

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**BLOOMINGDALE COUNCIL OF TEACHERS, LOCAL NO. 571
IFT-AFT, AFL-CIO**

AND

**BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 13
DUPAGE COUNTY**

2025-2030

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>DESCRIPTION</u>	<u>PAGE NO.</u>
I.	<u>RECOGNITION/MUTUAL RIGHTS</u>	1
	1.1 Recognition	1
	1.2 Definition/Proportional Benefits	1
	1.3 Supremacy of Agreement	1
	1.4 Management Rights	1
	1.5 No Strike	2
II.	<u>UNION AND TEACHER RIGHTS</u>	2
	2.1 Non-Discrimination	2
	2.2 Union Released Time	2
	2.3 Copies of Agreement	2
	2.4 Use of School Facilities	2
	2.5 Labor Meetings	3
	2.6 Release of Information	3
	2.7 Dues Authorization	3
	2.8 Posting of Vacancies	4
III.	<u>WORKING CONDITIONS</u>	4
	3.1 Involuntary Transfer	4
	3.2 Notification of Assignments	4
	3.3 Surrender of Planning Time and Supervision	4
	3.4 Union Meetings	5
	3.5 Planning Time	5
	3.6 Work Day	5
	3.7 School Year	6
	3.8 Teacher Meetings	6
	3.9 Personnel File	6
	3.10 Evaluation Plan and Committee	7
	3.11 Inclusion Support	7
	3.12 Administrative Responsibilities	7
	3.13 Trainings	7
	3.14 Discipline	7
	3.15 Seniority	8
	3.16 Committee Structure	9
	3.17 Committee Operations	9
IV.	<u>GRIEVANCE PROCEDURE</u>	9
	4.1 Introduction	9
	4.2 Procedures	10
	4.3 Statement of Basic Principles	11

<u>ARTICLE</u>	<u>DESCRIPTION</u>	<u>PAGE NO.</u>
V.	<u>LEAVES</u>	12
	5.1 Jury Duty	12
	5.2 Sick Leave	13
	5.3 Personal Days	13
	5.4 Bereavement Leave	13
	5.5 Short-Term Parental Leave	14
	5.6 General Leaves of Absence	15
	5.7 Conditions Applicable to All Leaves	15
	5.8 Job Sharing	16
VI.	<u>FRINGE BENEFITS</u>	18
	6.1 Medical Insurance	18
	6.2 Dental Insurance	18
	6.3 Life Insurance	19
	6.4 Course Work	19
	6.5 Tuition Reimbursement	19
	6.6 Pay Periods	20
	6.7 Educational Salary Advancement	20
	6.8 Mileage Allowance	20
	6.9 Payroll Deductions	21
	6.10 Flexible Benefit Plan	21
VII.	<u>COMPENSATION</u>	22
	7.1 Extra-Curricular Applications	22
	7.2 Annual Compensation	22
	7.3 Salary	22
	7.4 Hourly Rate for Summer, Grant and Committee Work	23
VIII.	<u>EFFECT/DURATION</u>	24
	8.1 Opportunity to Bargain	24
	8.2 Complete Understanding	24
	8.3 Savings	25
	8.4 Duration	25
IX.	<u>RETIREMENT</u>	25
	9.1 Retired Teachers' Insurance	25
	9.2 Retired Teachers Service Stipend	25
APPENDIX A	Extra Duty Pay Schedules	28

ARTICLE I.
RECOGNITION/MUTUAL RIGHTS

- 1.1 **RECOGNITION.** Pursuant to the provisions of law, the Board of Education of School District No. 13, DuPage County (hereinafter the “Board”), hereby recognizes the Bloomingdale Council of Teachers, Local #571, IFT-AFT, AFL-CIO (hereinafter the “Union”) as the sole and exclusive bargaining agent for all full-time and regular part-time personnel holding a professional educator license and employed as “teachers” excluding supervisors, managerial employees, confidential employees, short-term employees and students.
- 1.2 **DEFINITION/PROPORTIONAL BENEFITS.** The term “teacher” shall refer to all employees represented by the Union in the negotiating unit as determined above; however, it is acknowledged and agreed by and between the parties, that a teacher teaching less than full-time shall not be entitled to the same measure of benefits provided full-time teachers herein, but shall receive proportionate benefits equal to the part-time teachers' proportionate assignment on a full-time basis, unless otherwise specifically stated within this Agreement. “Full-Time” shall be defined as 1.0 FTE. However, for purposes of insurance, “full-time” shall be defined as any employee who works thirty (30) or more hours per week.
- 1.3 **SUPREMACY OF AGREEMENT.** The terms and conditions of this Agreement supersede any conflicting provisions of Board policies.
- 1.4 **MANAGEMENT RIGHTS.** The Board retains and reserves the ultimate responsibility for proper management of the School District conferred upon and vested in it by the statutes and Constitutions of the State of Illinois and the United States. The exercise of the Board's statutory and constitutional powers shall be subject to the provisions of law and the express terms of this Agreement. Such rights specifically include:
1. To maintain executive management and administrative control of the School District and its properties and facilities and the professional activities of its employees as related to the conduct of school affairs.
 2. To hire, direct, assign, transfer and promote all employees and to determine their qualifications and the conditions for their continued employment, dismissal or demotion.
 3. To establish programs and courses of instruction, including special programs, to provide for athletic, recreational and social events for students, all as deemed necessary and advisable by the Board.
 4. To delegate authority through recognized administrative channels for the development and organization 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.

5. 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.

- 1.5 **NO STRIKE.** During the term of this Agreement neither the Union nor its agents nor any member of the bargaining unit will, for any reason, engage in a strike, concerted activity which would result in a withholding of services, slowdown or disruption of Board business, or in any other way interfere with the work and/or statutory functions or obligations of the Board.

ARTICLE II.

UNION AND TEACHER RIGHTS

- 2.1 **NON-DISCRIMINATION.** Neither the Union nor any officer or employee of the Board, in its recruitment programs, hiring practices, dismissal procedures, or in any other relationship shall discriminate against any person on the basis of race, creed, color, sex, sexual orientation, marital status, age, ethnic background, geographic origin, political affiliation or union activities. However, in the event a member of the bargaining unit commences an action against the Board or any of its agents before a federal or state court or administrative agency alleging a violation of any right specified herein, such filing shall act as a bar to the commencement of or further processing of any grievance filed pursuant to the terms of this Agreement or unless as otherwise provided by law.
- 2.2 **UNION RELEASED TIME.** The Union President or designee shall have three (3) days released time each year without loss of pay to attend conventions, meetings, or workshops. The Union shall reimburse the Board for the cost of the substitute. Except in cases of emergencies, the Union shall notify the Superintendent at least two (2) weeks prior to the intended use of such day.
- 2.3 **COPIES OF AGREEMENT.** Each teacher shall have access to a copy of this Agreement via the District's staff intranet. The parties shall print and sign three (3) paper copies of the Agreement upon ratification.
- 2.4 **USE OF SCHOOL FACILITIES.** The Union shall have the reasonable use of school equipment, reasonable access to the mail and email systems, reasonable access to new employees at the work site, and the reasonable use of meeting rooms and facilities for the conduct of its business, provided, however, that the foregoing shall not interfere with the operation of the schools, and provided further that any costs associated with such use shall be reimbursed to the Board by the Union. The Union shall follow all Board rules and policies concerning such use and access. The Union may use reasonable space on bulletin boards in areas designated as teachers' lounges.

