

Master Contract

Worth Education Association

And

Board of Education

Worth School District 127

July 1, 2023

Through

June 30, 2027

PREAMBLE	1
ARTICLE I	1
RECOGNITION	1
1.2 Limits	1
1.3 District Caucus.....	2
1.4 Management Rights	2
ARTICLE II	2
TEACHER AND ASSOCIATION RIGHTS	2
2.1 Right to Organize.....	2
2.2 Non-discrimination	2
2.3 Right of Representation	2
2.4 Personnel File.....	3
2.5 School Code Rights.....	3
2.6 Parent Complaint	3
2.7 INTENTIONALLY LEFT BLANK	3
2.8A Meetings, Notices and General Information	4
2.8B Information	4
2.9 Faculty Directory	5
ARTICLE III.....	5
EMPLOYMENT CONDITIONS	5
3.1 School Calendar	5
3.2 Teacher Work Day	5
3.3 Teaching Load and Class Size	6
3.4 Notification of Assignment.....	7
3.5 Student Discipline.....	7
3.6A Vacancies.....	7
3.6B Transfers	8
3.7 Special Education Support.....	8
3.8 INTENTIONALLY LEFT BLANK	8
3.9 Seniority List.....	9
3.10 Current Information	9

3.11 No Classroom.....	9
3.12 Student Teacher and Student Observer Assignments	9
ARTICLE IV	9
TEACHER EVALUATION	9
TEACHER MENTORING	10
ARTICLE V	10
TEACHER TERMINATION AND REDUCTION-IN-FORCE.....	10
5.1A Teacher Discipline-Rules and Regulations	10
5.1B Disciplinary Meeting.....	10
5.1C Teacher Discipline Other than Dismissal	11
5.1D Teacher Suspension Without Pay	11
5.2A Teacher Dismissal and Non-Renewal	11
5.2B Tenured Teacher Resignation.....	11
5.3 Reduction in Force.....	11
5.4 Teacher Termination/Effect on Rights.....	13
ARTICLE VI	13
TEACHER COMPENSATION AND FRINGE BENEFITS	13
6.1 Experience Credit.....	13
6.2 School Year-Salary Schedule	13
6.3 Salary Checks.....	13
6.4 Payroll Installments	13
6.5 Pay Dates	13
6.6 Staff or Curriculum Development Activities.....	13
6.7 Substitute Pay /Extra Period Pay/Lunch Supervision/Interpreting/Translating.....	14
6.8 Extracurricular Activity Compensation	14
6.8.1 Summer School	16
6.9 Mileage Allowance	16
6.10 Liability Insurance	17
6.11 Health Insurance	17
6.12 Dental, Vision and Life Insurance	18
6.13 Tax Sheltered Annuities.....	19

6.14 Workers Compensation.....	19
6.15 Credit Union.....	19
6.16 Tuition Reimbursement	19
6.17 Retirement Incentive	20
6.18 National Board Certification.....	21
ARTICLE VII.....	21
LEAVES	21
7.1A Sick Leave	21
7.1B Bereavement Leave	22
7.1C Reporting Absences.....	22
7.1D Unused Sick Days.....	22
7.2 Personal Business Leave.....	23
7.3 Birth or Adoption Leave	23
7.4 Educational Leave.....	24
7.5 Military Leave.....	24
7.6 General Leave	24
7.7 Association Leave.....	25
7.8 Jury Duty Leave.....	26
7.9 Temporary Leave	26
7.10 Family and Medical Leave.....	26
7.11 Injury on the Job	27
ARTICLE VIII.....	27
GRIEVANCE PROCEDURE.....	27
8.1 Definition	27
8.2 Procedures.....	27
8.3 INTENTIONALLY LEFT BLANK.....	28
8.4 No Reprisals Clause.....	29
8.5 Class Grievance	29
8.6 Association Participation	29
8.7 Board-Administration Cooperation	29
8.8 Grievance Withdrawal	29

