned a full comp day.

6. Not more than two (2) teachers per building will be approved for use of a Compensatory Personal Day on the same date. In the event that more than two (2) teachers in a single building requested the use of a Compensatory Personal Day on the same date, the teachers will be approved in the order in which the requests had been received.
7. Administration and Association agree to revisit possibility of comp time for extracurricular supervision after the system has been established, implemented, and evaluated.
8. This compensatory time program shall be piloted during the 2023-24 school year and assessed jointly by the Administration and Association at the end of the school year. If consensus is not reached to continue the program, it will sunset at the end of the 2023-24 school year and all earned comp time will be paid out at each teacher's daily base rate of pay.

13.5 Professional Rate

13.5.1 Regular Contract

The Board and the Association agree to a certified staff professional rate listed in the table below for work pre approved by Administration and completed outside of regular teaching duties by an Association member. This work includes, but is not limited to, District Committee meetings, Curriculum development, professional development, teacher classroom coverage prorated, summer department/GLT work.

School Year	Professional Rate
25-26	\$39.00
26-27	\$40.00
27-28	\$42.00
28-29	\$43.00
29-30	\$44.00

13.5.2 Extended Contract Professional Rate

- a. Non-teaching, certified support staff, including Student Service Coordinators, Instructional and STEM coaches, Counselors, District Nurses and Social Workers who

are required by Administration as part of their regular duties to work during the summer, will be compensated at their per diem prorated to the nearest half hour.

- b. When a certified support staff listed above are asked to serve in a pseudo-admin role in the absence of an Administrator, they will be also compensated at their per diem prorated to the nearest half hour.

13.6 Teacher Retirement System Contribution

The Board shall contribute to the Teacher Retirement System of Illinois (TRS) on behalf of the Teacher in accordance with applicable Illinois law and regulations. The Board’s payment shall result in an increase to the member’s reportable creditable earnings over the teacher’s base salary and shall be calculated using the add-on method per Chapter 3 of TRS’s Employer Guide. The amount the Board shall contribute will follow the table below:

School Year	Board paid TRS
2025-2026	1.00%
2026-2027	1.25%
2027-2028	2.00%
2028-2029	2.25%
2029-2030	2.50%

ARTICLE 14 - DISTRICT 66 STEERING COMMITTEE

The District's Steering Committee, which consists of two Board members, one Administration member, and three Association members, shall be responsible for compliance with, and interpretation of, the Agreement.

The Steering Committee shall also be responsible for recommending to the Board the new extra duty positions, and hear member requests to adjust the stipend amounts or hour requirements of current extra duty positions based on changes to the position. Any adjustments to stipend amounts must be approved by the Board and the CCEA before taking effect. Additionally, the Steering Committee shall recommend updates to the extra duty salary schedule annually.

To the extent possible, membership on the Steering Committee shall remain intact for the duration of the Agreement. The Steering Committee must meet four times during the school year -one time each quarter no later than three weeks from the start date of the quarter unless another date is mutually agreed upon. The Superintendent shall be responsible for establishing meeting dates, times and places.

ARTICLE 15 - PARAPROFESSIONALS

15.1 Paraprofessional Rights

15.1.1 Probationary Period

Each paraprofessional shall serve a probationary period of one hundred eighty (180) workdays, which shall commence no later than the date services are first provided. A paraprofessional may be dismissed at any time during the probationary period for any reason after being provided with written notice. The length of the specified probationary period may be extended "day for day" due to unpaid absence(s).

15.1.2 Seniority

As used in this Agreement "seniority" means continuous employment by the Board. As long as paraprofessionals are employed in their position for the full work year, they will earn one (1) year of seniority regardless of full-time or part-time status. (Seniority for a paraprofessional working less than the full work year for his/her position will be computed on a pro-rata basis.) Seniority will not accrue during any leave-of-absence without pay. Seniority will not be interrupted due to excused absence. In the event of a reduction-in-force, paraprofessionals with the shortest length of continuous service with the district will be honorably dismissed first.

Should more than one paraprofessional have the same starting date of employment, then seniority will be determined first by the date on which the employee's completed job application was received; then if the date of received completed application is the same, determined by the drawing of lots

15.2 Copies of Job Descriptions and Evaluations

1. Copies: All Paraprofessionals will be provided a copy of the job description and evaluation tool upon any revisions. New paraprofessionals shall be provided a copy of the job description and evaluation tool when hired.
2. Evaluation Tool: Paraprofessional handbook and the current copy of the school calendar shall be provided to all paraprofessional members upon hire or when updates occur. Paraprofessional input will be considered when substantive changes are contemplated . Changes to the procedures of paraprofessional evaluation will be negotiated.
3. Paraprofessionals shall be notified of their case manager/supervisors at the beginning of the school year, and will be notified of any changes that occur during the work year.
4. Paraprofessionals will be notified of their assignment for the next school year by the first week of August, and of any subsequent changes in such assignment as soon as practicable.

15.3 Evaluation and Personnel Files

15.3.1 Evaluation

Every paraprofessional will be evaluated at least annually. Such evaluation will be completed by May 15. The paraprofessional shall be provided the names of all staff providing input on

the evaluation. If the supervisor intends to evaluate a paraprofessional more than once annually, the supervisor will notify the affected paraprofessional. Evaluation is based on the premise that feedback is essential for improvement in job performance. Evaluation is a continuing process of identifying and monitoring behaviors which are related to successful performance. Throughout the evaluation process, the administrator, immediate supervisor and paraprofessional will work together in a cooperative relationship and will focus on opportunities for improvement. Hearsay, unsubstantiated claims, or anonymous communications shall not be part of the evaluation process. The substance of paraprofessional evaluations are not subject to the Grievance Procedure.

15.3.2 Personnel Files

- a. Only one official file will be kept for each paraprofessional in the District, and such file will be maintained by the Office of the Superintendent. References to the official file will include both hard copies and computer records.
- b. Each paraprofessional will have the right, upon request, to review the contents of his/her official personnel file and to place in the file written reactions to any of its contents. Such review will be conducted in the presence of the Superintendent's designee.
- c. All documents that are placed in the official personnel file will be given to the paraprofessional. The paraprofessional will have the right to attach dissenting material to any item in the file.

15.4 Paraprofessional Working Conditions

15.4.1 Duty-Free Meal Break

Each full-time paraprofessional shall be entitled to a daily unpaid thirty (30) minute, duty-free lunch break for every 7.5 hours worked.