2.5 **LABOR MEETINGS.** The Superintendent or his/her designee shall meet periodically at mutually acceptable times and places with the Union to discuss matters of mutual concern, as well as matters pertaining to the implementation of this Agreement. Nothing in this section shall be deemed to require the parties to use such meetings for purposes of negotiations of any term of this Agreement or any matter not covered by this Agreement during the term of this Agreement.

2.6 **RELEASE OF INFORMATION.** The Board agrees to make available, upon advance written and reasonable requests, any and all information, statistics, or records relevant to negotiations or to the Union's functions as bargaining representative, including a complete list of the names and addresses of all bargaining unit employees available upon request no less than three times per school year, the relevancy and release of which are governed by the provisions of law including any final orders of the Illinois Educational Labor Relations Board or subsequent appeals taken therefore. The Union shall be notified promptly of any employees newly hired into the bargaining unit, and of the change in employment status of any employee in the bargaining unit. The Union President shall be furnished regularly with the same public information furnished the Board concerning the financial condition of the District, and a copy of the adopted budget and annual audit. In addition, copies of the Board's approved minutes of the previous open session meeting will be posted on the District's website. Nothing in this section shall be construed to require the Board or any of its employees to assemble information not already compiled for such requests. The Board shall comply with the requirements of the Illinois Educational Labor Relations Act pertaining to non-disclosure of employee personal information. If the Board receives a FOIA request for information regarding the Union, the Board shall forward to the Union President a copy of the request and all documentation that the Board includes in its response to the request.

2.7 **DUES AUTHORIZATION.**

- a. The Board shall deduct from the pay of each teacher current membership dues of the Union and its affiliates provided that at the time of such deduction there is in the possession of the Board a written authorization for dues deduction voluntarily executed by the teacher. Dues will be prorated and deducted from paychecks in September through May. Authorized dues deductions shall be irrevocable except in accordance with the terms under which the teacher voluntarily authorized said deductions. The Union shall notify the Board of the names of teachers who have revoked their dues deduction authorization no later than five (5) business days prior to the first paycheck in September of each school year. A termination of employment for any reason shall constitute revocation of authorization for dues deduction (if not otherwise provided) on the last day of employment. The Board shall transmit to the Union President or his/her designee funds so deducted within thirty (30) calendar days of their collection along with a list of the members from which the dues have been

deducted and the amount deducted from each member. The Union President or designee shall notify the District Business Office no later than the first day of the school term as to the amount of dues to be deducted for that year.

- b. The Board shall deduct contributions to the IFT/571 Committee to Political Education (COPE) fund from the paychecks of any employee who authorizes such a deduction in writing. The Board shall promptly transmit such deductions to the official designated in writing by the Union. Employees may cancel such contributions by notifying the Board and Union in writing. The Board shall transmit the COPE contributions separately from the funds collected in Section 2.7(a).
- c. The Union shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability or loss, including but not limited to attorney's fees, that shall arise out of or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit or assignments furnished under any of such provisions.

- 2.8 **POSTING OF VACANCIES.** Notices for all bargaining unit positions which are vacant shall be posted on the District Intranet and the District Website. In addition, the Board shall post positions for the supervision of extracurricular activities. All bargaining unit members who apply shall receive an interview. The Board shall send an email to all teachers informing them of the postings. The parties acknowledge and agree that in the event of a breach of this section, a grievance filed alleging such breach may be processed through the final step of a grievance procedure, but the Arbitrator shall have no authority to order that any vacancy be filled by any person other than a person selected by the Board for such vacancy.

ARTICLE III. WORKING CONDITIONS

- 3.1 **INVOLUNTARY TRANSFER.** Whenever a teacher is to be transferred involuntarily from one school to another or from one grade to another, such teacher shall be notified of the reasons for such transfer and shall be given the opportunity to discuss the transfer.
- 3.2 **NOTIFICATION OF ASSIGNMENTS.** Each teacher shall be notified by June 1 of his or her tentative teaching assignment for the following school year. The parties acknowledge that changes in such assignments may become necessary after June 1 due to resignations, leaves and the like. In such event, a teacher shall be notified of any change as soon as possible.
- 3.3 **SURRENDER OF PLANNING TIME AND SUPERVISION.** Should it be necessary for a teacher to teach, supervise or perform administrative duties during

his/her planning time due to the unavailability of a substitute teacher, such teacher shall be compensated at the rate of the current substitute teacher's scale per hour, which is \$32.60 as of the effective date of this Agreement and may be increased at the discretion of the District. The District shall make a good faith effort to obtain coverage in an equitable manner across the teaching staff.

The District shall also make a good faith effort to schedule supervisory duties in an equitable manner between schools. In the event the District requires supervision beyond the contractual obligations and paid extra duty assignments, the teacher shall be paid.

- 3.4 **UNION MEETINGS.** Teachers will be released at the end of their workday on one day a month to be determined by May 31 of the previous school year. No District function or activity that requires teacher participation or attendance shall be scheduled after the teacher day on such days.

- 3.5 **PLANNING TIME.** The parties agree that it is desirable to establish and maintain equity among all teachers in the elementary (PreK-5) buildings with regard to student contact time and professional planning time. Administration will endeavor to provide all teachers with a minimum of fifteen (15) consecutive minutes of plan time on each regularly scheduled work day.

All teachers in the middle school shall be assigned six (6) instructional classes per day, one (1) class period for team planning time, and one (1) class period for individual planning time.

Upon the request of any special education teacher serving as a case manager, the administration shall provide up to one (1) hour of release time to the teacher in addition to his/her regularly assigned planning time to prepare for each formal IEP meeting. The case managers shall work with their principals to schedule the release time.

- 3.6 **WORK DAY.** The Board shall annually set the beginning and ending times of teachers' attendance, providing for a maximum of seven (7) hours and forty-five (45) minutes, excluding parent conferences, curriculum night, portfolio night and such other professional duties as required by the Board from time to time, but inclusive of a duty free lunch period equal to the regular lunch period but not less than thirty (30) minutes.

In exchange for participation in curriculum and portfolio night or similar type of activities during the school year, teachers shall be released at noon on one school day in January as determined by the Superintendent.

This section shall not apply to extra-curricular or extra-activity duties compensated for pursuant to the terms of this Agreement. In the event the Board desires to change the starting and ending times of student and/or teacher attendance within

the limits provided above in cases required by transportation, scheduling or annual changes, the Superintendent shall notify the Union prior to such change and discuss the same.

The Superintendent, or her/his designee, will supply the Union President with the email memo to teachers scheduled to be released from teaching duties for committee work or staff development.

- 3.7 **SCHOOL YEAR.** All teachers shall be required to render services during the school term as provided by the official school calendar. Said calendar shall provide for one hundred eighty-five (185) days of teacher attendance. Nothing in this Agreement shall be deemed to prohibit the Board from:

3.7.1 Reducing said calendar to provide less days of attendance; or

3.7.2 Increasing the days required for teacher attendance, provided, however, that in such event, each teacher shall be paid a per diem sum for each such day of attendance in excess of one hundred and eighty-two (182) days annually, excepting summer enrichment programs or summer school, which compensation shall be paid pursuant to Board policy.

3.7.3 The calendar shall contain five (5) emergency days, three (3) of which if not used due to school closings, shall be cancelled.

3.7.4 Of the one hundred and eighty-two (182) days of actual attendance, there shall be a provision of one (1) day for grouping and ordering as well as professional development, if necessary, as determined by the Staff Development Committee for the term of the Agreement.

