

AGREEMENT  
BETWEEN  
THE BOARD OF EDUCATION  
OF  
DISTRICT NO. 165  
AND  
THE MARENGO AREA EDUCATION ASSOCIATION  
IEA-NEA  
2017-2022

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## **ARTICLE I**

### **RECOGNITION**

The Board of Education of District No. 165, McHenry County, Illinois, hereinafter referred to as the "Board" or "District" hereby recognizes the Marengo Area Education Association, IEA-NEA, hereinafter referred to as the "Association" as the exclusive and sole negotiation representative for all regularly employed, full-time, and part-time certified teaching personnel, Speech Therapists, Psychologists, Certified School Nurses and Social Workers. Exceptions shall be: Superintendents, principals, teacher aides, non-regularly employed certified teaching personnel, such as substitutes, and other employees excluded now or hereafter from the definition of "educational employee" for the purposes of the Illinois Education Labor Relations Act. Additionally, those employees designated in Section 5.3 of this contract are also excluded.

## ARTICLE II

### GENERAL ASSOCIATION RIGHTS

- 2.1 The Board will continue to deduct and remit Association dues as was done prior the school year and as provided by state law. The Board or designee will promptly notify the Association in writing of any cancellation of membership.
- 2.2 The president of the Association or the president's designee shall be given reasonable prior written notice of all regular and special meetings of the Board together with a copy of the agenda or statement of purpose for the meeting.
- 2.3 The Association shall be allowed reasonable use of the school owned business equipment (e.g. school typewriters, mailboxes, intercom system) provided that the use of said equipment does not interfere in the instructional and/or extra-curricular programs. The Association shall provide or purchase all supplies and materials used in the business of the Association. A reasonable charge for photocopying shall be paid by the Association.
- 2.4 Two (2) copies of all Approved Board of Education minutes shall be emailed or placed in the mailbox of the President of the Association within forty-eight (48) hours following approval. Upon request (verbal or written) any and all official actions voted on when closed session is re-opened will be given to the President of the Association within forty-eight (48) hours of that meeting.
- 2.5 Names and addresses of newly-employed teachers shall be provided to the Association by September 1 or within seven (7) calendar days after signing of agreement of the contract, whichever occurs first.
- 2.6 Should the Association send representatives to local, state or national conferences or on other business pertinent to Association affairs, these representatives shall be excused without loss of salary providing that the Association shall reimburse the District for the cost of the substitutes(s). A written notification for leave shall be submitted to the Superintendent by the president of the Association. No more than four (4) days may be used per year and no more than two (2) teachers may be gone at any one time.
- 2.7 The Board shall distribute copies of the Agreement by email. New employees will be directed to the District website where the contract is posted.
- 2.8 There shall be one official personnel file for each teacher. Each teacher shall have the right, upon request, to review the contents of the teacher's personnel file, to have an Association representative present, and to have photocopies of any materials therein except college placement credentials. Such request shall be made in writing to the Superintendent. The Superintendent shall have five (5) work days to comply with said request. The Superintendent or his/her designee shall be present during the review.

- 2.9 All materials shall be added to the file in a timely manner and in no case later than thirty (30) days after receipt. Any material of a negative nature shall be photocopied and given to the teacher within five (5) days of being added to the file.
- 2.10 The teacher has the right to challenge in writing any materials of a negative nature concerning the teacher. The challenge shall be attached to the negative materials in a prompt manner and shall become a part of the teacher's personnel file.
- 2.11 After two (2) years, the negative material shall be reviewed by the current administrator and the teacher involved. If the problem has been corrected, a written statement so indicating shall be placed in the teacher's personnel file.
- 2.12 At least two (2) teacher representatives shall be included in the interviewing process of a Superintendent and/or a principal(s), and none other.
- 2.13 The Association will be given time at the beginning of the year during workshop days to hold an Association meeting. The time of this meeting will be mutually agreed upon by the District and the Association.

During new teacher orientation, the association will be given the opportunity to meet and inform new teachers regarding the association.

Any future general association meetings will take place at MCMS at 3:15 P.M. Locust School association members will be allowed to leave at 3:00 P.M. to attend the meetings.

- 2.14 Teachers covered by this agreement who are not members of the Associations shall, commencing sixty (60) days after their employment, or six (6) days after the effective date of this agreement, or ratification of this agreement, whichever is later, pay a fair share fee to the Association, as determined by the Illinois Educational Labor Relations Board on an annual basis, for collective bargaining and contract administration services rendered by the Association as the exclusive representative of the employees covered by this Agreement. Such fair share fees shall be deducted by the Board from the earnings of non-members and remitted to the Association. The Association shall annually submit to the Board a list of the employees covered by the Agreement who are not members of the Association and an affidavit which specifies the amount of the fair share fee which is required of the members of the Association. Non-members who object to this fair share based upon a bona fide religious tenet or teachings of a church or religious body shall pay an amount equal to such fair share fee to a non-religious charitable organization mutually agreed upon by the employee and the Association and as established by the Illinois Educational Labor Relations Board and its subsequent rulings. If the affected non-member and the Association are unable to reach agreement on the organization, the organization shall be selected by the affected non-member from an approved list of charitable organizations established by the Illinois Educational Labor Relations Board and the payment shall be made to said organization. A notice will be posted on all available employee bulletin boards specifying the amount of fair share fee to be deducted.

## ARTICLE III

### WORKING CONDITIONS

- 3.0 Teachers shall not be required to work under conditions that are determined to be unsafe for students by the building administrator/superintendent. Such conditions being defined as, but are not limited to, a safe supply of water for drinking/sanitary purposes, extreme heat index. If the situation cannot be rectified and deemed safe by the board of health, the administrator will dismiss all students, teachers and staff to go to an offsite location. The administration will have a plan in place and notify all teachers and staff of the emergency dismissal from the building.

Teachers shall not be required to perform basic housekeeping functions such as mopping, sweeping and the cleaning of lavatories. Whiteboards/student work area will be cleaned on a weekly basis. The aforementioned housekeeping activities will be provided as long as the teachers maintain their classrooms and/or work area in an orderly manner to facilitate the housekeeping tasks.

- 3.1 The school calendar shall consist of 185 days of which 176 will be student attendance days and 4 will be institute days. The teacher work year will consist of 180 teacher attendance days. Unused emergency days shall not become work days for teachers.
- 3.2 The work day for teachers shall be 7 hours and 35 minutes, including the 30-minute duty free lunch period. The Student Day will consist of 6 hours and 55 minutes. Student Day does not include time at lockers or walking to bus.

	<u>Work Day</u>	<u>Student Day</u>
Locust School	7:45-3:20	8:00-2:55
MCMS/Grant	7:25-3:00	7:35 - 2:30

Occasionally, a teacher may need to leave before the Work Day is completed. The teacher may do so with the permission of the building administrator.

The time before and after school is intended to be used for planning, lesson preparation, curriculum development, committee work, conferencing with parents or other teachers, and to attend meetings scheduled by administration.

#### Faculty Meetings:

Each building may hold one staff meeting per month. All teachers are required to attend. All faculty meetings will be announced and posted within the first week of each semester. These meetings will not be scheduled that day before a school holiday. Such meetings shall start as soon as practicable and shall not generally exceed one hour. These meetings are part of each teacher's professional responsibilities and will not be compensable.

#### Professional Meetings:

Professional meetings include, but are not limited to IEP meetings, 504 meetings, parent-teacher meetings, and curriculum meetings called by the administration. Teachers will be given a minimum of 72 hours' notice by administration of professional meetings that extend beyond the Work Day. Teachers will be compensated at the staffing/TAT rate of pay for any professional meetings scheduled by the administration that extend beyond the teacher Work Day, excluding the monthly faculty meeting.