15.4.2 Vacancies, Transfers and New Positions

1. The Board has the right to determine whether to fill paraprofessional vacancies as they occur. A vacancy is defined as a position within the bargaining unit that is unfilled, including newly created positions, after all paraprofessionals have been assigned. If the Board chooses to fill a vacancy, a vacancy notice will be posted by email to all paraprofessionals. Any paraprofessional interested in transferring to the open position must apply for the position as described in the posting. All postings will be held open internally for five (5) business days, except in emergency situations. Current paraprofessionals who apply for a vacancy will receive an interview, except in emergency situations. The Board will consider performance, ability, and the best interest of the District when filling a vacancy.
2. Voluntary transfers are those transfers that are requested during the posting period by the paraprofessional. It will be within the District's inherent managerial authority to involuntarily transfer paraprofessionals within the bargaining unit.
3. An involuntary transfer pursuant to this Section is defined as the reassignment of a paraprofessional member from one job to another anywhere in the District. Should it

become necessary to transfer paraprofessionals the following procedure will be followed:

- a. Volunteers will first be requested. If more volunteers apply than are necessary for a transfer, the District will select the applicant based on the most qualified paraprofessional.
- b. Involuntary transfers will be decided based on the Superintendent's determination of the most qualified paraprofessional to fill the position. Involuntary transfers will not be made arbitrarily or capriciously. Seniority will be given consideration if two or more employees are determined to be equally qualified. Any employee affected by an involuntary transfer shall be notified as soon as possible. A transferred paraprofessional may request a return to a school if a position should become available.

15.4.3 Equipment

The district shall provide each employee with a location to secure personal belongings.

15.5 Professional Development

Paraprofessionals may be required to participate in professional development, which will be scheduled during the regular workday. This professional development will be provided on scheduled Institute Days, School Improvement Days, or at other times as determined by the Superintendent or his designee.

15.6 Work Breaks

Full-time paraprofessionals shall be entitled to one (1) work break for every 3.5 hours worked on each regular workday. Each break shall be at least 15 minutes, and shall be scheduled by the paraprofessional and the immediate supervisor. The break(s) taken must be scheduled to avoid leaving students unattended. When the paraprofessional and the immediate supervisor are routinely unable to schedule a break, the Administration shall within five (5) school days develop a plan to allow the paraprofessional to take his/her contractual breaks.

15.7 Workday/Work Year

The workday for full-time paraprofessionals will be no more than eight (8) hours a day. The actual workday may vary depending on job assignment. The length of the work year will be as specified on the school calendar annually adopted by the Board of Education, but in no event less than 178 days.

15.8 Payroll

Paraprofessionals may annually elect to receive paychecks over 20 or 24 pay periods. Once this election is made, it cannot be changed until the start of the next work year. Regular pay dates will be the 15th and the last day of each month.

15.9 Leaves

15.9.1 Sick/Personal Leave

1. Definition of Sick/Personal Leave

“Sick Leave” for purposes of this section shall mean leave for purposes of personal illness, mental or behavioral health complications, quarantine at home, physician appointments, or a death or serious illness in the paraprofessional’s Immediate Family or Household and for birth, adoption, placement for adoption, and the acceptance of a child in need of foster care.

2. Sick leave for birth is limited to thirty (30) workdays, unless otherwise certified by a physician. Sick leave for adoption or placement for adoption or acceptance of a child in need of foster care is limited to thirty (30) workdays.
3. Ten month Paraprofessionals who work at least 16 hours a week and qualify for IMRF credit will receive twelve (12) sick days per year.
4. Sick/Personal leave days must be taken in one-half (1/2) day or full day increments.
5. Paraprofessionals taking sick and personal leave shall be paid for the total hours required to work on a daily basis
6. Notification of Use of Sick/Personal Leave Advance notice for the use of sick/personal leave will be given to the paraprofessional immediate supervisor as early as possible.
7. Documentation of Sick Leave The District may require documentation from a physician licensed to practice medicine, or a properly authorized physician assistant, as a basis for pay during sick leave after an absence of three (3) consecutive days for personal illness or injury, or as it may deem necessary in other cases.
8. Unused Sick/Personal Leave Unused sick/personal leave days may be accumulated to a maximum carryover of two hundred and forty (240) sick leave days.
9. Proration of Sick/Personal Leave
 - a. A full-time paraprofessional who is hired after the start of the work year for his/her position will receive a prorated amount of sick/personal leave days equal to the percentage of work days remaining in the paraprofessional’s work year.
 - b. Sick/personal leave days will be prorated for Paraprofessionals who do not work a full week.

15.9.2 Sick Leave Allocation

Ten month Paraprofessionals working at least 7.5 hours a day on a weekly basis will receive twelve (12) days of annual sick leave. Ten month Paraprofessionals working at least 16 hours a week will receive prorated sick leave based on average daily hours.

15.9.3 Personal Leave Allocation

Each Paraprofessional shall be entitled to two (2) days annually of personal leave (pro-rated for part-time Paraprofessional) to fulfill obligations of a personal nature. Each Paraprofessional may take a third personal day each year by converting an unused sick day to a personal day. Any personal leave days not used during the regular school term shall be considered sick days and shall accumulate.

15.9.4 Military Leave

Military Obligation Absence for involuntary military service will be granted. The Paraprofessional's seniority in position and other benefits in the school system will continue during military service. Upon release from military service, the-paraprofessional will be returned to his or her original position or an equivalent position, and receive compensation of equal remuneration, provided such application is made within the time limits then in effect under federal law. Pursuant to Section 8-2, this Section of the Agreement is not subject to the grievance procedure.

15.9.5 Leave - Jury Duty

In the event a Paraprofessional is selected to serve on a jury during the school year, the Board will continue to pay the regular rate of pay for the period the Paraprofessional is on jury duty.

15.9.6 Workers' Compensation Leave

Paraprofessionals eligible for leave under the Illinois Workers' Compensation law may elect to receive compensation under one (1) of the following options:

1. Retain the Workers' Compensation payment without any adjustment to sick leave; or
2. Receive his/her regular paycheck by turning into the District the Workers' Compensation payment and having available sick leave deducted in one-third (1 /3) day increments for the duration of the leave.

15.9.7 Bereavement Leave

A maximum of three (3) days per year per incident shall be allowed at full pay in the case of death of Immediate Family members. Bereavement leave used will not be deducted from accumulated sick leave or personal days. Any time required beyond three (3) days shall be deducted from sick leave. For other important individuals outside of the member's Immediate Family, up to three (3) sick days may be used. Paraprofessionals may request other paid leave options when more than three (3) days of leave is needed for bereavement.

15.10 Salary and Compensation

15.10.1 Salary Schedule

1. Salary for paraprofessionals for the 2025-2030 contract years will be according to the agreed "Salary Schedule for Paraprofessionals" in Appendix B.
2. Lane Movement Paraprofessionals will have the ability to earn college credit for lane movement beginning at the start of 2025-2026 school year. The following rules govern lane movement.