8.9 No Written Response	29
8.10 INTENTIONALLY LEFT BLANK.....	29
8.11 Settlement	29
ARTICLE IX	29
NEGOTIATIONS PROCEDURE	29
9.1 Negotiations Procedure.....	29
9.2 Negotiation Items.....	30
9.3 Ratification and Distribution.....	30
9.4 Non-discrimination	30
9.5 Appeal.....	30
9.6 Attendant Costs.....	31
ARTICLE X.....	31
EFFECT OF AGREEMENT	31
10.1 Complete Understanding	31
10.2 Individual Contracts.....	31
10.3 Savings Clause.....	31
10.4 No Strike Clause	31
10.5 Term of Agreement.....	31
SALARY SCHEDULE PROVISIONS	32
APPENDIX A – Salary Guides	34

PREAMBLE

The Board of Education of District 127 as the employing agent (hereinafter referred to as the "Board") and the Worth Education Association, (hereinafter referred to as the "Association") hereby concur that providing a high quality of education for the children of District 127 is a common responsibility requiring consultation among the Board, the superintendent, the administrative staff and the members of the teaching staff. Since these groups share the ultimate aim of providing the best educational opportunities for the children of District 127 consistent with the community's resources, a good relationship among these groups must be maintained and strengthened. The common objectives and responsibilities of these groups can best be advanced if each utilizes the abilities, experiences and judgments of the others in formulating policies and making decisions which directly affect the quality of the educational program and professional services.

ARTICLE I RECOGNITION

1.1 Definition of Unit

The Board recognizes that the best interests of public education will be served by establishing procedures to provide for an orderly method for representatives of the Board and representatives of the Association to negotiate matters which directly affect professional services, to reach mutually satisfactory agreement on these matters, and to appeal through professional and educational channels in the event of impasse. To this end, the Board recognizes the Worth Education Association as exclusive bargaining agent for certificated personnel for whom annual salaries are determined from the teacher salary schedule which is a part of this contract.

a. Definition of a Teacher - When used hereinafter in this Agreement, the word "teacher" shall refer to a member of this bargaining unit described as all certified personnel whose primary assignment is 51% or more spent in direct teaching or providing special services for students, including speech therapists, social workers, and ELL teachers.

b. The term teacher shall not include superintendent, principals, assistant principals, special education director, or any personnel not meeting the "51%" or more criteria in 1.1a.

1.2 Limits

The Board and/or the Administration agrees not to negotiate with any other teacher organization, individual teacher, or group of certified employees with regard to items on which it has a duty to bargain under the Illinois Educational Labor Relations Act unless otherwise provided for in this Agreement, or unless mutually agreed to by the parties during the term of this Agreement. In the event a proposed change in working conditions develops, the Administration and the Association shall meet to bargain the proposed change.

1.3 District Caucus

The WEA and the Superintendent shall engage in the creation of a District Caucus, comprised of the Superintendent, the WEA Executive Board, and the Building Representatives from each building. The purpose of the District Caucus is to provide the WEA an opportunity to communicate in a unified way with the Superintendent. The District Caucus will bring forward any questions or concerns from WEA members, as well as discuss resolution for such questions and concerns with the aim of enhancing staff and administrative communications. Meetings may be called by the WEA President or the Superintendent. Meetings shall be conducted within fifteen (15) business days from the date of the request. No additional compensation will be provided for participation in District Caucus meetings.

1.4 Management Rights

All management rights and functions, except those which are expressly, and clearly abridged by this Master Contract, shall remain vested in the Board. Legal responsibility for education is vested in the local Board of Education, and this responsibility of final decision-making cannot be lawfully delegated; however, the Board agrees to participate in good faith negotiations with the Worth Education Association provided that such good faith negotiations do not require either party to agree to a proposal or the making of a concession. Furthermore, the Association agrees to abide by policies as established by the Board, so long as those policies are not in conflict with the terms of this Agreement.

ARTICLE II TEACHER AND ASSOCIATION RIGHTS

2.1 Right to Organize

Teachers shall have the right to join or not to join the Association. Members shall have the right to organize and assist the Association and to participate in professional negotiations with the Board. The Board shall not discriminate against any teacher with respect to hours, wages, terms and conditions of employment for reasons of membership in the Association, participation in negotiations with the Board, or the institution of any grievance, complaint or proceeding under this agreement.