- 3.8 **TEACHER MEETINGS.** Provided that the teachers in each unit are accomplishing their tasks and achieving their goals as determined by the Principal, teachers will be allowed to determine the times and frequency of meetings at times other than assigned instructional time. Nothing in this provision shall be deemed to prohibit the Principal and/or the Superintendent from scheduling other meetings at times they determine within the teacher day, in the event teachers are not accomplishing their assigned tasks and goals.

- 3.9 **PERSONNEL FILE.**

3.9.1 Only one (1) official personnel file shall be kept for each teacher.

3.9.2 All material to be placed in the official file by the Administration or the teacher shall be inserted in a timely fashion.

3.9.3 Every teacher shall have access to all material in his/her official file provided reasonable advance notice has been given. Review of files shall be permitted during normal Administrative Office business hours.

3.9.4 Every teacher shall immediately be given a copy of any material added to his/her file and shall be allowed to respond to any material in the file.

- 3.10 **EVALUATION PLAN AND COMMITTEE.** The Board and the Union have developed an Evaluation Plan for teachers. Procedural violations of the Evaluation Plan are subject to the grievance procedure, but the contents of a teacher's evaluation are not subject to the grievance procedure. In the event the Board and the Union agree to revisions in the evaluation plan, such revisions will be communicated to all teachers.

The parties shall establish an Evaluation Committee composed of equal numbers of teachers appointed by the Union President and individuals appointed by the Superintendent. Teachers serving on this committee shall not be paid. It is understood by the parties that the deliberations of the committee do not constitute negotiations. The scope of the Evaluation Committee shall include, but not be limited to, the functions of the joint committee as provided by law.

- 3.11 **INCLUSION SUPPORT.** Any employee who shall be primarily responsible for the instruction and/or supervision of a fully included special education student shall be provided reasonable in-service and/or training in the techniques for servicing such students. Such support will be provided to the employee throughout the school year.

- 3.12 **ADMINISTRATIVE RESPONSIBILITIES.** Teachers who are taken from their regular duties to be the acting assistant principal shall be additionally compensated at the rate of seventy dollars (\$70.00) per day. Teachers who are involved in this activity shall submit their accumulated time for reimbursement at the end of each semester. The teaching staff will be notified when there is not an administrator in the building. The staff will be notified of the succession plan for the absence of administrators at the beginning of the school year.

- 3.13 **TRAININGS.** Each year, within regular work days, the District will provide training to all teachers on the school emergency response plans. The District will offer optional training on first aid and CPR.

- 3.14 **DISCIPLINE.**

3.14.0 Nothing in this Section 3.14 shall restrict the District's right to decide not to renew the contract for a non-tenured teacher's employment as provided by law.

3.14.1 **Just Cause.** No teacher shall be suspended without pay or discharged

without just cause. “Just Cause” is defined as engaging in misconduct detrimental to the operations of the District.

3.14.2 **Union Representation.** If an employee is asked to attend a meeting which could lead to discipline, the employee and the Union will be given advance notice of the time and purpose of the meeting, and the employee will be advised of his/her right to Union representation. Such meetings will generally be scheduled during the work day, and the employee and the Union representative in attendance will suffer no loss of pay for the meeting. The District need not give advance notice to the Union in order to place an employee on paid administrative leave for reasons including but not limited to emergencies, allegations of serious offenses, allegations of potential criminal acts, or health and safety concerns related to employees or students, although investigations of such situations shall follow the due process outlined in this section.

3.14.3 **Progressive Discipline.** The steps of progressive discipline are listed below. Steps may be bypassed in cases of serious offenses (including but not limited to potential criminal actions and/or health and safety concerns regarding employees or students) that warrant immediate suspension or discharge.

- a. A documented verbal warning.
- b. A written warning to be placed in the employee’s personnel file.
- c. A suspension without pay for up to three (3) work days.
- d. A suspension without pay for more than three (3) work days, or discharge.

3.14.4 **Grievances.** Grievances over a suspension without pay or discharge may be initiated at Step 3 of the grievance and arbitration procedure.

3.14.5 **Complaints Against Employees.** Anonymous complaints shall not be used to establish a basis for employee discipline, but may be a basis for an investigation into the conduct of the employee which may lead to discipline, up to and including termination.

3.15 **SENIORITY.** Seniority shall be defined as the length of continuous service with the District within the teacher bargaining unit. Seniority shall begin with the employee’s first day of work as a teacher in the District (the “start date”).

3.15.1 Part-time employees shall accrue seniority on a pro-rata basis. For example, a part-time employee working two (2) days per week shall accrue seniority at a rate of two-fifths of the seniority of a full-time employee working five (5) days per week.

- 3.15.2 Employees shall not accrue seniority but shall not lose previously accrued seniority while on an unpaid leave of absence.
- 3.15.3 Employees who are dismissed due to a reduction in force, but then recalled within the time provided by law shall not lose previously accrued seniority upon return to service.
- 3.15.4 Seniority shall be terminated if an employee is discharged, resigns, retires, or is dismissed due to a reduction in force and not recalled within the time provided by law.
- 3.15.5 Employees shall not lose previously accrued seniority if they leave the teacher bargaining unit to accept another position within the District, and subsequently return to the teacher bargaining unit without a break in employment in the District.
- 3.15.6 If two or more employees have the same start date, the order of seniority shall be determined by a random draw witnessed by the Union President or designee, for the purposes of a reduction in force.
- 3.15.7 The District shall provide a seniority list to the Union no later than February 1 of each school year. Any objections to the seniority list must be presented by the Union to the District no later than March 1.
- 3.16 **COMMITTEE STRUCTURE.** District and Building Committees shall be established by the Administration or the Board as needed. All Committees shall be composed of teachers who volunteer to serve on them. Teachers will be compensated at the hourly rate set forth in Section 7.4 of this Agreement. If more teachers volunteer than are needed for a committee, the chairperson shall select the teachers to serve on the committee.
- 3.17 **COMMITTEE OPERATIONS.** Committee operations shall end no later than 5:15 p.m. or one hour and fifteen minutes from the starting time, whichever is earlier.

ARTICLE IV.

GRIEVANCE PROCEDURE

4.1 INTRODUCTION.

- 4.1.1 **Definition.** A grievance shall mean a complaint by a teacher(s) or the Union that there has been an alleged violation, misapplication, or interpretation of the terms of the Agreement.
- 4.1.2 **Time Limits.** All time limits consist of school days, except when a grievance is submitted fewer than ten (10) days before the close of the

school term, then time limits shall consist of business days so that the matter may be resolved before the close of the school term or as soon as possible thereafter. A business day is defined as a day on which the District Administration Office is open for business.

- 4.1.3 **Initiation.** Any grievance initiated pursuant to these procedures shall be initiated within thirty (30) days of the occurrence of the matter to be grieved (or within thirty (30) days from the date that a reasonable person would become aware of the occurrence). Failure of any teacher or the Union to act on a grievance within the prescribed time limits will act as a bar to any further processing thereof.