- a. Paraprofessionals must provide Administration with the course number and description from the university or college at least three weeks in advance of the course beginning.
 - b. Administration will inform the paraprofessional whether the course qualifies for lane movement within a week of receipt of the request.
 - c. Coursework grades of a B or better will be accepted for lane movement.
 - d. Paraprofessionals can earn up to six credit hours of lane movement per year.
 - e. A year will be defined as beginning August 15 and ending August 14 of any given year
 - f. Transcripts for completed courses are due to the District Office by August 15 for the Spring and Summer Semesters, and January 15 for the Fall Semester.
 - g. If transcripts are received prior to the August 15 and January 15 due date, the appropriate change in rate will be reflected on the next payroll.
 - h. Paraprofessionals will be reimbursed up to \$300 per credit hour within 60 days of completion.
3. Experience Credit Experience credit may be granted for new paraprofessionals hired up to 10% over the current minimum salary. Experience should be verified by documentary evidence. Must have experience related to supervision, care, or education of children.

15.10.2 Performance-Based Bonus

The goal of the performance-based pay model is to recognize the excellent and proficient performance of paraprofessionals. The maximum non-cumulative, annual performance bonus amount for each paraprofessional will be \$0.50 per hour of the base hours worked during the current fiscal year. Paid time off (e.g. sick days, personal days, paid holidays, etc.) will not be used in the calculation. An Evaluation rating of “Excellent” would receive 100% of the eligible bonus amount. An evaluation rating of “Proficient” would receive 80% of the eligible bonus amount. An evaluation rating of “Needs Improvement” or “Unsatisfactory” would not be eligible for a bonus. The non-cumulative, annual performance bonuses will be paid prior to June 30 of the given fiscal year.

15.10.3 Insurance

Paraprofessionals will have available, at the Paraprofessional’s expense, access to health insurance coverage that meets the requirements of state and federal law. Provided, however, for the 2025 - 2030 contract years, the Board shall make available each year \$25,000 to fund a portion of premiums for employees who participate in a District group health insurance plan, subject to the following restrictions:

1. The \$25,000 will be divided each year among paraprofessionals who participate in a District group health plan. However, no employee may receive more than \$400 per month toward premium costs.
2. Paraprofessionals are eligible for premium contributions after one (1) consecutive years of full-time employment (i.e. over 120 days present and participating counts as a year of employment) in a bargaining unit position.
3. Paraprofessionals must demonstrate that they have no access to group health insurance through other means (e.g. spouse, etc.) in order to receive a premium contribution.

15.10.4 Retirement Program

The Board will make available a retirement plan to Paraprofessionals who meet the following eligibility requirements:

1. Are at least 55 years old at the time of retirement; and
2. Have completed at least 15 years of full-time, continuous service to the District at the time of retirement;
3. Are retiring directly from the District into the Illinois Municipal Retirement Fund (IMRF) System; and
4. Are retiring December 31 or at the completion of the school year of any year of this Agreement.

In order to access the benefits of the Program, the paraprofessional must provide written notice to the Superintendent of any year of this Agreement a minimum of three (3) months prior to the actual retirement date. This notice is irrevocable.

Eligible Paraprofessionals will be paid a service stipend of \$100 for every year of continuous, full-time service to the District as a member of the bargaining unit. The paraprofessionals will work with the Business office to secure payment of this stipend in a manner which maximizes benefits under the IMRF System and to avoid payment by the Board of any penalty for the same.

This Retirement Program shall be in effect and is available for retirements effective for the duration of the contract.

15.10.5 Holidays

Ten month Paraprofessionals working at least 7.5 hours a day on a weekly basis shall be paid for ten (10) holidays during each school year. The holidays for which pay will be received, will be communicated to the paraprofessionals on their Annual Salary Assignment Sheet, which is distributed in August of each year upon their return to work, unless otherwise modified, in which event the superintendent will designate alternative paid days off. If a scheduled holiday is waived and ends up being a work day, the holiday will be paid on another student non-attendance day.

Holidays scheduled to be paid are as follows: Labor Day, Columbus Day, Thanksgiving Day, Day After Thanksgiving, Christmas Day, New Year's Day, Martin Luther King Jr Day, President's Day, Friday prior to Easter, Memorial Day.

15.10.6 Extra Duty Pay

In the event a Paraprofessional performs extra duty assignments designated in the negotiated agreement between the Board and the Center Cass Education Association, the paraprofessional will be paid at the rate or stipend then in effect in such negotiated agreement, provided such rate or stipend would not result in a violation of applicable overtime laws. In the event no such rate or stipend exists in the negotiated agreement, or the

rate or stipend payment would violate applicable overtime laws, the rate or stipend established by the Board will be the rate paid.

15.10.7 Personal Care Stipend

Any Paraprofessional, working with students who have personal care needs on a regular daily basis outlined below shall earn a \$250 stipend per semester. Any paraprofessional assigned to serve students in grades, preschool to eighth that have personal care duties identified in their IEP plan, 504 plan or who have been otherwise identified by the district as needing daily personal care. Personal care duties may include: the lifting and cleaning of a student associated with bathroom use, changing soiled diapers, cleaning students and changing their clothes as a result of poor bowel/urinary control, and other duties which involve daily contact/cleaning of bodily waste.

Training shall be provided for each paraprofessional who is assigned and accepts to perform any type of personal care task to help protect both the student and paraprofessional from injury. The District will provide the personal care products.

15.10.8 Compensatory Time

Paraprofessionals who are requested to attend the following activities outside the normal duty day, shall attend and will get paid their hourly rate per hour for attending the event.

- Meet the Teacher Night
- Teacher -Learning Night
- Parent Teacher Conferences
- Open House

ARTICLE 16 - DURATION; SEVERABILITY; AMENDMENTS

16.1 Term of Agreement

This Agreement shall be effective commencing the first day teachers report in the 2025-2026 school year, and shall remain in full effect until the day before teachers report in the 2030-2031 school year. Thereafter, this Agreement shall remain in effect unless either party serves written notice on the other, no later than by the close of business on the 15th day of February, 2030, that such party desires to re-negotiate or to terminate this Agreement. Upon receipt of such a demand to re-negotiate, negotiations shall commence no later than the 15th day of April, 2030.

Either party may request to extend this Agreement beyond its termination date by serving written notice of such request upon the other party. In such an event, and if there is written mutual agreement, this Agreement shall be extended until the parties (or their successors) reach agreement on a new contract.