2.2 Non-discrimination

The parties agree that neither the Board, the Administration, nor the Association shall discriminate against any employee covered by this Agreement by reason of their membership or non-membership status in the Association, their participation in Association related activities, or their exercise of any right under this Agreement or under the Illinois Education Labor Relations Act.

2.3 Right of Representation

If a teacher covered by this Agreement shall be required to appear before the Board, said teacher shall be so notified by the superintendent of the time, place, and reason for such appearance at least 48 hours prior to the appearance. The teacher shall be entitled to have a representative of the Association present at the time of the meeting. If the representative is not readily available, the parties will mutually agree on a day and time to continue the

meeting, which day and time shall in no event be more than 30 (thirty) teacher work days later than the initially scheduled meeting.

If, following an initial fact gathering process, an administrator contemplates taking formal action against a teacher which will be noted in the teacher's personnel file, the administrator shall so notify the teacher in writing of his/her right to have an Association representative at the meeting to discuss the contemplated action. If a representative is not readily available, both parties will mutually agree upon a day and time.

2.4 Personnel File

A personnel folder for each teacher shall be on file in the District Office and shall contain the following:

- a. A completed application form.
- b. A copy of a teaching and/or administrative certificate from the Illinois State Board of Education registered with the appropriate authority.
- c. Complete official transcript of all college and/or university credits and other related professional credentials.
- d. Copies of evaluation reports.
- e. Other items pertinent to employment.

A teacher covered by this Agreement shall have the right to review the contents of his/her personnel file in accordance with the Illinois Personnel Record Review Act.

2.5 School Code Rights

Whenever any rights or benefits accorded teachers under the School Code of the State of Illinois or under other laws and regulations exceed the benefits accorded employees elsewhere in this contract, then such rights and benefits shall be incorporated into and become a part of this Agreement.

2.6 Parent Complaint

- a. If a principal receives a complaint from a parent, the principal shall discuss the complaint with the teacher as soon as possible but not more than 5 school days following the day the complaint was received, unless prohibited by Law Enforcement.
- b. If requested by the teacher, a teacher-principal conference shall be held to discuss the complaint and to try to resolve the complaint at the building level. The teacher may also request that the parent attend the conference; such request will be conveyed to the parent by the principal. The principal shall counsel and give direction to both the teacher and the parent to reach a solution to the problem which created the complaint.
- c. No disciplinary action will be initiated against a teacher, nor will any document regarding the complaint be placed in the teacher's personnel file, until resolution of the complaint has been attempted.

2.7 INTENTIONALLY LEFT BLANK

2.8A. Meetings, Notices and General Information

The Association shall have the right to use school facilities for meetings provided that:

1. Regular meeting dates shall be submitted to the superintendent on or before March 1st and will be placed on the school calendar for the following school year. The Administration will make every effort not to schedule any other after school activities to conflict with these dates.
2. Special meetings of the membership shall be scheduled with the principal of the building to be used for the meeting at least 24 hours prior to the meeting (unless this requirement is waived by mutual consent), provided that no prior notice shall be required for meetings of special WEA committees. The WEA shall have access to the facilities for the meetings described above unless the requested facility is unavailable due to prior commitments. It is further agreed that all meetings shall be held during non-school time and shall not interfere with any facet of school's instructional, administrative, or extracurricular programs.
3. The Association shall also have the right to use duplicating equipment provided use is during non-school time and that the District is reimbursed for the cost of materials. The Association may post notices on bulletin boards designated for faculty use provided such notices do not malign the Board or administration; and further, the Association may also have access to the use of school mailboxes and e-mail of teachers covered by this Agreement and may use the District's regularly scheduled inter-school mail service for circulation of meeting and other notices. No postings may be placed or notices delivered in any area where students are or may be present.
4. The WEA's Region 28 Representative, or substitute if necessary, will be allowed to attend monthly regional meetings.