4.2 **PROCEDURES.**

- 4.2.1 **First Step.** The parties acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved superior to resolve problems through free and informal communications. When requested by the teacher, a Union representative may accompany the teacher to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the teacher or the Union, a grievance may be processed as follows:
- 4.2.2 **Second Step.** The teacher or the Union may present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The Union's representative(s), the grievant, and the immediately involved supervisor shall be present for the meeting. Within five (5) days of the meeting, the grievant and the Union shall be provided with the supervisor's written response, including the reasons for the decision.
- 4.2.3 **Third Step.** If the grievance is not resolved at Step Two, then the grievant or the Union may refer the grievance to the Superintendent or the Superintendent's official designee within fifteen (15) days after receipt of the Step Two answer. The Superintendent shall arrange with the Union representative(s) for a meeting to take place within five (5) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within five (5) days of the meeting, the Union and the grievant shall be provided with the Superintendent's written response, including the reasons for the decision.
- 4.2.4 **Fourth Step.** If the Union is not satisfied with the disposition of the grievance at Step Three, the Union may submit the grievance to final and binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date of the Step Three answer, then the grievance shall be deemed withdrawn.

- 4.2.5 **Evidence and Fees.** Neither the Board nor the Union shall be permitted to assert any grounds or evidence before the arbitrator which were not previously disclosed to the other party. The fees and the expenses of the arbitrator shall be shared equally by the parties. The arbitrator shall have no power to alter the terms of this Agreement.
- 4.2.6 **Arbitrator Limitation.** The arbitrator shall be limited in his/her capacity to the express terms of this Agreement, and his/her decision shall not conflict with any term of this Agreement.

4.3 **STATEMENT OF BASIC PRINCIPLES.**

- 4.3.1 **Released Time.** Should the investigation or processing of any grievance in the opinion of the Superintendent require teacher(s) and/or Union representative(s) be released from their regular assignments, the teacher(s) and/or Union representative(s) shall be released without loss of pay or benefits.
- 4.3.2 **No Written Response.** If no written decision has been rendered within the time limits indicated by the step, then the grievance may be processed to the next step. Time limits, however, may be extended by written mutual agreement.
- 4.3.3 **Board-Union Cooperation.** The parties shall cooperate with each other in the investigation of any grievance.
- 4.3.4 **No Reprisals Clause.** No reprisals shall be taken by the Board or the Administration against any teacher because of the teacher's participation in a grievance.
- 4.3.5 **Grievance Withdrawal.** A grievance may be withdrawn at any level without establishing precedent.
- 4.3.6 **Pertinent Information.** The Union shall be furnished on request pertinent and readily available information relevant to the processing of the current grievance. Nothing herein shall require the Board or Administration to research or assemble information.
- 4.3.7 **Bypass to Superintendent.** If the Union and the Superintendent agree, any step of the grievance procedure may be bypassed, and the grievance brought directly to the next step.
- 4.3.8 **Bypass to Arbitration.** If the Superintendent and the Union agree, a grievance may be submitted directly to arbitration.

- 4.3.9 **Class Grievance.** Class grievances involving one or more teachers or one or more supervisors and grievances involving an administrator above the building level may be initially filed by the Union at Step Three.
- 4.3.10 **Union Participation-Teacher Represented.** The Board acknowledges the right of the Union's grievance representative to participate in the processing of a grievance at any level, and no teacher shall be required to discuss any grievance if the Union's representative is not present.
- 4.3.11 **Union Participation-Teacher Not Represented.** When a teacher is not represented by the Union the Union shall reserve the right to have its representative present to state its views at any stage of the grievance procedures.
- 4.3.12 **Opportunity for Attendance.** Conferences held under this procedure shall be considered at a time and place that will afford a fair and reasonable opportunity for all persons entitled to be present to attend.
- 4.3.13 **Personnel Files.** No written grievances, responses, or related correspondence shall be inserted in a teacher's personnel file unless requested by the teacher or unless required by law.
- 4.3.14 **Right to Present Grievances.** Every teacher shall have the right to present grievances in accordance with these procedures. The Board acknowledges the right of the Union to assist or to be present at any level of the grievance procedure and the Union acknowledges the right of any member of the Administration to receive assistance as desired in any step of the grievance procedure. The teacher shall be present at any grievance discussion when the Administration, Union or other teacher representative deems it necessary. At any stage of the grievance procedure, the grievant may be represented by a representative of his or her choice.
- 4.3.15 **Adjustment of Individual Grievances.** Nothing contained in this Article shall be construed to prevent any individual employee from discussing a problem with the Administration and having it adjusted without intervention or representation of Union representatives, provided the adjustment is not inconsistent with the terms of this Agreement.

ARTICLE V.

LEAVES

- 5.1 **JURY DUTY.** A teacher serving jury duty shall suffer no loss in pay, but the per diem allowance for serving shall be remitted to the Board as its sole and separate property.

- 5.2 **SICK LEAVE.** Each teacher will be granted fourteen (14) days of sick leave a year with no loss of pay. Sick leave for part-time teachers will be proportional to the number of days per week that they are employed. Sick leave may be accumulated to a total of four hundred (400) days. Teachers will receive a notice in October of the number of accumulated sick leave days to which he/she is entitled.

Sick leave shall be recorded in full day or half day increments.

Teachers hired midyear shall receive a prorated number of sick days for that school year.

- 5.3 **PERSONAL DAYS.** The Board recognizes that teacher obligations make it necessary to establish provisions for the granting of three (3) personal days per year. Personal days may only be used in half day or full day increments. Personal days not used during the school year shall rollover into unused sick days at the end of the school year.

When possible, notification and request for the personal day should be given to the Principal at least forty-eight (48) hours in advance. The Principal can cap the number of teachers approved for a planned full day personal day to two teachers per day. The Principal has the discretion to permit additional teachers to take personal days if coverage for their classroom is available. The denial of a request for a personal day can be appealed to the Superintendent and his/her decision will be final and such decision will not be precedential.

Personal days may not be taken on institute days, before or after a holiday or vacation period, nor the first or last two weeks of school. Exceptions may be granted by the Superintendent at his/her sole discretion and such decision will not be precedential.

Personal days shall be granted notwithstanding the above restrictions in order to permit the observance of a religious holiday.

Teachers hired midyear shall receive a prorated number of personal days for that school year.

5.4 **BEREAVEMENT LEAVE**

- 5.4.1 If a teacher needs to attend a funeral, one (1) day of bereavement leave may be requested. Use of bereavement leave for non-immediate family members without utilization of a sick or personal leave day shall be granted one (1) time a school year. A sick and/or personal leave day must be used for any requested bereavement leave for non-immediate family members beyond one (1) time a school year.

5.4.2 A teacher may request two (2) additional days for bereavement after the death of a member of his/her immediate family, as defined by Illinois School Code (105 ILCS 5/24-6, “parents, spouse, brothers, sister, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians and members of the immediate household”).

5.4.3 If a teacher needs additional days for a bereavement event as described in the Illinois Family Bereavement Leave Act (“FBLA”), and within the time limitations specified by the FBLA, those additional days will be charged to his/her accumulated sick leave.

5.5 **SHORT-TERM PARENTAL LEAVE.** Eligible teachers are entitled to use up to thirty (30) days of their accumulated sick leave for birth, adoption, placement for adoption, and the acceptance of a child in need of foster care, as provided by law. Leave time exercised under this section shall run concurrently with FMLA leave, if eligible.