16.2 Severability

Should any article, section or clause of this Agreement be declared illegal or unenforceable by a court of competent jurisdiction or by the IELRB, or in the event that Congress, the Illinois Legislature or the IELRB enacts a law, rule or regulation in conflict with any article, section, or clause of this Agreement, such article, section or clause shall automatically be deleted from this Agreement to the extent of such conflict, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section or clause.

16.3 Amendments

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. Except for items specifically designated herein for periodic review or interpretation by the Steering Committee, the terms and conditions may only be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written amendment. It is agreed that only the particular Article, section or clause that is mutually agreed upon for amendment may be open to discussion during the process of amendment.

SIGNATURE PAGE:

Vice President, **Center Cass Board of Education**

Treasurer, **Center Cass Board of Education**

Dated: _____, **2024**

Co-President, **Center Cass Education Association**

Co-President, **Center Cass Education Association**

Dated: _____, **2024**

SCHEDULE OF APPENDICES

<u>Appendix</u>	<u>Description</u>
A	<u>TEACHER SALARY SCHEDULES</u>
B	<u>PARAPROFESSIONAL SALARY SCHEDULE</u>
C	<u>EXTRA DUTY LANGUAGE AND SCHEDULE</u>
D	<u>SCHEDULE OF MEDICAL/DENTAL BENEFITS</u>

APPENDIX A

TEACHER SALARY SCHEDULES

Salary Schedule 2025-2026

Increase to the base 2.5%

Longevity Increase 3.75%

	BA	BA15	MA	MA15	MA30	MA45	MA60	MA90
	PC 1	PC 2	PC 3	PC 4	PC 5	PC 6	PC7	PC8
STEP		150	300	450	600	750	900	1200
1	53398	55400	58471	60607	62743	65145	67548	69951
2	55400	56602	60607	62743	65145	67548	69951	72354
3	56602	57803	62743	64878	67548	69951	72354	74757
4	57803	59005	64878	67014	69951	72354	74757	77160
5	59005	60206	67014	69150	72354	74757	77160	79563
6	60206	61408	69150	71286	74757	77160	79563	81165
7	61408	62609	71286	73422	77160	79563	81165	83568
8	61808	63010	72621	74757	78762	81165	83568	85971
9	61808	64211	74757	76893	81165	83568	85971	88374
10	61808	65412	76893	79029	83568	85971	88374	90776
11	61808	66614	79029	81165	85971	88374	90776	93179
12	61808	67815	81165	83301	88374	90776	93179	95582
13	61808	69017	83301	85437	90776	93179	95582	97985
14	61808	69017	85437	87573	93179	95582	97985	100388
15	61808	69017	87573	89708	95582	97985	100388	102791
16	61808	69017	89708	91844	97985	100388	102791	105194
17	61808	69017	91844	93980	100388	102791	105194	107597
18	61808	69017	93980	96116	102791	105194	107597	110000

Salary Schedule 2026-2027

Increase to the base 2.5%

Longevity Increase 3.75%

	BA	BA15	MA	MA15	MA30	MA45	MA60	MA90
	PC 1	PC 2	PC 3	PC 4	PC 5	PC 6	PC7	PC8
STEP		150	300	450	600	750	900	1200
1	54733	56785	59932	62122	64311	66774	69237	71700
2	56785	58017	62122	64311	66774	69237	71700	74163
3	58017	59248	64311	66500	69237	71700	74163	76626
4	59248	60480	66500	68690	71700	74163	76626	79089
5	60480	61711	68690	70879	74163	76626	79089	81552
6	61711	62943	70879	73068	76626	79089	81552	83194
7	62943	64174	73068	75258	79089	81552	83194	85657
8	63353	64585	74437	76626	80731	83194	85657	88120
9	63353	65816	76626	78815	83194	85657	88120	90583
10	63353	67048	78815	81005	85657	88120	90583	93046
11	63353	68279	81005	83194	88120	90583	93046	95509
12	63353	69511	83194	85383	90583	93046	95509	97972
13	63353	70742	85383	87573	93046	95509	97972	100435
14	63353	70742	87573	89762	95509	97972	100435	102898
15	63353	70742	89762	91951	97972	100435	102898	105361
16	63353	70742	91951	94140	100435	102898	105361	107824
17	63353	70742	94140	96330	102898	105361	107824	110287
18	63353	70742	96330	98519	105361	107824	110287	112750

Salary Schedule 2027-2028

Increase to the base 2.5%

Longevity Increase 3.75%

	BA	BA15	MA	MA15	MA30	MA45	MA60	MA90
	PC 1	PC 2	PC 3	PC 4	PC 5	PC 6	PC7	PC8
STEP		150	300	450	600	750	900	1200
1	56101	58205	61431	63675	65919	68443	70968	73493
2	58205	59467	63675	65919	68443	70968	73493	76017
3	59467	60729	65919	68163	70968	73493	76017	78542
4	60729	61992	68163	70407	73493	76017	78542	81066
5	61992	63254	70407	72651	76017	78542	81066	83591
6	63254	64516	72651	74895	78542	81066	83591	85274
7	64516	65779	74895	77139	81066	83591	85274	87798
8	64937	66199	76298	78542	82749	85274	87798	90323
9	64937	67462	78542	80786	85274	87798	90323	92847
10	64937	68724	80786	83030	87798	90323	92847	95372
11	64937	69986	83030	85274	90323	92847	95372	97897
12	64937	71248	85274	87518	92847	95372	97897	100421
13	64937	72511	87518	89762	95372	97897	100421	102946
14	64937	72511	89762	92006	97897	100421	102946	105470
15	64937	72511	92006	94250	100421	102946	105470	107995
16	64937	72511	94250	96494	102946	105470	107995	110519
17	64937	72511	96494	98738	105470	107995	110519	113044
18	64937	72511	98738	100982	107995	110519	113044	115568

Salary Schedule 2028-2029

Increase to the base 2.5%

Longevity Increase 3.75%

	BA	BA15	MA	MA15	MA30	MA45	MA60	MA90
	PC 1	PC 2	PC 3	PC 4	PC 5	PC 6	PC7	PC8
STEP		150	300	450	600	750	900	1200
1	57504	59660	62967	65267	67567	70154	72742	75330
2	59660	60954	65267	67567	70154	72742	75330	77917
3	60954	62248	67567	69867	72742	75330	77917	80505
4	62248	63542	69867	72167	75330	77917	80505	83093
5	63542	64835	72167	74467	77917	80505	83093	85680
6	64835	66129	74467	76767	80505	83093	85680	87406
7	66129	67423	76767	79068	83093	85680	87406	89993
8	66561	67854	78205	80505	84818	87406	89993	92581
9	66561	69148	80505	82805	87406	89993	92581	95169
10	66561	70442	82805	85105	89993	92581	95169	97756
11	66561	71736	85105	87406	92581	95169	97756	100344
12	66561	73030	87406	89706	95169	97756	100344	102932
13	66561	74324	89706	92006	97756	100344	102932	105519
14	66561	74324	92006	94306	100344	102932	105519	108107
15	66561	74324	94306	96606	102932	105519	108107	110695
16	66561	74324	96606	98906	105519	108107	110695	113282
17	66561	74324	98906	101206	108107	110695	113282	115870
18	66561	74324	101206	103507	110695	113282	115870	118458