2.8B. Information

1. Public, available and assembled information concerning the financial condition of the District shall be available on the District's website. Additional information may be requested in accordance with applicable law.
2. The following shall be available on the District's website:
 - a. A copy of the official Board agenda before each regular and special Board meeting at least 48 hours prior to the meeting.
 - b. a copy of the official Board minutes after each board meeting.
 - c. a copy of the official annual budget; and
 - d. a copy of all existing Board policies.
3. Provided the Board remains a participant in the Cooperative, the Association shall be furnished upon request with copies of the South Suburban Benefit Coop (health insurance plan) minutes, health plans, and any other pertinent information as they become available. If the Health Care insurance provider is changed, the parties shall meet to review the information available from that vendor and the information that

should be provided periodically to the WEA. Notification will be made in writing in advance of the affected changes.

2.9 Faculty Directory

- a. The Board shall provide teachers each school year with a digital directory, including names and positions of all employees, by September 30. Addresses and telephone numbers will be included at the discretion of each individual employee.
- b. Names and addresses of newly hired teachers shall be provided to the Association prior to the first day of school, or immediately following a hiring mid-school year. Position, salary step and lane will also be provided to the Association.

ARTICLE III EMPLOYMENT CONDITIONS

3.1 School Calendar

The Board of Education adopts a school calendar. Staff input relative to specific dates shall be solicited via the District Calendar Committee prior to action on the calendar. Efforts shall be made by the superintendent to have the calendar coincide with those of High School Districts 218 and 230. The Association understands and agrees that the determination of the school calendar should be based on the best interests of the students and the community as determined by the Board of Education in its discretion.

It is further understood by both parties that any changes in this Article required by State and/or Federal laws or regulations shall be incorporated and enacted as appropriate.

3.2 Teacher Work Day

- a. The length of the teacher day shall be seven hours and fifteen minutes (7 hours 15 minutes). The seven hours fifteen minutes shall be continuous. The Board of Education and the WEA agree to collaborate on the starting time of the school day with the understanding that the school day will not begin before 8:00 a.m. unless mutually agreed by both parties in writing. The Board of Education retains the right to determine the starting time of the school day when the start of the school day is 8:00 a.m. or later. Teachers at the Junior High School shall not be required to teach more than five (5) classes, but will be required to attend team planning on a daily basis. Team plan time is part of a teacher's work assignment and is not considered planning time. Additional duties may be assigned during team plan time without additional compensation, if reasonable effort is made to avoid disruption of team plan. Teachers may be required to substitute internally from time to time during team plan time. Such additional teaching shall not be considered teaching during a teacher's regular planning period or teaching a sixth class for purposes of additional compensation payable under Section 6.7 of this Agreement.

Work duties may be assigned during the 15 minutes before student attendance begins and the 15 minutes after student attendance ends, provided that that time is not considered part of a teacher's plan time.

The teacher work day shall include a 30 minute duty free lunch period to be scheduled by the building principal with limited variations as determined by the building principals and agreed to by affected teacher(s) not to exceed the length of the normal teacher work day to accommodate programs and services for students.

Exceptions to these hours shall be for staff meetings. Staff meetings may occur up to six (6) times per school year and shall last up to thirty (30) minutes per meeting. Dates for meetings will be determined throughout the school year but shall coincide with scheduled meetings of the Board of Education. Administration will give at least two (2) weeks advance notice before the meetings are to occur. There is no additional compensation for these meetings.

On parent/teacher conference day, teachers will participate with no total increase in the length of the teacher day. The starting and ending times for parent/teacher conference day will be determined by the Administration and published at the start of the school year. With prior Principal approval, teachers who hold additional conferences before and after school to accommodate parents unable to attend conference day will be compensated at the extra duty rate stated in Section 6.6 of this Agreement.