- 3.3 Each teacher shall be given daily time for lesson planning purposes. Such time will be scheduled by the administration as part of the regular Student Day and in a manner so as to optimize student learning time most efficiently. All teachers will be scheduled for planning time no less than 200 minutes per week. Every effort will be made to ensure that a majority of these minutes are continuous. For teachers engaged in a co-teaching classroom as defined by a student's IEP, every effort shall be made to allow for a common plan period. If the schedule cannot accommodate a common plan time, teachers may timecard up to one hour per week at the scheduled curriculum writing rate.
- 3.4 On days before Christmas, Thanksgiving, and Easter, and on days when school closes early due to bad weather or as a result of other unforeseen problems, teachers may leave fifteen (15) minutes after the last student dismissal in the District. On all other early dismissal days, the Superintendent will set the time. The District reserves the right to schedule a SIP day on the days before Christmas, Thanksgiving, and Easter. If such a day is scheduled, teachers will be dismissed at 1:30.
- 3.5 Teachers are required to attend **four (4) evening events which shall include two (2) parent/teacher conferences which may be held in the fall or spring**, Academic Night, and Student-Led conferences. Teachers may be required to attend two additional district sponsored evening activities. The tentative schedule of the above activities will be available to teachers within the first week of the school year.
- 3.6 Duty may occur (15) minutes prior to the admittance bell and/or the dismissal bell. Teachers shall be assigned to this duty no more than once per week.

3.7 Dress Code

Teacher will dress in a manner that enhances their profession and is appropriate for the day's activities. The following are some examples of what is not included as professional dress; hoodies, flip flops, denim jeans of any color, leggings or yoga pants, and/or t-shirts. Fridays will be designated as business casual which may include jeans.

3.8 Protection from Suit

Pursuant to School Codes Section 10.20.20, the School Board will provide legal counsel and necessary assistance to defend teachers, acting within the scope of their authority, against civil claims brought by parents. This protection does not extend to criminal defense since criminal activity is outside the teachers' scope of authority.

### 3.9 Class Size

The Board of Education and the Association share a commitment to education for the children of this community. The parties agree that class size and the availability of aides is an important aspect of an effective educational program. Therefore, an effort will be made to keep class size to a minimum or make aides available when financially possible.

The Board and the Association recognize that class size and ability level have a direct bearing on effective teaching, and therefore is a key concern throughout the district. Accordingly, the Board agrees that it will make every effort to maintain a reasonable enrollment for each class.

If the number of students in a classroom and/or the specific needs of the students in a classroom are such that the class composition requires re-evaluation, the district and the Association shall examine the situation and formulate a plan.

- 3.10 Due to the nature of summer school being a remedial situation, the Superintendent shall restrict size of class to 15:1, on a best efforts basis.
- 3.11 Concerns may be expressed in each building in a written format to the principal at the monthly concerns meeting. The principal will have 10 days to respond in writing to the concerns. Any concerns that cannot be resolved will be presented to the Superintendent in writing by the building administrator and/or the association representative along with a carbon copy for the other parties. The Superintendent will address the issue or concern within 10 working days. Concerns that cannot be resolved will be taken to the Board President and addressed during the regularly scheduled board meeting.

## ARTICLE IV

### LEAVES

#### 4.1 PAID LEAVES

- 4.1.1 A teacher with less than eight (8) years of service, as defined by the seniority list, will receive twelve (12) sick days per year. A part-time teacher with less than (8) years of service, as defined by the seniority lists, will receive a pro-rated amount of (6) half days per year. A teacher with eight (8) years or more of service, as defined by the seniority list, will receive fifteen (15) sick days per year. Unused sick days shall accumulate to a maximum of 340 days. A part-time teacher with (8) years or more of service, as defined by the seniority list, will receive a pro-rated amount of (7) half days per year. Teachers that work in excess of 210 full school days shall receive 20 sick days and 4 personal days.
- 4.1.2 Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. The immediate family, for purposes of this section, shall include parents, spouse, brothers, sisters, children, grandparents, *and* grandchildren. In the event of the death of immediate family, up to six (6) sick days may be taken for bereavement purposes. The extended family for purposes of the section shall include parents-in-law, sons-in-law, daughters-in-law, sisters-in-law, brothers-in-law, and legal guardians. In the event of the death of extended family, up to three (3) sick days may be taken for bereavement purposes. In the event of death of relatives or friends other than as listed above, the teacher may utilize sick leave for bereavement purposes. Any sick leave taken for bereavement purposes shall be deducted from the teacher's sick leave allotment.
- 4.1.3 The District shall furnish each teacher with a written statement at the beginning of the school year setting forth the total sick leave credit of each.
- 4.1.4 Bargaining unit members absent due to injury or illness incurred in the course of the members' employment have two options for pay for the duration of the absence:  
(1) he/she can keep the workers' compensation benefit check, and not use sick leave; or  
(2) turn over the benefit check to the district, in exchange for full pay and creditable service, and 1/3 of a sick leave day being charged to the employee's accrued sick leave.
- 4.1.5 A teacher with less than eight (8) years of service, as defined by the seniority list, may use up to three (3) sick days of those days provided in 4.1.1 above for personal business each year. A part-time teacher with less than eight (8) years of service, as defined by the seniority list, may use no more than (1) half day for those days provided in 4.1.1 above for personal business each year. A teacher with eight (8) years or more of service, as defined by the seniority list, may use up to four (4) sick days of those days provided in 4.1.1 above for personal business each year. A part-time teacher with eight (8) years or more of service, as defined by the seniority list, may use no more than (2) half days for those days provided in 4.1.1 above for personal business each year. Except in an emergency, 48 hours' notice must be given to the building administrator on the form provided.

Personal days **may** not be taken during the first five (5) school days or last five (5) school days, or the day preceding or following a school holiday, **or consecutively unless approved by the superintendent. Approval is the sole discretion of the superintendent on a case by case basis**

No more than three (3) teachers may use personal business days on any one day. Sick days that are not used for personal business shall accumulate as provided in 4.1.1 above.

- 4.1.6 A teacher called for jury duty during working hours or who is subpoenaed to testify during working hours in a judicial matter shall be paid his/her full salary for such time and suffer no loss of benefits, provided that the teacher shall pay to District any jury duty pay or witness fees received.
- 4.1.7 All Special Education teachers shall have two (2) student free days during the year to work on Individual Education Plans (IEP). Such days shall be designated by the Coordinator of Special Programs and Services or designee after consultation with the Special Education teachers involved.
- 4.1.8 Teachers that have not received a year over year salary increase of 6% or more, or a retirement bonus increase of 6% and do not take any sick, personal or dock days during a semester are eligible to receive a \$150 per semester bonus payable on the January 26 for the first semester and June 26 for the second semester.

#### 4.2 SICK LEAVE BANK

The Board of Education of School District No. 165 in cooperation with the Association shall establish a sick leave bank on a voluntary basis. The Sick Bank Committee consisting of **an officer of the Association and the Superintendent**. This Committee will manage all sick leave bank days awarded to staff members. A copy of the established rules shall be on file in the District Business Office. The committee shall provide to the District Business Office the names of the participating members and subsequent charges against the bank. Any one member may use no more than 30 sick days in one school year. Any one member may use a lifetime benefit of no more than 60 sick days. Any sick days donated will not be matched by the Board of Education.

#### 4.3 UNPAID LEAVES OF ABSENCE

- 4.3.1 Teachers may be granted a leave of absence to study for a degree. Such requests shall be made in writing to the Board by March 1<sup>st</sup> prior to the opening of the school year in which the leave is to commence. Each request for leave shall be considered by the Board on an individual basis. The teacher shall not be given salary schedule credit for this period of time. Such leave shall not be arbitrarily denied. This leave shall be granted for no more than one school year.
- 4.3.2 In accordance with the Family Medical Leave Act of 1993, teachers may be eligible to request leave for foster care within the first twelve months of placement, to provide for the care of a family member who has a serious health condition, or a serious health condition of the employee.