Salary Schedule 2029-2030

Increase to the base 2.5%

Longevity Increase 3.75%

	BA	BA15	MA	MA15	MA30	MA45	MA60	MA90
	PC 1	PC 2	PC 3	PC 4	PC 5	PC 6	PC7	PC8
STEP		150	300	450	600	750	900	1200
1	58941	61152	64541	66898	69256	71908	74561	77213
2	61152	62478	66898	69256	71908	74561	77213	79865
3	62478	63804	69256	71614	74561	77213	79865	82518
4	63804	65130	71614	73971	77213	79865	82518	85170
5	65130	66456	73971	76329	79865	82518	85170	87822
6	66456	67782	76329	78687	82518	85170	87822	89591
7	67782	69109	78687	81044	85170	87822	89591	92243
8	68225	69551	80160	82518	86938	89591	92243	94895
9	68225	70877	82518	84875	89591	92243	94895	97548
10	68225	72203	84875	87233	92243	94895	97548	100200
11	68225	73529	87233	89591	94895	97548	100200	102853
12	68225	74855	89591	91948	97548	100200	102853	105505
13	68225	76182	91948	94306	100200	102853	105505	108157
14	68225	76182	94306	96664	102853	105505	108157	110810
15	68225	76182	96664	99021	105505	108157	110810	113462
16	68225	76182	99021	101379	108157	110810	113462	116114
17	68225	76182	101379	103737	110810	113462	116114	118767
18	68225	76182	103737	106094	113462	116114	118767	121419

Salary Schedule Index

	PC 1	PC 2	PC 3	PC 4	PC 5	PC 6	PC7	PC8
		150	300	450	600	750	900	1200
1	1.0000	1.0375	1.0950	1.1350	1.1750	1.2200	1.2650	1.3100
2	1.0375	1.0600	1.1350	1.1750	1.2200	1.2650	1.3100	1.3550
3	1.0600	1.0825	1.1750	1.2150	1.2650	1.3100	1.3550	1.4000
4	1.0825	1.1050	1.2150	1.2550	1.3100	1.3550	1.4000	1.4450
5	1.1050	1.1275	1.2550	1.2950	1.3550	1.4000	1.4450	1.4900
6	1.1275	1.1500	1.2950	1.3350	1.4000	1.4450	1.4900	1.5200
7	1.1500	1.1725	1.3350	1.3750	1.4450	1.4900	1.5200	1.5650
8	1.1575	1.1800	1.3600	1.4000	1.4750	1.5200	1.5650	1.6100
9	1.1575	1.2025	1.4000	1.4400	1.5200	1.5650	1.6100	1.6550
10	1.1575	1.2250	1.4400	1.4800	1.5650	1.6100	1.6550	1.7000
11	1.1575	1.2475	1.4800	1.5200	1.6100	1.6550	1.7000	1.7450
12	1.1575	1.2700	1.5200	1.5600	1.6550	1.7000	1.7450	1.7900
13	1.1575	1.2925	1.5600	1.6000	1.7000	1.7450	1.7900	1.8350
14	1.1575	1.2925	1.6000	1.6400	1.7450	1.7900	1.8350	1.8800
15	1.1575	1.2925	1.6400	1.6800	1.7900	1.8350	1.8800	1.9250
16	1.1575	1.2925	1.6800	1.7200	1.8350	1.8800	1.9250	1.9700
17	1.1575	1.2925	1.7200	1.7600	1.8800	1.9250	1.9700	2.015
18	1.1575	1.2925	1.7600	1.8000	1.9250	1.9700	2.015	2.0600

APPENDIX B

PARAPROFESSIONAL SALARY SCHEDULE

Paraprofessional Salary Schedule 2025-2026

2025-2026	0 hrs	3 hrs	6 hrs
1	18.00	18.27	18.54
2	18.27	18.54	18.82
3	18.54	18.82	19.10
4	18.82	19.10	19.39
5	19.10	19.39	19.68
6	19.39	19.68	19.98
7	19.68	19.98	20.28
8	19.98	20.28	20.58
9	20.28	20.58	20.89
10	20.58	20.89	21.20
11	20.89	21.20	21.52
12	21.20	21.52	21.84
13	21.52	21.84	22.17
14	21.84	22.17	22.50
15	22.17	22.50	22.84
16	22.50	22.84	23.18
17	22.84	23.18	23.53
18	23.18	23.53	23.89
19	23.53	23.89	24.24
20	23.89	24.24	24.61

Paraprofessional Salary Schedule 2026-2027

2026-2027	0 hrs	3 hrs	6 hrs	9 hrs	12 hrs
1	18.27	18.54	18.82	19.10	19.39
2	18.54	18.82	19.10	19.39	19.68
3	18.82	19.10	19.39	19.68	19.98
4	19.10	19.39	19.68	19.98	20.28
5	19.39	19.68	19.98	20.28	20.58
6	19.68	19.98	20.28	20.58	20.89
7	19.98	20.28	20.58	20.89	21.20
8	20.28	20.58	20.89	21.20	21.52
9	20.58	20.89	21.20	21.52	21.84
10	20.89	21.20	21.52	21.84	22.17
11	21.20	21.52	21.84	22.17	22.50
12	21.52	21.84	22.17	22.50	22.84
13	21.84	22.17	22.50	22.84	23.18
14	22.17	22.50	22.84	23.18	23.53
15	22.50	22.84	23.18	23.53	23.89
16	22.84	23.18	23.53	23.89	24.24
17	23.18	23.53	23.89	24.24	24.61
18	23.53	23.89	24.24	24.61	24.98
19	23.89	24.24	24.61	24.98	25.35
20	24.24	24.61	24.98	25.35	25.73