- b. All teachers shall be provided at least 225 minutes of planning time per week. The Administration will make every reasonable effort to provide daily unassigned preparation time for: 1) Elementary teachers (at least one plan period within the student day), 2) Junior High Teachers (one full class period). It is understood that this time is exclusive of common planning needed for special education and Junior High team plan time. In addition, reasonable efforts will be made to allow general education teachers and their special education co-teachers (resource and self-contained) a shared common plan time.
- c. All members covered by this bargaining agreement are required to be present at their school's Open House which shall be scheduled by the administration and be held for 1.5 hours during an evening within 30 school days of the start of the school year. In exchange for working 1.5 hours at open house, teachers shall be compensated with early release time of 1.5 hours on the day before Thanksgiving or Winter Break. The Calendar Committee shall annually determine when the early release time will be provided. Teachers who are absent from Open House shall be required to use one-half day sick or personal business leave as compensation for their absence.

3.3 Teaching Load and Class Size

In the best interests of quality education and to insure optimum teaching-learning conditions, every reasonable effort shall be made to maintain grade level class sizes of no more than 30 students. If any class exceeds thirty (30) students, the Building Principal shall meet with the teacher involved to discuss the situation and to consider the assignment of a paraprofessional.

3.4 Notification of Assignment

- a. All teachers shall be given written notice of their assignments for the forthcoming year no later than May 15th of the preceding school term. In the event that changes in assignments shall be necessary, the teacher(s) so affected shall be personally notified.
- b. If such changes are necessary during the school term, the teacher(s) so affected shall be notified ten (10) business days prior to such action being taken. If a change is made during the summer, the teacher shall be notified no less than ten (10) business days prior to the beginning of the school year, except in extraordinary circumstances. The teacher shall be provided with a written rationale for the proposed change and will be given an opportunity to meet with Administration to discuss the change.
- c. Teachers will be assigned to positions for which they are licensed and endorsed in compliance with ISBE regulations at the time the assignment is made.

3.5 Student Discipline

Although the Board recognizes that teachers have the responsibility for the maintenance of discipline within the classrooms and elsewhere in their presence as required by circumstances, the Board also recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in classrooms.

3.6A. Vacancies

Vacancies for teaching positions shall be posted on the District website and in the main office of each building for five (5) days. Each notice of vacancy shall be provided to the WEA by group email not less than five (5) days prior to posting. The Board retains sole discretion to determine whether or not a vacancy exists and whether or not to fill any vacancy. Except in case of emergency, no vacancy shall be filled on a permanent basis until such notice has been posted. "Emergency" in the context of this provision shall include its ordinary meaning as well as situations in which viable candidates present themselves for a difficult to fill specialty vacancy. Teachers must submit in writing their interest in bidding for the vacant position and/or new position when the position is posted. Each applicant shall receive a written notice of acceptance or rejection and if requested by the teacher, the Superintendent or his/her designee shall meet with the teacher to discuss the decision. The Board's selection of a candidate for a new or vacant position not otherwise required to be filled pursuant to Section 24-12 of the Illinois School Code shall be based on consideration of factors that include without limitation certifications, licensures, endorsements, qualifications, merit and ability (including performance evaluations if available), and relevant experience. Teachers who apply for a vacancy must possess the appropriate license and endorsement at the time the vacancy is posted. The length of continuing service with the School District shall not be considered a factor unless all other factors are determined by the Board to be equal. The Board's decision to select a particular candidate to fill a new or vacant position is not subject to review under the grievance procedure of this Agreement.

3.6B. Transfers

Any tenured teacher or any teacher eligible for contractual continued status in the forthcoming school term may apply for a transfer to another building. Such applications shall be in writing to the Superintendent or his/her designee and shall remain on file for one year. The Administration reserves the right to select the best qualified individual for any transfer. Seniority shall be the deciding factor if more than one qualified teacher requests the same transfer.