If a teacher wishes to request leave provisions beyond those provided by the Family Medical Leave Act of 1993, a one hundred-twenty (120) day written notice is required. Such notice shall be delivered to the Superintendent. A teacher on leave shall be allowed to continue all insurance coverage by paying the group rate premium due, if permitted by the insurance carrier *and in accordance with state and federal law*. For leaves beginning on or after May 1<sup>st</sup>, the leave may be continued into the next school year provided the teacher provides notice of the same one hundred-twenty (120) days prior to the start of the new school year. Such leave time shall not count for seniority or salary schedule credit. For those returning from a leave of absence the following is required:

If the employee wishes to end a year on leave, but start work the following year, notice must be provided to the district of the intention to return to work by April 15.

A doctor's authorization to return to work which includes any restrictions and length of time of any restriction.

#### 4.4 SABBATICAL LEAVE

4.4.1 The Board at its sole discretion may grant a sabbatical leave in accordance with Section 24-6.1 of the School Code.

#### 4.5 RETIREMENT BONUS

4.5.1 Upon retirement from teaching service from District 165, all teachers shall be eligible to receive a lump sum payment of \$50 per unused sick days, not to exceed a maximum of 200 days after all eligible sick days are subtracted from the teachers' total sick days (340 days) allowed for retirement under TRS regulations

#### 4.6 NOTICE OF RETIREMENT

4.6.1 If given two years notice of retirement, the Board will raise the last two years' salary as follows:

Employees who have worked for the District 20-25 years	6%
Employees who have worked for the District 15-19 years	5%
Employees who have worked for the District 10-14 years	4%

Years of service is delineated in the employee's annual teaching contract. If the TRS maximum changes during the term of this contract, this item may be renegotiated.

#### 4.7 RETIREMENT ACCEPTANCE/RESCINDMENT

4.7.1 Upon acceptance by the Board, the Employee's request (including his/her resignation and retirement date) shall be irrevocable. However, an Employee may request to rescind his/her retirement and withdraw from it due to extreme life-altering circumstances. Such circumstances may include, but are not limited to:

- Diagnosis of serious illness of the Employee or his/her spouse;
- Death of the Employee's spouse;
- Total disability of the Employee's spouse
- Loss of employment by the Employee's spouse or decrease in annual salary of 50% or more
- Serious illness of a medically and financially dependent child or parent of the Employee;
- A judgment for dissolution of the Employee's marriage or for legal separation becomes final before the Employee's retirement date

On the last student attendance day of the final year, retirement is irrevocable with no exceptions.

## ARTICLE V

### TEACHER ASSIGNMENT AND TRANSFER

#### 5.1 TEACHER ASSIGNMENT

- 5.1.1 All teachers shall be given notice of their building class and/or subject assignments for the forthcoming year no later than the last Friday in April.
- 5.1.2 After the commencement of school, any change in the pattern of staffing needs which arise from changes in enrollment will be filled first by voluntary transfer, then by reassignment of newly employed teachers, and finally by involuntary transfer according to reverse placement on the seniority list.

#### 5.2 VACANCIES AND TRANSFERS

- 5.2.1 The Superintendent shall have posted in each building and shall send the Association president a notice of all vacancies after the administration has made transfers. Such notice shall contain the necessary information relative to the vacant position (starting date, salary range, etc.) During the summer, vacancy notices shall be emailed to each teacher at their district email address or home email address as reported on the year-end check out list. (Extra-compensation positions shall be included in this posting.) Notices shall be posted in the offices and faculty rooms of all buildings.
- 5.2.2 The teacher who is involuntarily transferred shall be given the reasons for the transfer in writing within five (5) school days, if so requested. The teacher to be transferred will receive assistance in packing and moving, within the district, and be reimbursed \$250 for supplies related to new assignment. **Receipts for reimbursement must be turned in October 1.** No teacher shall be subjected to an involuntary transfer of position more than one time in a three-year period **unless necessitated by a decrease or increase in student enrollment.**

## ARTICLE VI

### DEVELOPMENT AND APPRAISAL

6.1 Teachers shall maintain a continuous high level of professional service and shall discharge their teaching assignments with a high level of professional proficiency.

#### 6.2 PROFESSIONAL GROWTH

##### 6.2.1 Teacher Mentor Program

A first year stipend payable via the stipend schedule rate will be paid to each mentor who assists an Initial Certification Holder in the first year of the mentor program.

A second year stipend payable via the stipend schedule rate will be paid to each mentor who assists an Initial Certificate Holder in the second year of the mentor program.

For teachers who have

1. transferred into the district or
2. are in need of mentor support, a first year stipend payable the stipend schedule rate will be awarded to the mentor teacher
3. Upon recommendation of the mentor oversight committee, a second year may granted.

6.3 The parties agree that the primary objective of the program to evaluate classroom teaching performance is to improve the quality of instruction of both probationary and tenure teachers.

6.4 Evaluation of classroom teaching performance shall be in accordance with the District Evaluation Plan. The committee which has equal representation of administrators and certified staff will review the District Evaluation Plan on a yearly basis and recommend changes to the plan. The Board of Education will approve the plan on a yearly basis. Staff members will have access to the plan electronically and will receive yearly training.

6.5 If a teacher feels the formal written evaluation of classroom teaching performance was incomplete Or inaccurate, the teacher may put those objections in writing and have them attached to the evaluation report.

## ARTICLE VII

### DISTRICT SENIORITY AND REDUCTION IN STAFF

#### 7.1 DISTRICT SENIORITY

- 7.1.1 "Seniority" shall be defined as the length of a bargaining unit member's continuous teaching service within the District. Said service shall be computed from the first day of uninterrupted employment within the District and shall include all continuous full and part-time teaching service to the District. Once tenure has been granted, all continuous part-time service shall count. Part-time service shall be counted as it's prorated value.
- 7.1.2 Seniority will not accrue during any leave-of-absence without pay.
- 7.1.3 Teachers who are promoted or transferred out of the bargaining unit and subsequently returned to the bargaining unit without a break in service shall have their seniority computed from their first day of original employment and will be credited with seniority credit for the time spent outside the bargaining unit.
- 7.1.4 In the event District seniority is equal between teachers, the following procedures shall be utilized in the order listed to break the tie:
- A. Previous experience credit inside and outside the District which is allowed for credit on the salary schedule.
  - B. Education beyond the bachelor's degree which is allowed as credit on the salary schedule.
  - C. The results of the formal, yearly evaluation(s) as determined by the Board.

#### 7.2 REDUCTION IN STAFF

- 7.2.1 When the Board decides it is necessary to reduce the number of teachers in the District because of decreased enrollment, lack of funds, or other reasons, the Association will be consulted on such reduction in staff in advance of any public announcement. The Association shall be given an opportunity to discuss the number of teachers not to be reemployed, the particular positions to be eliminated, and alternatives to such reduction in staff.
- 7.2.2 PA 96-0861 (PERA) and PA 97-0008 (SB7). A joint committee comprised of an equal amount of members from the Association-four (4) members, as appointed by the President, and the administration-four (4) members. The committee shall establish the criteria for moving individuals from Group 2 into Group 3 and any alternative definition of placement into Group 4. All decisions of the committee shall be majority vote. Any decision of the committee to alter an employee's Group Rating is final and not subject to grievance. The committee shall meet prior to December 1<sup>st</sup> of each year. Placement parameters shall be determined by February 1 of each year in order to determine RIF sequence for the Spring. The District will provide to the Union President a confidential list of Groups which include ratings and years of service for all employees. RIF lists shall be provided to the Association by March 15.
- 7.2.3 The duration of the right to be recalled shall be in accordance with the Illinois School Code. The most senior teacher as determined by the criteria of ARTICLE VII, (7.1.1) shall be recalled first. If the recalled teacher does not accept the position offered within 20 calendar days of receipt of the offer, the Board may offer the position to the next teacher in line.
- 7.2.4 Recalled teachers will return to the same rights and benefits that they had before layoff. They will receive no salary credit for the time on layoff and will receive no seniority for the time of layoff.