Paraprofessional Salary Schedule 2027-2028

2027-2028	0 hrs	3 hrs	6 hrs	9 hrs	12 hrs	15 hrs	18 hrs
1	18.54	18.82	19.10	19.39	19.68	19.98	20.28
2	18.82	19.10	19.39	19.68	19.98	20.28	20.58
3	19.10	19.39	19.68	19.98	20.28	20.58	20.89
4	19.39	19.68	19.98	20.28	20.58	20.89	21.20
5	19.68	19.98	20.28	20.58	20.89	21.20	21.52
6	19.98	20.28	20.58	20.89	21.20	21.52	21.84
7	20.28	20.58	20.89	21.20	21.52	21.84	22.17
8	20.58	20.89	21.20	21.52	21.84	22.17	22.50
9	20.89	21.20	21.52	21.84	22.17	22.50	22.84
10	21.20	21.52	21.84	22.17	22.50	22.84	23.18
11	21.52	21.84	22.17	22.50	22.84	23.18	23.53
12	21.84	22.17	22.50	22.84	23.18	23.53	23.89
13	22.17	22.50	22.84	23.18	23.53	23.89	24.24
14	22.50	22.84	23.18	23.53	23.89	24.24	24.61
15	22.84	23.18	23.53	23.89	24.24	24.61	24.98
16	23.18	23.53	23.89	24.24	24.61	24.98	25.35
17	23.53	23.89	24.24	24.61	24.98	25.35	25.73
18	23.89	24.24	24.61	24.98	25.35	25.73	26.12
19	24.24	24.61	24.98	25.35	25.73	26.12	26.51
20	24.61	24.98	25.35	25.73	26.12	26.51	26.91

Paraprofessional Salary Schedule 2028-2029

2028-2029	0 hrs	3 hrs	6 hrs	9 hrs	12 hrs	15 hrs	18 hrs	21 hrs	24 hrs
1	18.82	19.10	19.39	19.68	19.98	20.28	20.58	20.89	21.20
2	19.10	19.39	19.68	19.98	20.28	20.58	20.89	21.20	21.52
3	19.39	19.68	19.98	20.28	20.58	20.89	21.20	21.52	21.84
4	19.68	19.98	20.28	20.58	20.89	21.20	21.52	21.84	22.17
5	19.98	20.28	20.58	20.89	21.20	21.52	21.84	22.17	22.50
6	20.28	20.58	20.89	21.20	21.52	21.84	22.17	22.50	22.84
7	20.58	20.89	21.20	21.52	21.84	22.17	22.50	22.84	23.18
8	20.89	21.20	21.52	21.84	22.17	22.50	22.84	23.18	23.53
9	21.20	21.52	21.84	22.17	22.50	22.84	23.18	23.53	23.89
10	21.52	21.84	22.17	22.50	22.84	23.18	23.53	23.89	24.24
11	21.84	22.17	22.50	22.84	23.18	23.53	23.89	24.24	24.61
12	22.17	22.50	22.84	23.18	23.53	23.89	24.24	24.61	24.98
13	22.50	22.84	23.18	23.53	23.89	24.24	24.61	24.98	25.35
14	22.84	23.18	23.53	23.89	24.24	24.61	24.98	25.35	25.73
15	23.18	23.53	23.89	24.24	24.61	24.98	25.35	25.73	26.12
16	23.53	23.89	24.24	24.61	24.98	25.35	25.73	26.12	26.51
17	23.89	24.24	24.61	24.98	25.35	25.73	26.12	26.51	26.91
18	24.24	24.61	24.98	25.35	25.73	26.12	26.51	26.91	27.31
19	24.61	24.98	25.35	25.73	26.12	26.51	26.91	27.31	27.72
20	24.98	25.35	25.73	26.12	26.51	26.91	27.31	27.72	28.14

Paraprofessional Salary Schedule 2029-2030

2029-2030	0 hrs	3 hrs	6 hrs	9 hrs	12 hrs	15 hrs	18 hrs	21 hrs	24 hrs	27 hrs	30 hrs
1	19.10	19.39	19.68	19.98	20.28	20.58	20.89	21.20	21.52	21.84	22.17
2	19.39	19.68	19.98	20.28	20.58	20.89	21.20	21.52	21.84	22.17	22.50
3	19.68	19.98	20.28	20.58	20.89	21.20	21.52	21.84	22.17	22.50	22.84
4	19.98	20.28	20.58	20.89	21.20	21.52	21.84	22.17	22.50	22.84	23.18
5	20.28	20.58	20.89	21.20	21.52	21.84	22.17	22.50	22.84	23.18	23.53
6	20.58	20.89	21.20	21.52	21.84	22.17	22.50	22.84	23.18	23.53	23.89
7	20.89	21.20	21.52	21.84	22.17	22.50	22.84	23.18	23.53	23.89	24.24
8	21.20	21.52	21.84	22.17	22.50	22.84	23.18	23.53	23.89	24.24	24.61
9	21.52	21.84	22.17	22.50	22.84	23.18	23.53	23.89	24.24	24.61	24.98
10	21.84	22.17	22.50	22.84	23.18	23.53	23.89	24.24	24.61	24.98	25.35
11	22.17	22.50	22.84	23.18	23.53	23.89	24.24	24.61	24.98	25.35	25.73
12	22.50	22.84	23.18	23.53	23.89	24.24	24.61	24.98	25.35	25.73	26.12
13	22.84	23.18	23.53	23.89	24.24	24.61	24.98	25.35	25.73	26.12	26.51
14	23.18	23.53	23.89	24.24	24.61	24.98	25.35	25.73	26.12	26.51	26.91
15	23.53	23.89	24.24	24.61	24.98	25.35	25.73	26.12	26.51	26.91	27.31
16	23.89	24.24	24.61	24.98	25.35	25.73	26.12	26.51	26.91	27.31	27.72
17	24.24	24.61	24.98	25.35	25.73	26.12	26.51	26.91	27.31	27.72	28.14
18	24.61	24.98	25.35	25.73	26.12	26.51	26.91	27.31	27.72	28.14	28.56
19	24.98	25.35	25.73	26.12	26.51	26.91	27.31	27.72	28.14	28.56	28.99
20	25.35	25.73	26.12	26.51	26.91	27.31	27.72	28.14	28.56	28.99	29.42

APPENDIX C

EXTRA DUTY LANGUAGE AND PROCEDURES

1. The Board will pay the following rates for the listed extra duty duties/positions.
 - a. Stipend positions will have the following category designations; Leadership (L), Sports/IESA (S) , Clubs (C) , Gifted (G), and Music (M).
 - b. Employees shall be eligible for a stipend increase after five (5) years of continuous service to District 66 in a specific stipend position with the exception of Leadership (L) positions and Music (M) stipends that are attached to the teaching assignment during the regular instructional day.
 - c. Employees will be placed on the extra duty schedule based on consecutive years of service in their specific stipend position as of August 2025.
 - d. Teachers in the retirement track as of August 2025 are not eligible for the stipends reflected in this Appendix (Appendix C) due to receiving the benefits in Article 12.3.