5.5.1 In the case of birth or adoption of a child:

- a. Application for a short-term parental leave as described above, a longer period of leave under FMLA for which a teacher may be eligible, or a general leave of absence shall be made in writing to the Superintendent at least sixty (60) calendar days prior to the commencement of such leave. At such time, the teacher shall provide a written statement indicating the expected date of birth or adoption.
- b. After consultation, the Superintendent and the teacher shall determine the commencement and termination of such leave, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree, and the pertinent time factors related thereto.
- c. Parental leaves shall not exceed the balance of the school term unless the teacher has a qualifying reason under the law for a continuation of leave in the subsequent school year, or unless the teacher applies for a general leave of absence in the subsequent school year and is granted such leave at the discretion of the Board.
- d. For any parental leave lasting at least sixty (60) school days, the teacher must give written notice of his/her intent to return at least twenty (20) school days before the conclusion of the leave. If the teacher fails to give notice after being reasonably prompted by the Administration, the teacher shall be considered to have resigned from employment in the District and no action shall lie against the Board therefore.

- 5.6 **GENERAL LEAVES OF ABSENCE.** The Board may grant leave of absence for purposes other than specified herein. Such leave may be for the balance of current school term and one (1) additional full school term and shall be without pay and benefits unless otherwise specified by the Board. All requests for leaves shall be made on a form provided by the Administration. Reasons for the Board considering such leaves may be as follows:

- 5.6.0 Long-term parental leaves;
- 5.6.1 Exchange teaching programs in other states, territories, countries;
- 5.6.2 Formal approved education programs designed to acquire additional course credit that is related to a teacher's current assignment;
- 5.6.3 Foreign, military or government-sponsored programs;
- 5.6.4 Cultural travel or work programs related to professional activities;
- 5.6.5 Campaigning for a public office to the extent necessary for such activities;
- 5.6.6 Health and hardship;
- 5.6.7 Serving in a public office; and
- 5.6.8 Other good reasons as determined solely by the Board.

General leaves of absence may be granted at the sole discretion of the Board, and such decisions are not precedential.

- 5.7 **CONDITIONS APPLICABLE TO ALL LEAVES.**

- 5.7.1 Upon returning from leave to active employment, a teacher will receive an available assignment suitable to his/her qualifications provided that leave status will not exempt a teacher from a Reduction in Force. Placement in his/her previous assignment is not guaranteed.
- 5.7.2 Leaves which are approved by the Board shall be without loss of tenure for tenured teachers, or without loss of length of service credit or accumulated sick leave in the case of any teacher, but the time of leave, if more than thirty (30) days, shall not count toward continuous service or employment by the Board. Additionally, sick leave shall not accrue during the duration of the leave. Teachers on leave are responsible for making arrangements with the Teachers' Retirement System for pension credit, if allowed. Teachers on approved leaves of absences may participate in available District insurance programs, but at the expense of the teacher, subject to the consent of the insurance program.

- 5.7.3 In all instances where a teacher is granted an unpaid leave of eight (8) calendar months or more, as a condition thereof, the employee shall advise the Superintendent no later than December 15, prior to the termination of such leave, of his/her intent to return to employment. Failure to give such notice shall constitute a resignation from employment and no action shall lie against the Board therefore.
 - 5.7.4 In cases of request for a leave, that Superintendent may designate an administrator to act in his/her stead.
 - 5.7.5 Except in cases of emergency, all unpaid leaves intending to start prior to November 1 shall commence at the beginning of the school term provided that in any such case, the teacher shall utilize sick leave day(s) and receive sick pay, if available, for any period of illness or disability prior to November 1.
 - 5.7.6 Teachers who are on a planned leave as defined in Article V of this agreement for more than ten (10) consecutive days shall not be responsible for daily lesson plans, but will provide a general outline and timeline of material that needs to be covered in coordination with other members of the teacher's team. Teachers on leave shall not be responsible for non-classroom duties during the term of the leave.
 - 5.7.7 General leaves of absence shall be unpaid unless there is a qualifying medical reason for the use of sick leave, in which case any accumulated sick leave that has not yet been exhausted shall be used before a leave becomes unpaid.
 - 5.7.8 After the exhaustion of any leave qualifying under FMLA, if applicable, and after the exhaustion of any paid leave, if applicable, teachers on unpaid leaves of absence shall be allowed to remain on the District's insurance plans, with the teachers paying the full cost of such plans.
 - 5.7.9 Time spent on a general leave of absence for a reason that qualifies for leave under FMLA shall run concurrently with FMLA leave.
 - 5.7.10 Teachers granted a leave of absence hereunder shall agree in all cases, as a condition of precedent to the granting of such leave, to waive any claim to unemployment compensation. In the event such waiver is not effective, the teacher agrees to reimburse the Board for any resultant unemployment compensation costs incurred by the Board.
- 5.8 **JOB SHARING.** Job sharing shall be defined as a voluntary program providing two (2) teachers, who have been employed by the District for four (4) years prior to beginning to share a job, the opportunity to request permission to share one (1)

full time teaching position. The granting of a job-sharing arrangement shall be subject to the following guidelines:

- a. Teachers who would like to participate in a job-sharing position shall submit an application and proposed plan for a job-sharing leave to the Superintendent or designee on/or prior to December 15 immediately preceding the school year for which the job share is requested.
- b. The job-sharing plan shall include, but not be limited to: teaching responsibilities, attendance at in-service meetings, availability for student assistance, and current extra-curricular activities.
- c. Both teachers will be responsible for acquiring the information provided at faculty meetings, in-service meetings, and school improvement days.
- d. The teachers are expected to attend parent conferences, open house/curriculum night, portfolio night, and institute days.
- e. The actual daily schedule for the partners in a job-sharing position will be worked out between the participants and the building principal. The Board shall notify the applicants for a job-sharing leave of the disposition of the request no later than March 31. (The sum of the portions shall not exceed 100%.)
- f. Participants in a job-sharing position shall have their salaries prorated according to portion of the year worked. (The sum of the portions shall not exceed 100%.)
- g. Contributions to the Teachers' Retirement System will be proportionate to the time worked and to the salary earned.
- h. Participants in job-sharing positions shall not have access to insurance benefits if they work less than thirty (30) hours per week.
- i. Seniority shall accrue in proportion to the time worked.
- j. Participants in job-sharing positions shall be considered on a leave of absence for those portions of the school work hours and/or days that they are not working.
- k. Tenure rights for participants in job-sharing positions shall be maintained.
- l. The length of job-sharing leave shall be for one (1) school year and may be renewed by the Board, provided that a request to renew is made on/or prior to December 15, immediately preceding the school year for which the leave

is requested. If such a request is made, the Board shall notify the participants of its disposition by March 15 following the request.

- m. The decision to grant a job-sharing leave or program is at the sole discretion of the Board and is not subject to the grievance procedure.

ARTICLE VI.

FRINGE BENEFITS

- 6.1 **MEDICAL INSURANCE.** The Board agrees to provide each full-time teacher with a hospitalization and major medical insurance policy. For the term of the Agreement, the Board will offer one PPO policy and one HMO policy.

For those full-time teachers employed and working prior to the end of the 2019-2020 school year, the cost of single coverage shall be borne by the Board.

For those full-time teachers employed after the end of the 2019-2020 school year, the Board agrees to pay 90% of the premium cost for single coverage. For all full-time teachers electing dependent coverage, the Board agrees to pay 15% of the difference between the single and dependent premium cost for those full-time teachers with less than 10 years of District service and 25% of the difference between the single and dependent premium cost for those full-time teachers with more than 10 years of District service.

A full-time teacher married to another District employee will not receive a credit for single health insurance coverage unless the full-time teacher was receiving the benefit prior to the 2019-2020 school year.