3.7 Special Education Support

1. Both parties recognize and acknowledge that the extent to which any individual student with disabilities should participate in general education programs must be appropriate to that student's unique needs as determined by the Individual Education Program (IEP).
2. Special Education:
 - a. Worth School District 127 will follow all special education State and Federal mandates by making available to students a full continuum of all programs and services based on needs as developed in each student's IEP (Individual Education Program).
 - b. Teachers may request attendance at professional development opportunities on the subject of special education.
 - c. The general education teacher shall be responsible for the presentation of the basic curriculum to all students. The general education teacher shall make modifications and adaptations to a student's program such as are called for as a matter of professional judgment, with input, support and resources provided by the special education teacher.
 - d. Reasonable effort will be made to allow general education teachers and special education teachers to receive equal opportunities for trainings and professional development with consultants.
 - e. General education teachers and special education teachers will collaborate on student grades.
 - f. No teacher is required to administer medicine, drugs, or medical invasive procedures to student(s). Any employee who administers oral medication to a student in substantial compliance with the prescription or written instructions of the student's physician or dentist shall be held harmless if there is any court or legal action as a result of the administration of medication or medical invasive procedures.
 - g. The above procedures are not subject to the grievance procedure or arbitration. However, this will not preclude a teacher from bringing the teacher's concerns to the Administrator and at the teacher's request, setting up a meeting to discuss such concerns.

3.8 INTENTIONALLY LEFT BLANK

3.9 Seniority List

Seniority list provided to teachers should reflect the date of employment, which shall be defined as the earlier of: first date of actual full-time work or the date of the Board's hiring as a full-time employee, with the order determined as listed in the minutes when multiple hirings occur at the same meeting. Teachers will be provided with an updated seniority list by February 1 of each school year.

3.10 Current Information

Teachers shall receive complete information regarding sick days, salary, lane and step, and all benefits no later than the first teacher attendance day. Teachers shall return completed salary verification forms to the Business Office no later than the fifth (5th) day of school. In the event that the information on the form is in dispute, a teacher shall return the form to the Business Office together with a written memorandum which details the basis for his or her belief that some or all of the information on the form is incorrect. If the Business Office agrees that some or all of the information on the form is incorrect, it shall create a new form that corrects the error(s) and the teacher shall return the corrected form no later than the fifth (5th) school day after its receipt.

3.11 No Classroom

Each teacher not having a permanent classroom or who are at times displaced because of shared classrooms, will be able to request from their building principal ancillary materials to support instruction.

3.12 Student Teacher and Student Observer Assignments

Teachers shall be given the choice of accepting or rejecting a student teacher or student observer. No teacher shall receive a student teacher or student observer for two consecutive semesters. All cooperating teachers will be tenured unless a tenured teacher in a subject area/grade level is not available or does not meet the requirements of the university's student teaching contract.

ARTICLE IV TEACHER EVALUATION

Teacher evaluations shall be conducted in accordance with the PERA Joint Agreement Evaluation Performance Plan and applicable law. The PERA Joint Agreement Evaluation Committee shall meet at least once before the end of each school year to review the Plan for the next school year. A principal shall not be prohibited from evaluating any teachers within a school during his or her first year as principal of such school.

It is agreed by the Board and the Association that, for the purposes of this Article, only procedural matters relating to the Evaluation Plan shall be grievable. Content and/or ratings are not grievable.

The Board of Education shall retain final authority for the approval of any revisions to the teacher evaluation plan not under the purview of the PERA committee as has been ratified by the WEA.

TEACHER MENTORING

Mentoring supports the success of teachers new to Worth School District 127. Non-tenured teachers will be required to participate in the District's mentoring plan as part of their regular professional responsibilities and will not be paid additional compensation as mentees. Participation will be required of new non-tenured teachers for two years.

The District will announce when mentors are needed. Mentors are selected by the district's administrative staff. A mentor is assigned to work with a staff member who is new to the district and may or may not be new to the teaching profession. The mentor is expected to work with the mentee throughout the school year. Specific duties and time commitments are outlined in the District 127 Mentoring Plan. The mentoring stipend for the 1st year teacher includes 2 days of summer work, and monthly mentor/mentee meetings. All meetings and summer work will be arranged by the staff of the Administrative Center.

Mentors will continue to work with 2nd year teachers but will have reduced responsibilities. The mentoring stipend for the 2nd year teacher includes quarterly (4) mentor/mentee meetings. All meetings will be arranged by the staff of the Administrative Center.

Mentors of 1st year teachers will be paid \$1000. The stipend shall be reduced by \$145 for each day that a mentor does not attend scheduled summer mentoring sessions. Mentors of 2nd year teachers will be paid \$500. Mentor stipends are paid twice per year, in the second paycheck of December and in the last paycheck in June. It is expected that any paperwork required of mentors be submitted in order for the final mentoring stipend to be paid.