## ARTICLE VIII

### GRIEVANCE PROCEDURE

- 8.1 A grievance is any claim by a teacher or the Association that there has been a violation of the terms of this agreement. If the Association files the grievance, the teacher or teachers whose rights were violated must be named.
- 8.2 All time limits shall consist of week days.
- 8.3 The parties hereto acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved supervisor to resolve problems through free and informal communications. When requested by the teacher, an Association 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 Association, a grievance may be processed as follows:
- 8.3.1 STEP I - Within 20 week days of the occurrence or within 20 week days of the time the teacher became aware of the occurrence, the teacher or the Association on behalf of the individually named teacher(s) shall present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within ten (10) week days after receipt of the grievance. The teacher, the Association representative, and the immediately involved supervisor shall be present for the meeting. Within ten (10) week days of the meeting, the teacher and the Association shall be provided with the supervisor's written response.
- 8.3.2 STEP II - If the grievance is not resolved at STEP I, the teacher or Association may refer the grievance to the Superintendent or his designee in writing within ten (10) days of the date of the STEP I response. The Superintendent or designee, shall arrange, with the teacher, for a meeting to take place within ten (10) 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 ten (10) days of the meeting, the teacher and the Association shall be provided with the Superintendent's or the designee's written response.
- 8.3.3 STEP III - If the Association is not satisfied with the disposition of the grievance at STEP II, the Association may submit the grievance to final binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceeding. If a demand for arbitration is not received by the American Arbitration Association within thirty (30) days of the date for STEP II answer, then the grievance shall be deemed withdrawn. The arbitrator shall have no power to alter the terms of this agreement. Neither the Board nor the Association shall be permitted to assert any disclosures or evidence before the arbitrator which was not previously disclosed to the other party.
- 8.4 By mutual agreement, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.
- 8.5 The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at STEPS I, II, or III and no teacher shall be required to discuss any grievance if the Association's representative is not present. Any individual teacher or group of teachers may present grievances to the Superintendent and have them adjusted provided the adjustment is not inconsistent with the terms of this agreement and provided the Association has been given the opportunity to be present at such meetings.
- 8.6 The Board will provide to the Association information necessary to process a grievance when the information is not reasonably available to the Association otherwise.

- 8.7 No reprisals shall be taken by the Board or the administration against any employee because of the teacher's participation in a grievance.
- 8.8 No grievance hearing will be held during school hours except by mutual agreement of the parties. Should the grievance hearing require that an employee or an Association representative be released from their regular assignment, the employee and/or Association representative shall be released for above mentioned reason without loss of pay or benefits.
- 8.9 All records related to a grievance shall be filed separately from the personnel file of the teacher.
- 8.10 A grievance may be withdrawn at any level without establishing precedent. If withdrawn, the grievance shall be treated as though never having been filed, although the written record shall be retained in a file other than the personnel file.
- 8.11 If no written decision has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step.
- 8.12 By mutual agreement, the Expedited Arbitration Rules of the American Arbitration Association shall be used instead of the Voluntary Labor Arbitration Rules.
- 8.13 The fees and the expenses of the arbitrator shall be shared equally by the parties.
- 8.14 If only one party requests the postponement or cancellation of an arbitration hearing, that party shall bear the cost of such postponement.

GRIEVANCE REPORT FORM

Grievance # \_\_\_\_\_ School District \_\_\_\_\_

Distribution of form:

1. Superintendent
2. Association
3. Grievant

Submitted to Superintendent in Duplicate

Name of Grievant \_\_\_\_\_ Date Filed \_\_\_\_\_

STEP I

A. Date Cause of Grievance Occurred:

B. 1. Statement of Grievance:

2. Applicable provisions of the Contract:

3. Relief Sought:

\_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

C. Disposition of Superintendent:

\_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

D. Disposition of Grievant and/or Union/Association:

\_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

GRIEVANCE REPORT FORM

STEP II

A. Date Received by Superintendent or Designee:

B. Disposition of Superintendent or Designee:

Signature \_\_\_\_\_ Date \_\_\_\_\_

C. Position of Grievant and/or Association:

\_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

STEP III

A. Date Submitted to Arbitration:

B. Disposition and Award of Arbitrator:

\_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

Arbitrator

## ARTICLE IX

### EMPLOYMENT COMPENSATION AND FRINGE BENEFITS

#### 9.1 SALARY SCHEDULES

- 9.1.1 Regular salary schedules, incorporated as part of this contract, are affixed hereto as Appendix I.

Per precedent, SEDOM employees who become regular employees of the District may be transferred in whole on seniority schedules and will retain the SEDOM salary, any changes in compensation and/or benefit will be negotiated by MAEA and said employee will become members of the MAEA and pay any and all associated dues.

The District reserves the right to consider and offer "Fair Market Value" compensation which is not on the salary schedule in special education positions such as Speech Therapists and Psychologists where a market shortage exists.

- 9.1.2 The District, at its discretion, will provide a program of extracurricular activities to supplement the educational program. In-district teachers who apply for extracurricular positions and meet qualifications established for the position shall be considered prior to outside applicants. The compensation schedules for extra stipend pay, incorporated as part of this contract are affixed hereto as Appendix II. The Superintendent shall have posted in each building and shall send the Association president a notice of all vacancies. Such notice shall contain the necessary information relative to the vacant position, (starting date, salary range, etc.). During the summer, vacancy notices shall be emailed to each teacher at their district email address or home email address as reported on the year-end check out list. Notices shall be posted in the offices and faculty rooms of all buildings.
- 9.1.3 Pursuant to the Contribution Rate Schedule of the State of Illinois Teachers' Retirement System, the BOARD shall deduct and remit for each TEACHER the sum equal to the TEACHER'S salary times the required Member TRS retirement contribution rate for that year times the TEACHER'S salary to be applied for the retirement account of such TEACHER (rather than the survivors' annuity account) and the sum equal to the TEACHER'S salary times the required Member THIS (insurance) contribution for that year times the TEACHER'S salary for the insurance contribution rate for the Teachers Retirement System Insurance Plan. In addition, the BOARD will deduct the Member TRS retirement contribution rate from any payments made as required by TRS rules pursuant to Article XIII and XIV to be applied to the retirement account of such TEACHER and the Member THIS (insurance) contribution rate for the Insurance contribution to the Teachers' Retirement Insurance Plan. It is the intent of the parties by this AGREEMENT to qualify these payments under Section 414(h) of the Internal Revenue Code. The TEACHER'S have no right or claim to the fund so remitted except as they may subsequently become available upon retirement or resignation from the State of Illinois Teacher's Retirement System.

#### 9.2 INSURANCE AND BENEFITS

- 9.2.1 The Board will continue to contribute 100% of the individual policy rate per month for District endorsed comprehensive major medical insurance plan. The Board will continue to contribute \$1,500 annually to the family premium and \$500 annually to the spouse or child(ren) premium. The Board will continue to pursue cost effective options. The benefits and coverage shall not be less than the prior school year coverage and shall be for a full twelve (12) month period.

Teachers may choose to participate in any alternative Board offered major medical plan, but the employee will be responsible for any premium fees above the District endorsed plan.