2. The Board and Association will consider changes to the extra duty schedule each contract negotiation. It is the intent of the Board to compensate employees the designated amount in the schedule for quality work rendered, and not be compensated again for the same work through professional development points or additional stipends. The compensation for each category is provided for work done outside the contractual day. The Board and Association will discuss the pay of the following rates for the listed extra duty duties/positions.

3. Each position in the extra duty schedule is a one-year term. The current holder of a position must re-apply for their current extra duty assignment, in writing, to the building principal by April 15. Principals may make changes to extra duty assignments each year to grow the capacity of the organization. Principals will notify those who are currently holding an extra-duty position by May 9 if their position will be vacant for others to apply. Available positions will be posted by May 15. Vacancies will be posted for ten (10) days prior to the permanent filling of the vacancy. For purposes of this Appendix the term “days” shall mean days when the District Central Office is open for public business. The notice of vacancy will include the title of the vacant position and the compensation to be paid.

In the event no qualified bargaining unit member applies for a vacant position, the Board may subcontract such a position to a person who is not a member of the bargaining unit, under the terms and conditions listed. The decision as to whether a bargaining unit member is qualified shall be determined by the Superintendent or designee, provided such determination shall not be based solely upon a won-lost record, where applicable, nor on a decision by the bargaining unit member regarding participation of a specific student in an activity.

In the event no qualified bargaining unit member applies for the position and no qualified subcontractor is available, the Superintendent will make every attempt to recruit a bargaining unit member to fill the position.

4. The Board retains the right to offer or not offer any activity listed or any position not listed herein.
5. At any time between assignments for a particular extra duty, the Board may discontinue such position or activity. The effect of such action will be to remove such position/activity from this Agreement effective July 1.
6. Extra Duty Stipends by year are in the table below:

Year	1-5 years	6+ years
Extra Duty Schedule 25-26	Stipend \$37/Hr	Stipend \$38/Hr
Extra Duty Schedule 26-27	Stipend \$38/Hr	Stipend \$39/Hr
Extra Duty Schedule 27-28	Stipend \$39/Hr	Stipend \$40/Hr
Extra Duty Schedule 28-29	Stipend \$40/Hr	Stipend \$41/Hr
Extra Duty Schedule 29-30	Stipend \$41/Hr	Stipend \$42/Hr

7. List of current positions and hours are listed in the table on the next pages. Hours may be adjusted upon evaluation of the position by the Steering Committee as described in Article 14 of this agreement.

EXTRA DUTY STIPEND SCHEDULES

L- LEADERSHIP, S- SPORT/IESA, C- CLUB, G- GIFTED , M- MUSIC

EXTRA DUTY SCHEDULE 25-26				1-5 YEARS	6+ YEARS
TYPE	ACTIVITY	GRADE	HOURS	STIPEND \$37	STIPEND \$38
C	ART CLUB	6-8	50	\$1,850	\$1,900
C	GAMES CLUB (SHARED)	6-8	22.5	\$833	\$855
C	GAMES CLUB (SHARED)	6-8	22.5	\$833	\$855
C	INTRAMURAL BASKETBALL (SHARED)	K-2	11	\$407	\$418
C	INTRAMURAL BASKETBALL (SHARED)	K-2	11	\$407	\$418
C	INTRAMURAL BASKETBALL -CO-ED	3	30	\$1,110	\$1,140
C	INTRAMURAL BASKETBALL- CO-ED	6-8	30	\$1,110	\$1,140
C	INTRAMURAL BASKETBALL- BOYS	4-5	30	\$1,110	\$1,140
C	INTRAMURAL BASKETBALL- GIRLS	4-5	30	\$1,110	\$1,140
C	INTRAMURAL FLOOR HOCKEY	K-2	26	\$962	\$988
C	INTRAMURAL FLOOR HOCKEY- CO-ED	3	30	\$1,110	\$1,140
C	INTRAMURAL FLOOR HOCKEY- CO-ED	4	30	\$1,110	\$1,140
C	INTRAMURAL FLOOR HOCKEY- CO-ED	5	30	\$1,110	\$1,140
C	INTRAMURAL GAMES- CO-ED	K-2	30	\$1,110	\$1,140
C	INTRAMURAL GAMES- CO-ED	3	30	\$1,110	\$1,140
C	INTRAMURAL GAMES- CO-ED	4-5	30	\$1,110	\$1,140
C	INTRAMURAL VOLLEYBALL	4-5	30	\$1,110	\$1,140
C	INTRAMURALS	6-8	30	\$1,110	\$1,140
C	INTRAMURALS- SPECIAL EDUCATION	K-5	25	\$925	\$950
C	LRC CLUB	6-8	15	\$555	\$570
C	MEMORY MAKERS	6-8	46	\$1,702	\$1,748
C	NEWSPAPER	6-8	50	\$1,850	\$1,900
C	PRIDE CLUB (SHARED)	6-8	21.875	\$809	\$831
C	PRIDE CLUB (SHARED)	6-8	21.875	\$809	\$831
C	STUDENT COUNCIL	6-8	100	\$3,700	\$3,800
C	STUDENT LEADERSHIP TEAM	6-8	50	\$1,850	\$1,900
C	YEARBOOK (SHARED)	6-8	33	\$1,221	\$1,254
C	YEARBOOK (SHARED)	6-8	33	\$1,221	\$1,254
G	GATE (GIFTED AND TALENTED)	6-8	21.875	\$809	\$831
G	GIFTED CASE MANAGER	\$160 PER STUDENT			TBC
G	GIFTED COORDINATOR	3-8	60	\$2,220	\$2,280
S	BASKETBALL BOYS- JV	6-8	70	\$2,590	\$2,660
S	BASKETBALL BOYS- VARSITY	6-8	75	\$2,775	\$2,850
S	BASKETBALL GIRLS- JV	6-8	70	\$2,590	\$2,660
S	BASKETBALL GIRLS- VARSITY	6-8	75	\$2,775	\$2,850
S	BASEBALL - BOYS	6-8	75	\$2,775	\$2,850