For a full-time teacher who declines the District's medical insurance coverage during enrollment of each year of this Agreement, the Board shall reimburse that full-time teacher a maximum of \$1,000 in medical expenses, including premiums for medical insurance coverage with an insurer other than the District's health insurer. Full-time teachers must submit evidence of medical expenses to the District no later than May 15 to qualify for this reimbursement. The reimbursement shall be made on the first paycheck of June. If the full-time teacher later accepts the District's medical insurance coverage, the Board shall adjust the maximum available reimbursement, by reducing the amount proportionally for the number of months of coverage under the District's medical insurance.

The benefits of the medical insurance coverage shall be no less than those in effect during the previous school year.

- 6.2 **DENTAL INSURANCE.** The Board shall provide each full-time teacher at the Board's cost a group dental insurance policy. The benefits of the plan shall be no less than those in effect during the previous school year.

- 6.3 **LIFE INSURANCE.** The Board shall provide each full-time teacher with a \$20,000 basic life and accidental death and dismemberment policy at the Board's expense.
- 6.4 **COURSE WORK.** For course work to be applicable for compensation purposes, the following conditions shall apply:
- a. A written application for approval for such course work for any purpose shall be submitted to the Principal and to the Superintendent prior to enrollment in said course. Descriptive information pertaining to the course work, including descriptive brochures or course catalogue material shall be provided, if available and if requested by the Administration.
 - b. The course work must bear a relationship to the teacher's current teaching assignments, the teacher's extra-duty assignment, a pre-approved graduate degree program, or course work which would enable a teacher to be qualified in another subject area.
 - c. The course must be taken from an accredited institution and may be of a "distance learning" course or some other Internet based course, subject to approval by the Superintendent.
 - d. The teacher must receive a grade of "A" or "B" (or, in the event of a degree program, a "C"), or if the course is graded on a pass/fail basis, a grade of passing, but in such event the Superintendent may request, and prior to any approval being granted, shall receive an instructor's evaluation of the attainment of competencies for such course.
 - e. The Superintendent may waive any or all of the conditions of this section in his/her sole discretion and said waiver shall not be deemed reviewable, nor shall it set a practice or precedent in any other case.
- 6.5 **TUITION REIMBURSEMENT.**
- a. The Board shall provide an annual \$10,000 pool for tuition reimbursement for eligible teachers.
 - b. Eligible teachers are those teachers in good standing who have at least three (3) years of experience teaching in the District and are enrolled in a program to obtain their Masters' Degree.
 - c. The reimbursement must be for courses taken in furtherance of a Masters' Degree and the terms of 6.4 a, c, d, e apply.

- d. The allowable reimbursement is a maximum of up to \$1,000 per teacher per fiscal year. Proof of payment shall be substantiated by uploading proof of cost/payment when the coursework is submitted for reimbursement.
- e. Teachers receiving tuition reimbursement must remain in the District for at least three (3) years following the last year they receive reimbursement. If the teacher voluntarily leaves before the three (3) years, the tuition reimbursed must be repaid before the teacher's last day of employment based on the following schedule: 100% within one year; 75% within two years; 50% within three years.

6.6 **PAY PERIODS.** Salary shall be paid on a twelve-month basis. Teachers shall be paid on the 10th and 25th day of each month. If the 10th or 25th falls on a holiday or weekend, the paycheck shall be deposited or available at the District Office for the teacher on the preceding business day.

6.7 **EDUCATIONAL SALARY ADVANCEMENT.** Subject to the provisions of Section 6.4, teachers who are enrolled in graduate programs leading to a Master's Degree, a Certificate of Advanced Study, a Doctorate Degree, or who complete graduate level "for credit" courses or workshops in an area related to an elementary or junior high program, or such others (graduate or undergraduate) that have received the prior approval of the Superintendent shall receive a salary advancement based on the following:

\$1200 for each BA lane move
\$1200 if moving to the MA lane
\$1500 for each MA lane move

Teachers may not receive more than two (2) salary advancements in a school year. The advancements in salary will be made twice during the school year. An educational salary advancement is contingent on the teacher providing an official transcript to the District by September 10. The salary advancement will be processed by October 10. If a teacher provides the District with an official transcript by January 31, the salary advancement will be processed by March 10. Salary advancements shall be divided equally over all remaining paychecks after the processing date. The District will accept official transcripts by mail from the college or university, electronically from the college or university, or a sealed official transcript provided by the teacher.

6.8 **MILEAGE ALLOWANCE.** Employees who are required to use their personal vehicles in the course of their employment or otherwise use their vehicles in authorized service to the School District shall be reimbursed at the standard mileage rate allowed by the Internal Revenue Code and Treasury Regulations promulgated there under, in effect during this Agreement.

- 6.9 **PAYROLL DEDUCTIONS.** Upon receipt of a written request from a teacher, the Board shall deduct from such teacher's regular paychecks any money designated by the teacher for purposes of credit union, tax sheltered annuity plan, tax-deferred compensation, short-term disability plan and shall remit the designated amount to the person or company designated by the teacher, provided at least five (5) District employees elect such specified deduction.

The Board shall provide training in Skyward (or equivalent program) as part of the new teacher induction process. Support shall be available on an individual basis at the building level.

6.10 **FLEXIBLE BENEFIT PLAN.**

- 6.10.1 The Board shall maintain a cafeteria plan and flexible spending account that meets the requirements of Section 125 of the Internal Revenue Code. If, at any time, such Section 125 or related Regulations are amended, the parties shall promptly revise the plan to comply with the amendment.
- 6.10.2 A teacher may annually elect to participate by choosing to receive benefits not to exceed the maximum amount established by the Internal Revenue Code in any plan year. The amount elected shall be deducted from the teacher's compensation. 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 reimbursed medical care as defined in the Internal Revenue Code.
 - c. Reimbursement for qualified dependent care assistance as defined and allowed in the Internal Revenue Code.
- 6.10.3 The amounts designated may not be changed during the plan year except if there is a change in family status or other circumstances provided in the regulations issued by the Internal Revenue Service. 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, and such amounts shall become the property of the plan.

- 6.10.4 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.
- 6.10.5 Claims for reimbursement may be submitted no more often than once per month, in minimum amounts of not less than \$50.00 (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.
- 6.10.6 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.

ARTICLE VII.

COMPENSATION

- 7.1 **EXTRA-CURRICULAR APPLICATIONS.** In the event no bargaining unit member applies for an extra-curricular position, or if the Board elects not to fill a position with a bargaining unit member who applies, the Board may subcontract such position for a period of one (1) year or less to a person not a member of the bargaining unit.
- 7.2 **ANNUAL COMPENSATION.** The following provisions shall relate to the method of annual compensation for teachers during the term of the Agreement.
- 7.2.1 The compensation paid to each teacher pursuant to the terms of this Agreement shall be for annual compensation for full-time teachers prorated for part-time teachers.
- 7.2.2 After the teacher's initial salary assignment, for every school year that said teacher completes, working a minimum of one hundred (100) days full or part-time, inclusive of days of paid leave, the teacher shall receive an increase in salary pursuant to the terms and conditions of this Article.
- 7.3 **SALARY.**
- 7.3.1 Each teacher's salary is increased by the negotiated percentage each year. The teacher may also receive increased compensation based on an educational advancement. The initial salary for each teacher shall be established by the Board. Teachers hired from outside the District shall not be hired at a salary greater than a current teacher who has the same education and experience.