- 9.2.2 The Board shall provide, to all employees that are a minimum of .8 FTE, without cost to the employee, term life insurance in the amount of \$25,000.00. The policy shall include an additional \$25,000 indemnity provision for accidental death. Per mandates in the policy insurance level benefits decline starting at age 65.
- 9.2.3 The Board shall provide disability insurance at the prior year level which is 66 2/3% of **base** salary. The disability insurance as provided by the Board will coordinate benefits with any and all other disability payments an employee is entitled to under state, federal, or TRS rules.
- 9.2.4 During the terms of this amendment, the Board shall provide the option of allowing first year retiree's to participate in the district approved health insurance plan or the Teacher Retirement System's health insurance premium at no cost to the retiring teacher. This option is for a period of one year following the effective date of retirement typically September 1 through August 31. **Employees that are eligible for Medicare must enroll in Medicare as their primary insurance in order to continue participation in the district plan.**
- 9.2.5 An Insurance Committee consisting of MAEA members, administration and Board of Education members will continue to investigate cost effective options. Any specific and direct cost savings from these efforts may be considered for reallocation of premium payments to the district employees.

However, while the Board of Education commits to evaluate such reallocations, any final Board of Education decision depends on the balance of these potential savings versus the realities of the entire District 165 budget.

- 9.2.6 It is the responsibility of the employee to notify District Office upon a covered dependent's 26<sup>th</sup> birthday.

### 9.3 PAYROLL RULES

9.3.1 The annual salary shall be divided into twenty-four (24) equal installments, less such deductions required by law, contract, or initiated by the employee. The equal installments shall be deposited to the employee's account of choice, electronically on the 10<sup>th</sup> and 26<sup>th</sup> of the month. Employees will review check pay stub via Employee Access. If these dates fall on a weekend or holiday, the payment will be deposited the last work day prior to the holiday or weekend.

9.3.2 The Board of Education authorizes voluntary payroll deductions for certain purposes when requested by employees and approved by the Board. All docks must be completed by the last payroll in May and may not be spread-out for more than 8 pay periods.

An employee may authorize a payroll deduction providing for funds to pay the premium of a tax-sheltered annuity, professional dues, insurance premiums for family membership in the group health plan, credit union direct deposits and life insurance premiums.

9.3.3 Any dues, payments, or contributions payable by the employee labor professional organization will be deducted only upon receipt of a signed authorization by the individual employee. This must be done by September 15.

9.3.4 In the event that the District is served with a specially certified Order of Withholding and a Notice of Delinquency, the District is required to withhold payment of income for the support of a child or maintenance of a spouse from an employee under the following acts:

The Illinois Public Aid Code; the Illinois Marriage and Dissolution of Marriage Act; Non-Support of Spouse and Children Act; the Revised Uniform Reciprocal Enforcement of Support Act; the Paternity Act.

The District may deduct a one-dollar service fee each pay period from the employee's income when support or maintenance funds are withheld or the statutory fee, whichever is more.

9.3.5 Regular pay statement normally due on the 10<sup>th</sup> or 26<sup>th</sup> of a month will be paid on the last workday prior to these dates if they fall on a weekend or holiday.

9.3.6 Duty and Coaching Stipends are paid on the first payroll in December and the first payroll in June. **Time cards for extra duty are to be turned in within two weeks of the date of the duty.**

9.3.7 Mileage and other reimbursements are paid after formal approval of the Board of Education. (4<sup>th</sup> Tuesday of the month).

9.4 Voluntary in-house substitution shall be compensated at the rate of one-fifth (1/5) of the current substitute rate. The in-house substitution rate will only apply for a teacher who is subbing during a scheduled planning time or has taken an additional class in addition to their own. This shall apply to instructional classes only. Every effort will be made to obtain a substitute for each classroom or specialist teacher as needed. Internal substitutions will only occur in an emergency situation.

9.5 Teachers shall be compensated for the use of their automobiles for school business which has been authorized by the Superintendent. The mileage rate shall be set by the IRS Guidelines.

## 9.6 SALARY SCHEDULE CREDIT

- 9.6.1 Credits earned shall be usable to meet the requirements for a degree in education or directly applicable to field in which the teacher is teaching.
- 9.6.2 Special courses for which remuneration is sought are subject to the approval of the Superintendent and/or the Board.
- 9.6.3 Teachers must have hours in an approved college graduate program **or in a program leading to an additional endorsement on the Professional Educator License (PEL)** to gain credit for work above BA+9 hours. Coursework eligible for reimbursement includes graduate courses related to the subject matter being taught by the teacher or designed for improvement of classroom instruction, or any course required as part of an approved master's degree program, **additional endorsement on PEL**, or higher. Subject to approval by the Superintendent, a teacher may gain credit for up to nine (9) hours above the BA without being enrolled in a master's degree program.

Tuition reimbursement will be at the actual cost of the course, up to the current campus rate per semester hour for a Master's Degree, based upon the Main Campus rate for Northern Illinois University plus \$50.00. Hours beyond the Master's Degree may also be reimbursed by the District up to current campus rate per semester hour for a Master's Degree for Northern Illinois for courses that lead to an additional approval on Educator's License, second Master's Degree or Doctorate, but not to exceed 6 semester hours per school year. The Superintendent's decision in this regard is final on undergraduate courses and graduate courses not related to the subject matter being taught by the teacher or designed for improvement of classroom instruction.

Lane changes at semester intervals will be allowed in September and February. Lane changes will be allowed on September 1 if, prior to August 31, the teacher provides the District with the grade transcript or original university grade report. If the documentation provided is a grade report, the teacher shall provide the District with an official transcript by November 1. A February lane change will occur only on the completion of a Masters. For all part-time employees the tuition reimbursement will be reimbursed half of the given rate.

- 9.6.4 In order for teachers to gain credit on the salary schedule for college work above a master's degree, the teacher must take college approved courses, subject to approval by the Superintendent.
- 9.6.5 Non-College credit professional growth incentive for teachers at or above a Master's Degree.

Non-graduate coursework beyond the Master's level may be reimbursed and used for salary advancement if the teacher has received prior written approval of the Superintendent based on his/her determination that such coursework will benefit the teacher's assignment or the District. Any teacher seeking such approval shall submit to the Superintendent a statement of the reasons why the course in question ought to be considered for approval. No more than the equivalent of three (3) credits can be applied towards lane movement. Evidence of completion of workshop must be submitted to the District Office within 12 months of the date of the workshop. No employee may receive CPDU credit for lane movement if the workshop was taken on a regularly scheduled work day. The Superintendent's decision in this regard is final and non-grievable.



Formal education referred to above could earn credit on the number of hours the class would meet as follows:

- Class hours from 5 to 11 = 0.5 semester credit
- Class hours from 12 to 18 = 1.0 semester credit
- Class hours from 19 to 25 = 1.5 semester credit
- Class hours from 26 to 32 = 2.0 semester credit
- Class hours from 33 to 39 = 2.5 semester credit
- Class hours from 40 to 46 = 3.0 semester credit

9.6.6 New hires to the district will not be reimbursed for classes for the first two years that they work in the district. After the completion of the second year, a teacher may be reimbursed up to \$1,000.00 per year until all reimbursements are paid for classes taken during the previous approved two years. These reimbursements will start 30 days after the beginning of the third year of employment. Teachers must always have classes pre-approved, even in the first two years of employment.

An exception to this would occur if directed by the Superintendent to take additional coursework for the purpose of achieving an additional endorsement on the PEL. Tuition reimbursement would follow 9.6.3

9.6.7 In evaluating prior teaching experience, full credit shall be given for the first five (5) years and one-half (1/2) credit for experience beyond five (5) years. Maximum years of experience allowable shall be ten (10).