EXTRA DUTY SCHEDULE 25-26				1-5 YEARS	6+ YEARS
TYPE	ACTIVITY	GRADE	HOURS	STIPEND \$37	STIPEND \$38
S	CHEERLEADING- JV	6-8	45	\$1,665	\$1,710
S	CHEERLEADING- VARSITY	6-8	55	\$2,035	\$2,090
S	CHESS TEAM	6-8	50	\$1,850	\$1,900
S	CROSS COUNTRY (COHEAD)	6-8	85	\$3,145	\$3,230
S	CROSS COUNTRY (COHEAD)	6-8	85	\$3,145	\$3,230
S	GOLF- BOYS	6-8	10	\$370	\$380
S	GOLF- GIRLS	6-8	10	\$370	\$380
S	SCHOLASTIC BOWL	6-8	50	\$1,850	\$1,900
S	SOCCER- BOYS	6-8	75	\$2,775	\$2,850
S	SOCCER- GIRLS	6-8	75	\$2,775	\$2,850
S	SOFTBALL- GIRLS	6-8	75	\$2,775	\$2,850
S	SWIM TEAM	6-8	15	\$555	\$570
S	TRACK AND FIELD- BOYS	6-8	15	\$555	\$570
S	TRACK AND FIELD- GIRLS	6-8	15	\$555	\$570
S	VOLLEYBALL - GIRLS JV	6-8	63	\$2,331	\$2,394
S	VOLLEYBALL- BOYS	6-8	75	\$2,775	\$2,850
S	VOLLEYBALL- GIRLS VARSITY	6-8	68	\$2,516	\$2,584
M	CREATIVE DIRECTOR MUSICAL	6-8	75	\$2,775	\$2,850
M	FLAG DIRECTOR (SHARED)	6-8	17	\$629	\$646
M	FLAG DIRECTOR (SHARED)	6-8	17	\$629	\$646
M	JAZZ BAND DIRECTOR	6-8	66	\$2,442	\$2,508
M	JAZZ LAB (SHARED)	6-8	25	\$925	\$950
M	JAZZ LAB (SHARED)	6-8	25	\$925	\$950
M	MUSICAL DIRECTOR	6-8	102	\$3,774	\$3,876
M	STAGE DIRECTOR- ART	6-8	34	\$1,258	\$1,292
M	STAGE DIRECTOR-TECH	6-8	34	\$1,258	\$1,292
M	CHORAL DIRECTOR	6-8	69	\$2,553	\$2,622
M	CHORAL DIRECTOR	3-5	79	\$2,923	\$3,002
M	CADET BAND	3-5	47	\$1,739	\$1,739
M	CONCERT BAND DIRECTOR (SHARED)	6-8	33.5	\$1,240	\$1,240
M	CONCERT BAND DIRECTOR (SHARED)	6-8	33.5	\$1,240	\$1,240
M	BEGINNING BAND DIRECTOR	4	42	\$1,554	\$1,554
M	SYMPHONIC BAND DIRECTOR	6-8	67	\$2,479	\$2,479
M	WIND ENSEMBLE DIRECTOR	6-8	67	\$2,479	\$2,479
L	PBIS/SEL COORDINATOR (SHARED)	3-5	25	\$925	\$925
L	ATHLETIC DIRECTOR	6-8	150	\$5,550	\$5,550
L	AV ASSISTANT	6-8	28	\$1,036	\$1,036
L	BLT		37	\$1,369	\$1,369

<u>EXTRA DUTY SCHEDULE 25-26</u>				<u>1-5 YEARS</u>	<u>6+ YEARS</u>
<u>TYPE</u>	<u>ACTIVITY</u>	<u>GRADE</u>	<u>HOURS</u>	<u>STIPEND \$37</u>	<u>STIPEND \$38</u>
<u>L</u>	<u>MASTER SCHEDULING</u>	<u>6-8</u>	<u>43.75</u>	<u>\$1,619</u>	<u>\$1,619</u>
<u>L</u>	<u>MENTOR</u>		<u>75</u>	<u>\$2,775</u>	<u>\$2,775</u>
<u>L</u>	<u>PBIS/SEL COORDINATOR</u>		<u>50</u>	<u>\$1,850</u>	<u>\$1,850</u>
<u>L</u>	<u>SUMMER CHECK-OUT</u>	<u>K-2</u>	<u>21.875</u>	<u>\$809</u>	<u>\$809</u>
<u>L</u>	<u>TEAM LEADER</u>		<u>50</u>	<u>\$1,850</u>	<u>\$1,850</u>

APPENDIX D

SCHEDULE OF MEDICAL/DENTAL BENEFITS

The schedule of medical and dental benefits will be updated annually and distributed to covered employees based on input from the District Insurance Committee and ratification of the CCEA and Board of Education. (Refer to [Insurance Committee Section IX](#))

2025 Renewal Rates - Certified and Full Time(40 hr) staff				
Rate effective 1/1/24	Monthly Premium Cost	District portion of cost (monthly)	Employee portion of cost (monthly)	Employee deduction per check (24 checks per year)
HMO #1 - \$0 deductible				
Employee	\$726.41	\$684.91	\$41.50	\$20.75
Employee/Spouse	\$1,447.01	\$1,001.09	\$445.92	\$222.96
Employee/Child(ren)	\$1,484.53	\$1,096.21	\$388.32	\$194.16
Family	\$2,205.12	\$1,172.38	\$1,032.74	\$516.37
HMO #2 \$1000 deductible				
Employee	\$715.76	\$696.24	\$19.52	\$9.76
Employee/Spouse	\$1,425.77	\$1,012.13	\$413.64	\$206.82
Employee/Child(ren)	\$1,462.74	\$1,125.20	\$337.54	\$168.77
Family	\$2,172.76	\$1,144.08	\$1,028.68	\$514.34
Blue Cross Options				
Employee	\$785.93	\$710.15	\$75.78	\$37.89
Employee/Spouse	\$1,565.56	\$1,012.28	\$553.28	\$276.64
Employee/Child(ren)	\$1,606.16	\$1,154.70	\$451.46	\$225.73
Family	\$2,385.80	\$1,153.46	\$1,232.34	\$616.17
H.S.A. (Blue Edge Select 80%) \$3500 deductible embedded				
Employee	\$565.83	\$551.89	\$13.94	\$6.97
Employee/Spouse	\$1,127.13	\$1,007.33	\$119.80	\$59.90
Employee/Child(ren)	\$1,156.36	\$1,071.36	\$85.00	\$42.50
Family	\$1,717.67	\$1,158.77	\$558.90	\$279.45
H.S.A. (Blue Edge 80%) \$3200 deductible				
Employee	\$697.51	\$676.33	\$21.18	\$10.59
Employee/Spouse	\$1,389.43	\$918.49	\$470.94	\$235.47
Employee/Child(ren)	\$1,425.47	\$1,065.89	\$359.58	\$179.79
Family	\$2,117.39	\$1,070.41	\$1,046.98	\$523.49
Dental				
Employee	\$33.94	\$33.94	\$0.00	\$0.00
Family	\$98.28	\$33.94	\$64.34	\$32.17
Vision				
Employee	\$6.44	\$0.00	\$6.44	\$3.22
Employee/Spouse	\$12.20	\$0.00	\$12.20	\$6.10
Employee/Child(ren)	\$14.30	\$0.00	\$14.30	\$7.15
Family	\$20.12	\$0.00	\$20.12	\$10.06