- 7.3.2 Starting salaries for newly hired teachers with no prior experience in the 2025-2026 school year:

BA	53,851
BA+9	55,051
BA+18	56,251
BA+27	57,451
MA	58,651
MA+9	60,151
MA+18	61,651
MA+30	63,151
MA+45	64,651

For each subsequent contract year, the starting salary for newly hired teachers with no prior experience will increase by one-half (½) of the percentage increase as provided in Section 7.3.3 to existing teachers.

- 7.3.3 For all other teachers, the Board will increase the teachers' base salary as follows, provided none of the teacher's increases in creditable earnings in the years used to determine the teacher's pension cause the Board to be subject to any penalty or would require the District to make an employer contribution or payment of any kind to TRS. Otherwise, the teacher's creditable earnings increase will be capped at the percentage permitted by TRS to avoid a penalty or employer contribution or payment.

2025-2026: Teachers will receive a 4.25% increase.

2026-2027: Teachers will receive a 4.0% increase.

2027-2028: Teachers will receive a 4.0% increase.

2028-2029: Teachers will receive an increase based on the CPI, with a floor of 3% and ceiling of 4%.

2029-2030: Teachers will receive an increase based on the CPI, with a floor of 3% and ceiling of 4%.

*CPI shall be defined as the December CPI-U of the preceding contract year (i.e. December CPI-U 2025 shall define the 2026-2027 contract year).

- 7.4 **HOURLY RATE FOR SUMMER, GRANT AND COMMITTEE WORK.** The rate will be as follows. A balance of paid and CPDU eligible approved summer work and summer professional development opportunities will be made available to teachers.

2025-2026:	\$34.00 per hour
2026-2027:	\$35.02 per hour
2027-2028:	\$36.07 per hour
2028-2029:	TBD, increase based on the CPI with a floor of 2% and ceiling of 4%.
2029-2030:	TBD, increase based on the CPI with a floor of 2% and ceiling of 4%.

ARTICLE VIII.

EFFECT/DURATION

- 8.1 **OPPORTUNITY TO BARGAIN.** The Board and the Union acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining.
- 8.2 **COMPLETE UNDERSTANDING.** Accordingly, the Board and the Union hereby understand and agree that:
- 8.2.1 This Agreement embodies the complete and final understanding reached by the parties as to the wages, hours, and terms and conditions of employment for employees covered by this Agreement.
- 8.2.2 This Agreement may not be supplemented or amended during its term except by the written, mutual agreement of the Board and Union.
- 8.2.3 The Union agrees that the Board shall not be obligated to bargain collectively with the Union during the term of this Agreement with respect to any matter pertaining to or having an impact on conditions of employment whether or not such matter may have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement, except as otherwise specified in this Agreement.
- 8.2.4 Any individual contract between the Board and an individual bargaining unit member heretofore and hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- 8.2.5 The above does not, in any way, constitute a waiver on the part of the Union to bargain collectively over matters of wages or hours of employment. All terms and conditions of employment for future years, including without limitation, salaries, benefits, hours of employment, are the subject of negotiations for those years.

- 8.3 **SAVINGS.** Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be, shall automatically be deleted from this Agreement to the extent that it violated the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of this Agreement if not affected by the deleted article, section or clause.
- 8.4 **DURATION.** This Agreement shall be effective starting August 1, 2025 when signed by both parties and shall remain in full force and effect until the close of business on June 30, 2030, except as otherwise provided herein.

No item agreed to shall be deemed capable of renegotiation to be effective during the terms of this Agreement unless mutually agreed to in writing by the parties.

ARTICLE IX. **RETIREMENT**

- 9.1 **RETIRED TEACHERS INSURANCE.** Upon retirement from the District, teachers with (a) at least fifteen (15) consecutive years of teaching service in the District and (b) fifteen (15) years of full-time teaching service in the District, and who are eligible for receipt of a TRS annuity shall receive up to a maximum of three hundred fifty dollars (\$350.00) per month to be utilized for the TRS retirees' health insurance premiums, payable directly to TRS. This benefit ceases when the retired employee begins receiving Medicare coverage, or attains age 65, whichever occurs first.
- 9.2 **RETIRED TEACHERS SERVICE STIPEND.**

A. **Eligibility**

The following retirement benefit will be available for the duration of the Agreement for full-time teachers who meet all of the following eligibility criteria:

1. Completed (a) at least fifteen (15) consecutive years of teaching service in the District and (b) fifteen (15) years of full-time services in the District.
2. Are considered by the Illinois Teachers' Retirement System (TRS) to be at least age fifty-five (55) on the date of the teacher's retirement.
3. The resignation must be effective no later than the end of the school term in which the teacher is first eligible to retire with full benefits without discount through TRS.

The irrevocable notification of resignation must be provided as follows:

Date of Retirement	Date of Irrevocable Letter
end of 2025-2026 school year	6/4/25
end of 2026-2027 school year	12/15/25
end of 2027-2028 school year	12/15/26
end of 2028-2029 school year	12/15/27
end of 2029-2030 school year	12/15/28

4. Have filed and are first eligible for participation in the TRS retirement program with a retirement date no later than June 30, 2030.
5. A full-time teacher hired after the effective date of this Agreement must provide the Superintendent with the following information within ninety (90) calendar days of the first day of employment and such other information as is appropriate to facilitate the implementation of this retirement benefit:
 - a. The number of years of creditable service with TRS.
 - b. The number of years of creditable service with non-TRS retirement systems in Illinois and other states which may be used for creditable service with TRS.
 - c. Other optional service credit which may be available for creditable service with TRS, such as leaves of absence or military service.
 - d. The number of days of sick leave from other TRS-covered employers available for service credit with TRS.

Currently employed full-time teachers who are within ten (10) years of retirement eligibility will provide this same information by no later than January 15 of the first year of this Agreement. Thereafter, full-time teachers must provide such information by January 15 of the year they are within ten (10) years of retirement eligibility. Where available, the information must be provided in a statement from TRS or other government agency or on a form developed by the District in consultation with the Union.

Before application to participate in this retirement program, all full-time teachers must provide an update to the District on the above information.

6. None of the full-time teacher's increases in creditable earnings in the years used to determine the teacher's pension would cause the Board to be subject to any penalty nor shall this retirement benefit be available to any full-time teacher whose retirement requires the District to make an employer/Board contribution or payment of any kind to TRS.

B. Benefit

The Board shall pay to each eligible retiree a post-retirement service stipend in the amount of \$500 for each year of full-time teaching service (or equivalent thereof) in the District.

The service stipend shall be paid to each eligible retired teacher in the form of a non-elective employer contribution into the 403(b) accounts of each such individual, provided that no contribution shall be made that causes a retiree's 403(b) account to exceed the applicable annual contribution limits under IRC §415(c) of the Code for any year.

The service stipend will not be due, owing or payable until after the first business day preceding the Board of Education meeting in November, but no later than November 30th.

If the amount payable to a retired teacher exceeds applicable contribution limits under the Internal Revenue Code, the excess shall be contributed into the 403(b) accounts of affected retirees in the next calendar year and in each succeeding calendar year until the entire amount payable is contributed into the 403(b) accounts of such retirees.

Employees shall have no cash option to this non-elective employer contribution benefit. All contributions made hereunder shall be determined in accordance with applicable law.

No contributions may be made by the Board later than the end of the fifth year following the year in which the employee or former employee severed employment with the Board. Any amounts remaining unpaid at the end of that fifth year shall be forfeited.

Retiring teachers shall be paid the remainder of their contract on the last payroll of June of the year of the teacher's retirement.