9.6.8 Full credit shall be given for military service if the person was teaching when entering service, or had previous teaching experience. One-half (1/2) credit for military service shall be given if the person had no previous teaching experience, provided the person had, or was eligible to receive a teacher's certificate prior to entering service. In either case, the above shall be counted as experience outside the system.

9.6.9 Teachers will be given credit on the salary schedule in accordance to their prior teaching experience. This credit will be prorated to account for partial year experience. The provisions of Section 9.6.7 above also apply.

9.6.10 The longevity bonus that will be applied for those individuals (and only those individuals) who are not presently eligible for further movement downward on the salary schedule due to "bottoming Out" at MA+45. The individual longevity bonus will be calculated at a rate equal to:

Longevity bonus will be paid on the first payroll in October and the last payroll in May.

- FY 18 2%
- FY 19 2%
- FY 20 2%
- FY 21 2%
- FY 22 2%

**ARTICLE X****ACADEMIC FREEDOM**

- 10.1 Freedom to investigate, study and discuss is essential to the educative process. Students shall be encouraged to search for the facts about subjects of a controversial nature which are appropriate to their age and maturity. They shall be permitted to seek the truth without prejudice, and they shall be encouraged to withhold judgment while facts are being collected. The teacher shall, when expressing an opinion, identify it as a personal judgment.

**ARTICLE XI****SEPARABILITY**

- 11.1 If any provision of this Agreement or any application of this Agreement to any bargaining unit member or to any group of bargaining unit members is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- 11.2 It is further agreed that within thirty (30) days of receipt of notification of such findings by any court of competent jurisdiction, and upon written demand by either party, negotiations shall commence for the purpose of reaching agreement on the affected matter.
- 11.3 Any agreement reached and ratified under this procedure shall be reduced to writing, signed by each party, and made a part of the collective bargaining agreement.

**ARTICLE XII****MANAGEMENT RIGHTS**

- 12.1 It is understood and agreed that the Board has and retains all the customary and usual rights, functions and authority of management including setting of the school calendar.
- 12.2 The Board hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State and of the United States.
- 12.3 Except as provided in this agreement, the Board hereby retains and reserves unto itself the following rights:
- A. To the exclusive managerial, organizational and administrative control of the District and its properties and facilities.
  - B. To direct the work of its teachers, determine the time of operation and determine the kinds and levels of services to be provided and the methods and means of providing those services including entering into contracts with private vendors for services.
  - C. To hire and dismiss teachers, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, and to review, evaluate, and assign all such teachers.
  - D. To establish educational policies, goals and objectives; to ensure rights and educational opportunities of students; to determine staffing patterns; to determine the number and kinds of teachers required in order to maintain the efficiency of District operations with input from the Association where feasible.
  - E. To build, move or modify facilities; establish budget procedures and determine budgetary allocation; and take action on any matter in the event of an emergency.
- 12.4 The exercise of the foregoing powers, right, authority, duties, responsibilities by the Board, in adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of the agreement.

**ARTICLE XIII**

**NEGOTIATIONS PROCEDURE**

- 13.1 The Board and Association shall commence bargaining for a successor agreement on or before April 1 of the last year of this agreement.
- 13.2 It is agreed that the Board and Association will, in a prompt and timely manner, jointly request the services of the Federal Mediation and Conciliative Service (FMCS), if both parties to this agreement declares impasse. Should FMCS be unavailable, the parties shall immediately commence discussions as to a mutually acceptable replacement. In the event the parties cannot agree upon a replacement the Illinois Education Labor Relations Board will be notified.
- 13.3 Either party may utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.
- 13.4 Good faith, for the purpose of this agreement, is defined as the willingness of both parties to meet, discuss the issues, and make proposals and counter-proposals in an effort to reach an agreement. It does not imply acquiescence or concession to either party's demands in whole or in part.

**ARTICLE XIV**

**NO STRIKE**

- 14.1 The Association agrees not to strike or engage in or support or encourage any concerted refusal to render full and complete service to the Board of Education for the duration of this agreement.

**ARTICLE XV**

**DURATION OF AGREEMENT**

This Agreement shall be effective as of July 1, 2017 and shall continue in effect until the 30th day of June, 2022. This Agreement shall expire at such expiration date unless it is extended for a specific period of periods by mutual written agreement of the parties or is replaced by a Successor Agreement.

For the Board of Education

For the Association

---

President                      Date

---

President                      Date

**APPENDIX I**

**SALARY SCHEDULE**

- FY-18: Step plus 2.0% to base
- FY-19: Step plus 1.5% to base\*
- FY-20: Step plus 1.5% % to base\*
- FY-21: Step plus 1.5% to base\*
- FY-22: Step plus 1.5% % to base\*

No teacher shall receive more than a 6% increase over the previous year's total TRS reportable compensation. If an employee's contracted increase exceeds 6%, the remaining dollar amount will be carried over to the next year's salary. **If an employee has carry over amounts but elects to terminate employment with the district, the carryover will be remitted as a lump sum payment in the October following date of termination of employment as a post-employment benefit.**

**\*Increases as presented are binding in absence of a mutually agreed upon dissolution of the salary schedule as studied by a committee which consists of superintendent, business manager, and four (4) teachers with a minimum of one from each attendance center.**

**SIDE LETTER OF INTENT**

If during the duration of this contract, state guidelines for recertification allow for districts to determine their own criteria for recertification, a committee consisting of the Administrators, Board of Education members, and Association representatives (chosen by the Association) will meet to discuss the criteria and the impact of the criteria upon the bargaining unit employees. This criteria will be ratified by both parties separate from this agreement.

For the Board of Education

For the Association

\_\_\_\_\_  
President

\_\_\_\_\_  
President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

Marengo-Union Elementary CSD #165  
MAEA Salary Schedule  
FY 2017-18

Step	BA	BA+9	BA+18	BA+24	MA	MA+9	MA+18	MA+27	MA+36	MA+45	Grandfathered MA
1	37,656	38,248	38,985	39,816	40,665	42,417	43,339	44,893	45,674	46,586	41,496
2	38,409	39,013	39,764	40,610	41,479	43,264	44,206	45,792	46,586	47,519	42,326
3	39,178	39,792	40,559	41,423	42,309	44,130	45,089	46,708	47,519	48,469	43,173
4	39,963	40,617	41,369	42,250	43,153	45,013	45,989	47,639	48,468	49,436	44,033
5	40,759	41,398	42,197	43,096	44,014	45,910	46,908	48,589	49,434	50,424	44,912
6	41,571	42,224	43,037	43,953	44,895	46,827	47,844	49,559	50,421	51,429	45,811
7	42,403	43,066	43,898	44,832	45,789	47,763	48,798	50,548	51,427	52,457	46,723
8	43,248	43,924	44,774	45,727	46,703	48,714	49,773	51,558	52,455	53,504	47,656
9	44,110	44,802	45,668	46,641	47,637	49,687	50,766	52,586	53,501	54,571	48,609
10	44,991	45,698	46,578	47,570	48,586	50,679	51,781	53,653	54,569	55,660	49,577
11	45,890	46,610	47,510	48,545	50,735	52,922	54,071	55,991	56,965	58,104	51,770
12	46,807	47,540	48,455	49,511	51,749	53,977	55,150	57,109	58,103	59,265	52,805
13	47,740	48,729	49,424	50,501	52,781	55,055	56,250	58,249	59,262	60,445	53,858
14	48,693	49,455	50,409	51,508	53,836	56,154	57,373	59,412	60,443	61,652	54,934
15	49,665	50,443	51,416	52,536	54,910	57,274	58,519	60,596	61,651	62,885	56,030
16	50,656	51,450	52,441	53,584	56,005	58,419	59,684	61,807	62,882	64,141	57,149
17	51,666	52,476	53,489	54,655	57,124	59,584	60,879	63,040	64,138	65,421	58,290
18		53,523	54,557	55,746	58,263	60,774	62,095	64,298	65,417	66,723	59,453
19			55,646	56,859	59,427	61,988	63,331	65,582	66,721	68,057	60,640
20			56,757	57,994	60,612	63,223	64,597	66,890	68,053	69,414	61,851
21					61,823	64,485	65,887	68,225	69,413	70,801	63,085
22					63,058	65,772	67,202	69,587	70,797	72,214	64,345
23						67,084	68,542	70,977	72,212	73,656	
24							69,911	72,393	73,651	75,125	
25								73,839	75,125	76,626	
26								75,313	76,622	78,154	
27								76,816	78,151	79,715	

Marengo-Union Elementary CSD #165  
MAEA Salary Schedule  
FY 2018-2019

Step	BA	BA+9	BA+18	BA+24	MA	MA+9	MA+18	MA+27	MA+36	MA+45	Grandfathered MA
1	38,221	38,822	39,570	40,413	41,275	43,053	43,989	45,567	46,359	47,285	42,118
2	38,985	39,598	40,360	41,219	42,102	43,913	44,869	46,479	47,285	48,232	42,961
3	39,766	40,389	41,168	42,045	42,943	44,792	45,765	47,408	48,232	49,196	43,820
4	40,562	41,227	41,990	42,884	43,800	45,688	46,679	48,354	49,195	50,178	44,694
5	41,371	42,019	42,830	43,742	44,674	46,599	47,611	49,318	50,176	51,180	45,585
6	42,195	42,857	43,682	44,612	45,569	47,530	48,562	50,302	51,177	52,201	46,498
7	43,039	43,712	44,556	45,505	46,476	48,479	49,530	51,306	52,199	53,243	47,424
8	43,897	44,583	45,446	46,412	47,403	49,445	50,520	52,331	53,241	54,307	48,371
9	44,772	45,475	46,353	47,340	48,352	50,433	51,528	53,375	54,304	55,390	49,338
10	45,666	46,384	47,277	48,283	49,314	51,439	52,558	54,458	55,388	56,495	50,321
11	46,578	47,309	48,222	49,273	51,496	53,716	54,882	56,831	57,819	58,976	52,547
12	47,509	48,253	49,182	50,253	52,525	54,787	55,978	57,965	58,975	60,154	53,597
13	48,456	49,460	50,165	51,259	53,573	55,880	57,094	59,123	60,151	61,352	54,666
14	49,423	50,197	51,166	52,281	54,643	56,996	58,234	60,303	61,350	62,577	55,758
15	50,410	51,200	52,187	53,324	55,733	58,133	59,397	61,505	62,576	63,828	56,870
16	51,416	52,222	53,228	54,387	56,845	59,296	60,580	62,734	63,825	65,103	58,006
17	52,441	53,263	54,291	55,474	57,981	60,478	61,792	63,986	65,100	66,402	59,164
18		54,326	55,375	56,582	59,137	61,685	63,026	65,262	66,398	67,724	60,345
19			56,481	57,712	60,319	62,918	64,281	66,566	67,722	69,078	61,550
20			57,608	58,864	61,522	64,171	65,566	67,893	69,074	70,455	62,779
21					62,751	65,453	66,875	69,248	70,454	71,863	64,031
22					64,004	66,758	68,210	70,631	71,859	73,297	65,310
23						68,091	69,570	72,041	73,295	74,761	
24							70,959	73,479	74,756	76,252	
25								74,946	76,252	77,776	
26								76,442	77,772	79,327	
27								77,968	79,324	80,911	

Marengo-Union Elementary CSD #165  
MAEA Salary Schedule  
FY 2019-2020

Step	BA	BA+9	BA+18	BA+24	MA	MA+9	MA+18	MA+27	MA+36	MA+45	Grandfathered MA
1	38,795	39,404	40,164	41,019	41,894	43,699	44,649	46,250	47,054	47,995	42,750
2	39,570	40,192	40,966	41,838	42,733	44,572	45,542	47,176	47,995	48,955	43,605
3	40,362	40,995	41,785	42,675	43,587	45,464	46,452	48,120	48,955	49,934	44,477
4	41,170	41,845	42,620	43,527	44,457	46,373	47,379	49,079	49,933	50,931	45,364
5	41,991	42,649	43,473	44,399	45,344	47,298	48,326	50,057	50,928	51,948	46,269
6	42,828	43,500	44,338	45,281	46,252	48,243	49,290	51,057	51,945	52,984	47,196
7	43,685	44,368	45,225	46,187	47,173	49,206	50,273	52,076	52,982	54,042	48,135
8	44,555	45,252	46,127	47,109	48,114	50,187	51,277	53,116	54,040	55,121	49,097
9	45,443	46,157	47,049	48,050	49,077	51,189	52,301	54,176	55,118	56,220	50,078
10	46,351	47,079	47,986	49,008	50,054	52,210	53,346	55,275	56,218	57,343	51,076
11	47,277	48,019	48,946	50,012	52,268	54,521	55,706	57,683	58,687	59,861	53,335
12	48,222	48,977	49,920	51,007	53,313	55,609	56,817	58,835	59,859	61,056	54,401
13	49,183	50,202	50,918	52,028	54,376	56,719	57,950	60,010	61,053	62,272	55,486
14	50,164	50,949	51,933	53,065	55,463	57,851	59,107	61,208	62,270	63,515	56,595
15	51,166	51,968	52,970	54,124	56,569	59,005	60,288	62,428	63,514	64,786	57,723
16	52,187	53,005	54,026	55,203	57,698	60,185	61,488	63,675	64,783	66,079	58,876
17	53,228	54,062	55,105	56,307	58,851	61,385	62,719	64,945	66,076	67,398	60,052
18		55,141	56,206	57,431	60,024	62,611	63,971	66,241	67,394	68,740	61,250
19			57,328	58,577	61,223	63,862	65,245	67,564	68,738	70,114	62,473
20			58,472	59,747	62,444	65,134	66,549	68,911	70,110	71,512	63,720
21					63,692	66,434	67,878	70,287	71,511	72,941	64,992
22					64,964	67,760	69,233	71,691	72,937	74,397	66,289
23						69,112	70,614	73,122	74,395	75,882	
24							72,024	74,582	75,877	77,396	
25								76,071	77,396	78,943	
26								77,589	78,938	80,517	
27								79,138	80,514	82,124	