BOARD OF EDUCATION,
BLOOMINGDALE SCHOOL
DISTRICT No. 13,
DUPAGE COUNTY, ILLINOIS

BLOOMINGDALE COUNCIL OF
TEACHERS, LOCAL 571, IFT-AFT, AFL-CIO

President

President

Secretary

Secretary

DATED:_____

DATED:_____

Appendix A – Extra Duty Pay Schedules

The Board retains the right to offer or not offer any activity listed or any position not listed herein Appendix A. New positions may be commenced with duties and pay as determined by the Board.

Extra duty assignments are made for one (1) year. Additional extra duty assignments may be assigned at the sole discretion of the Superintendent or designee at an hourly pay rate equal to the Club hourly rate for the given contract year.

SUPERVISION:

For the term of the Agreement, teachers who supervise, monitor, and work school sponsored activities will be paid at a rate per hour in 15-minute increments through a timesheet and on a bi-monthly basis as follows:

2025-2026:	\$25.75 per hour
2026-2027:	\$26.52 per hour
2027-2028:	\$27.32 per hour
2028-2029:	TBD, increase based on the CPI with a floor of 2% and ceiling of 4%.
2029-2030:	TBD, increase based on the CPI with a floor of 2% and ceiling of 4%.

EXTRA DUTY:

For the term of the Agreement, extra duty pay and pay frequency will be based on the charts below.

Extra Duty	Pay Frequency	Processing
Coordinator	October 10 th , December 10 th , March 10 th , June 10 th	Paid 4 times a year
Clubs Yearly	October 10 th , December 10 th , March 10 th , June 10 th	Paid 4 times a year
Clubs Seasonal	October 10 th , December 10 th , March 10 th , June 10 th	Full payment will be paid on the next pay frequency date upon completion of the club.
Coaching	October 10 th , December 10 th , March 10 th , June 10 th	Full payment will be paid on the next pay frequency date upon completion of the season.
Performing Arts Yearly	October 10 th , December 10 th , March 10 th , June 10 th	Paid 4 times a year
Performing Arts Seasonal	October 10 th , December 10 th , March 10 th , June 10 th	Full payment will be paid on the next pay frequency date upon completion of the event.

Supervision	Bi-monthly (10 th and 25 th)	Submit timesheet (payment will be posted on the following check, not the current)
Committees	December 25 th , June 10 th	Submit timesheet (payment will be posted on the following check, not the current)

Teachers who fail to perform the specified duties shall have their paychecks pro-rated. Teachers who assume additional duties in their place will receive those stipends pro-rated as appropriate. Teachers that perform these roles in any year of this Agreement will not be allowed to submit timesheets if they are already being paid for an Extra-Duty Assignment. All extra duty assignments will be filled and paid to the extent such extra duty assignments are approved by the Board of Education within the parameters of the building-based budgets for extra duty assignments.

CLUBS:

Club duties will be paid at a rate per hour as follows:

2025-2026:	\$34.00 per hour
2026-2027:	\$35.02 per hour
2027-2028:	\$36.07 per hour
2028-2029:	TBD, increase based on the CPI with a floor of 2% and ceiling of 4%.
2029-2030:	TBD, increase based on the CPI with a floor of 2% and ceiling of 4%.

The club calculation represents the total amount to be paid, regardless of the number of sponsors. For safety purposes, the principal reserves the right to determine the number of sponsors through the approval process.

Factor	1	2	3	4	5	6
# of Students*	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60+

*Less than 10 students - the Club will not be held.

A club is defined as an activity for which students are present and club sponsors have direct contact with students.

Examples:

Club has 35 Students and meets 25 times a year for an hour each time.

25 hrs. x \$34.00 = \$850.00 x 3 = \$2,550.00. Multiplied by a factor of 3.

If 2 sponsors, then each sponsor would receive one half of the above total.

Club meets 15 times a year and has 65 students for an hour each time.

15 hrs. x \$34.00 = \$510.00 x 6 = \$3,060.00. Multiplied by a factor of 6.

If 3 sponsors, then each sponsor would receive one third of the above total.

Club meets 10 times a year and has 15 students for an hour each time.
10 hrs. x \$34.00 = \$340.00 x 1 = \$340.00. Multiplied by a factor of 1.

COORDINATOR:

A coordinator is responsible for organizing, managing, and overseeing specific programs.

In its discretion, the District may assign multiple coordinators. Teachers considering whether to accept a coordinator position will be informed before commitment as to whether stipends will be split or not.

Activity	Amount 2025-2026
Accelerated Reader (DJ, ER)	339.90
Character Counts Rep (DO)	2,379.30
Department Coordinator (WF)	679.80
Eagle's Nest (ER)	339.90
Jaguar Den (DJ)	339.90
PTO Representative (DJ, ER, WF)	679.80
School Store Sponsor (DJ, ER)	679.80
Service Workers (DJ, ER)	339.90
Student Council (WF)	3,059.10
Student Council (DJ, ER)	1,019.70
Teacher Mentor	1,359.60
Team Leader (DJ, WF, ER)	1,869.45
Yearbook Director (DJ, ER)	1,529.55
Yearbook Director (WF)	2,039.40

Stipends shall increase by the following amounts:

2026-2027: 3% increase
2027-2028: 3% increase
2028-2029: TBD, increase based on the CPI with a floor of 2% and ceiling of 4%.
2029-2030: TBD, increase based on the CPI with a floor of 2% and ceiling of 4%.

COACHING:

In its discretion, the District may assign multiple coaches. Teachers considering whether to accept a coaching position will be informed before commitment as to whether stipends will be split or not.

Activity	Amount 2025-2026
Basketball Grade 6	1,360
Basketball Grade 7	3,399
Basketball Grade 8	3,399
Cross Country	2,209
Cheerleading	1,700
Poms	1,360
Track	2,549
Volleyball	2,719
Athletic Director	1,360

Stipends shall increase by the following amounts:

- 2026-2027: 3% increase
- 2027-2028: 3% increase
- 2028-2029: TBD, increase based on the CPI with a floor of 2% and ceiling of 4%.
- 2029-2030: TBD, increase based on the CPI with a floor of 2% and ceiling of 4%.

PERFORMING ARTS:

In its discretion, the District may assign multiple staff. Teachers considering whether to accept a position will be informed before commitment as to whether stipends will be split or not.

Activity	Amount 2025-2026
Band, Beginners (1 day ½ yr) (DJ, ER)	680
Band, Concert & Cadet (5 Days) (WF)	8,158
Band, Jazz (1 day) (WF)	1,700
Chorus 1 (WF)	2,719
Chorus 1 (ER)	1,530
Drama Assistant Director-Fall (WF)	1,360
Drama Assistant Director-Spring (WF)	1,360
Drama Director-Fall (WF)	3,399
Drama Director-Spring (WF)	3,399
Drama Scenery-Fall (WF)	1,360
Drama Scenery-Spring (WF)	1,360
Drama Stage-Fall (WF)	1,360
Drama Stage-Spring (WF)	1,360
Musical Director (ER)	1,530
Musical Assistant (ER)	1,360
Scenery (DJ, ER)	850
Spring Chorus (DJ)	1,530
Talent Show (DJ, ER)	1,360
Fall/Winter Chorus (DJ)	1,530

Stipends shall increase by the following amounts:

2026-2027:	3% increase
2027-2028:	3% increase
2028-2029:	TBD, increase based on the CPI with a floor of 2% and ceiling of 4%.
2029-2030:	TBD, increase based on the CPI with a floor of 2% and ceiling of 4%.