Marengo-Union Elementary CSD #165  
MAEA Salary Schedule  
FY 2020-2021

Step	BA	BA+9	BA+18	BA+24	MA	MA+9	MA+18	MA+27	MA+36	MA+45	Grandfathered MA
1	39,376	39,995	40,766	41,634	42,523	44,354	45,318	46,944	47,760	48,714	43,391
2	40,164	40,795	41,580	42,465	43,374	45,241	46,225	47,884	48,714	49,689	44,259
3	40,968	41,610	42,412	43,315	44,241	46,146	47,149	48,841	49,689	50,683	45,145
4	41,788	42,473	43,259	44,180	45,124	47,069	48,089	49,815	50,682	51,695	46,045
5	42,621	43,289	44,125	45,065	46,025	48,007	49,050	50,808	51,692	52,727	46,963
6	43,470	44,153	45,003	45,961	46,946	48,966	50,030	51,823	52,724	53,779	47,904
7	44,340	45,034	45,903	46,880	47,880	49,944	51,027	52,857	53,776	54,853	48,857
8	45,223	45,931	46,819	47,815	48,836	50,939	52,046	53,913	54,851	55,948	49,833
9	46,125	46,849	47,755	48,771	49,813	51,957	53,085	54,988	55,945	57,064	50,830
10	47,046	47,785	48,706	49,743	50,805	52,994	54,147	56,104	57,062	58,203	51,842
11	47,986	48,739	49,680	50,762	53,052	55,339	56,541	58,548	59,567	60,758	54,135
12	48,945	49,712	50,668	51,772	54,112	56,443	57,670	59,717	60,757	61,972	55,217
13	49,921	50,955	51,682	52,808	55,192	57,569	58,819	60,910	61,969	63,206	56,318
14	50,917	51,714	52,712	53,861	56,295	58,719	59,994	62,126	63,204	64,468	57,443
15	51,933	52,747	53,765	54,936	57,418	59,890	61,193	63,364	64,467	65,758	58,589
16	52,970	53,800	54,837	56,031	58,563	61,088	62,411	64,630	65,754	67,071	59,759
17	54,026	54,873	55,932	57,151	59,733	62,306	63,660	65,920	67,067	68,409	60,953
18		55,968	57,049	58,292	60,925	63,550	64,931	67,235	68,405	69,771	62,168
19			58,188	59,456	62,142	64,820	66,224	68,578	69,769	71,166	63,410
20			59,349	60,643	63,381	66,111	67,547	69,945	71,162	72,585	64,676
21					64,647	67,431	68,897	71,341	72,584	74,035	65,967
22					65,939	68,776	70,271	72,766	74,031	75,513	67,284
23						70,149	71,673	74,219	75,510	77,021	
24							73,104	75,700	77,015	78,557	
25								77,212	78,557	80,127	
26								78,753	80,122	81,724	
27								80,325	81,721	83,356	

Marengo-Union Elementary CSD #165  
MAEA Salary Schedule  
FY 2021-2022

Step	BA	BA+9	BA+18	BA+24	MA	MA+9	MA+18	MA+27	MA+36	MA+45	Grandfathered MA
1	39,967	40,595	41,378	42,259	43,161	45,020	45,998	47,648	48,476	49,445	44,042
2	40,766	41,407	42,204	43,102	44,025	45,919	46,918	48,602	49,445	50,435	44,923
3	41,582	42,234	43,048	43,965	44,905	46,838	47,856	49,574	50,435	51,444	45,822
4	42,415	43,110	43,908	44,843	45,801	47,775	48,811	50,562	51,443	52,470	46,735
5	43,260	43,938	44,787	45,741	46,715	48,727	49,786	51,570	52,468	53,518	47,668
6	44,122	44,815	45,678	46,650	47,650	49,701	50,780	52,600	53,515	54,585	48,622
7	45,005	45,709	46,591	47,583	48,599	50,693	51,792	53,650	54,583	55,675	49,590
8	45,902	46,620	47,521	48,533	49,569	51,703	52,827	54,722	55,673	56,787	50,581
9	46,817	47,552	48,471	49,503	50,560	52,736	53,882	55,813	56,784	57,920	51,592
10	47,752	48,502	49,437	50,489	51,567	53,789	54,959	56,945	57,918	59,076	52,619
11	48,706	49,470	50,425	51,524	53,848	56,169	57,389	59,427	60,461	61,670	54,947
12	49,679	50,457	51,428	52,549	54,924	57,290	58,535	60,613	61,669	62,902	56,046
13	50,670	51,720	52,457	53,600	56,020	58,433	59,702	61,824	62,899	64,154	57,163
14	51,681	52,489	53,503	54,669	57,139	59,600	60,894	63,058	64,152	65,435	58,305
15	52,712	53,538	54,571	55,760	58,279	60,789	62,110	64,315	65,434	66,744	59,468
16	53,765	54,607	55,659	56,872	59,442	62,004	63,347	65,600	66,741	68,077	60,655
17	54,836	55,696	56,771	58,008	60,629	63,241	64,614	66,908	68,073	69,435	61,867
18		56,808	57,905	59,167	61,839	64,503	65,905	68,243	69,431	70,818	63,101
19			59,061	60,348	63,074	65,792	67,217	69,606	70,816	72,234	64,361
20			60,240	61,553	64,332	67,102	68,560	70,994	72,229	73,674	65,646
21					65,617	68,442	69,930	72,411	73,672	75,146	66,956
22					66,928	69,808	71,325	73,858	75,142	76,645	68,293
23						71,201	72,748	75,332	76,643	78,176	
24							74,201	76,836	78,171	79,735	
25								78,370	79,735	81,329	
26								79,934	81,324	82,950	
27								81,530	82,947	84,607	

### Stipend Schedule

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
PBIS Internal Coach	\$ 541.11	\$ 560.05	\$ 579.65	\$ 599.94	\$ 620.94
PBIS External Coach	\$ 811.67	\$ 840.08	\$ 869.48	\$ 899.91	\$ 931.41
Scholastic Bowl	\$ 848.79	\$ 878.49	\$ 909.24	\$ 941.06	\$ 974.00
Student Clubs (BOE Approved)	\$ 820.07	\$ 848.77	\$ 878.48	\$ 909.23	\$ 941.05
Student Council (Less than 6 activities/year)	\$ 1,026.66	\$ 1,062.59	\$ 1,099.78	\$ 1,138.27	\$ 1,178.11
Student Council (More than 6 activities/year)	\$ 1,777.76	\$ 1,839.98	\$ 1,904.38	\$ 1,971.03	\$ 2,040.01
Dean of Students	\$ 11,851.69	\$ 12,266.50	\$ 12,695.83	\$ 13,140.19	\$ 13,600.09
Athletic Director	\$ 4,600.00	\$ 4,761.00	\$ 4,927.64	\$ 5,100.10	\$ 5,278.61
Supervision outside of the school day ( <i>hourly rate</i> ) (Includes bus duty)	\$ 15.45	\$ 15.45	\$ 15.45	\$ 15.45	\$ 15.45
Timekeeper ( <i>hourly rate</i> )	\$ 15.45	\$ 15.45	\$ 15.45	\$ 15.45	\$ 15.45
Instructional support outside of school day or school year ( <i>hourly rate</i> )	\$ 27.06	\$ 28.01	\$ 28.99	\$ 30.00	\$ 31.05
Mentoring Stipend-1 <sup>st</sup> Year	\$ 547.88	\$ 567.06	\$ 586.91	\$ 607.45	\$ 628.71
Mentoring Stipend-2 <sup>nd</sup> year	\$ 273.94	\$ 283.52	\$ 293.45	\$ 303.72	\$ 314.35
Yearbook -Locust	\$ 820.07	\$ 848.77	\$ 878.48	\$ 909.23	\$ 941.05
Yearbook-Grant/MCMS	\$ 820.07	\$ 848.77	\$ 878.48	\$ 909.23	\$ 941.05

<b>Head Coaching Positions *</b>	1-2 years	3-4 years	5-6 years	7-8 years	9 + years
7 <sup>th</sup> and 8 <sup>th</sup> Girls Basketball, 7 <sup>th</sup> and 8 <sup>th</sup> Grade Boys Basketball, Boys and Girls Track, Cross Country, Volleyball, Soccer	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00
6 <sup>th</sup> Grade Boys and Girls Basketball, Cheerleading	\$ 1,950.00	\$ 2,050.00	\$ 2,150.00	\$ 2,250.00	\$ 2,350.00

<b>Asst. Coaching Positions *</b>	1-2 years	3-4 years	5-6 years	7-8 years	9 + years
Girls and Boys Track	\$ 1,500.00	\$ 1,575.00	\$ 1,650.00	\$ 1,725.00	\$ 1,800.00

**\*1/2-year credit will be granted for newly hired coaches up to 10 years of previous experience.  
Current coaches will be placed in the stipend matrix on actual years of service as MCMS Coach.**