ARTICLE V TEACHER TERMINATION AND REDUCTION-IN-FORCE

5.1A Teacher Discipline-Rules and Regulations

Rules and regulations governing teacher conduct shall be reasonable and enforcement of teacher discipline shall be fair and exercised for just cause.

5.1B Disciplinary Meeting

If an employee is required to attend a meeting where the employee reasonably believes that he or she may be subject to discipline, the employee shall be entitled to have an Association representative present at the employee's request. For purposes of this paragraph, discipline includes a written warning, a notice to remedy, unpaid suspension, or dismissal. The meeting shall take place within fifteen (15) school days after the occurrence giving rise to the potential discipline or the discovery of the occurrence, except in cases involving outside agencies or circumstances beyond the Administration's control. No meeting shall be unreasonably delayed because of the unavailability of any particular Association representative or administrator.

5.1C Teacher Discipline Other than Dismissal

All teacher discipline other than teacher dismissal, including suspension with or without pay, shall be subject to the grievance procedure, except that grievances based on an oral reprimand shall not be appealable to binding arbitration.

5.1D. Teacher Suspension Without Pay

Prior to being suspended without pay, a teacher shall be presented with a written description of the information which forms the basis for the suspension and shall be given the opportunity to meet with the administrator imposing the suspension in order to respond to or refute the information.

5.2A Teacher Dismissal and Non-Renewal

Tenured teacher dismissal is subject to the procedures set forth in 105 ILCS 5/24-12, and shall not be governed by the grievance procedure. The non-renewal of probationary teachers shall be subject to the procedures set forth in 105 ILCS 5/24-11, and shall not be subject to the grievance procedure or any provision of this Article.

5.2B Tenured Teacher Resignation

No teacher who has entered upon contractual continued service may terminate such service during the part of the school year when school is in session nor for a period of 30 days just prior to the beginning of the school term except by agreement of the Board and the teacher. No teacher entered upon contractual continued service shall terminate such service during any other part of the school year except by written notification to the Superintendent. Any teacher terminating said service not in accordance with this section is guilty of unprofessional conduct and shall be liable to the District for TWO THOUSAND DOLLARS (\$2,000.00) in liquidated damages to cover the cost of the emergency search for their replacement or for suspension of his or her teaching certificate, as provided under the law relating to the certification of teachers, for a period not to exceed one year unless there are extenuating circumstances to be determined by mutual agreement of the Board and the Association. In no event shall the Board seek both the recovery of liquidated damages and the suspension of certificate with respect to a resigning teacher.

5.3 Reduction in Force

A. In the event that the Board determines it to be necessary to reduce the number of certified employees in the school system or to discontinue some particular type of teaching service, then written notice is to be mailed to the teacher and also given to the teacher either by certified mail, return receipt requested, or personal delivery with receipt at least 45 days before the end of the school term together with a statement of honorable dismissal and the reasons therefor. The sequence of dismissal shall be as provided in B. below.

B. The sequence of dismissal shall be established each year by not less than 75 days before the end of the school term. A copy of the list shall be given to the Association President, provided that the Superintendent may, with notice to the Association, move teachers from one grouping to another during the period of time from 75 days until 45 days before the end of the school term. Each teacher will be categorized into one or more

positions which the teacher is qualified to hold based upon legal qualifications and any other qualifications established by the District in a job description in place no later than May 10 of the prior school year. Within each position the District shall establish four groupings of teachers qualified to hold the position as follows:

1. Grouping 1 shall consist of each teacher not in contractual continued service and who (i) has not received a performance evaluation rating, (ii) is employed for one school term or less to replace a teacher on leave, or (iii) is employed on a part time basis.
2. Grouping 2 shall consist of each teacher with a Needs Improvement or Unsatisfactory performance evaluation rating on either of the teacher's last 2 performance evaluation ratings.
3. Grouping 3 shall consist of each teacher with a performance evaluation rating of at least Proficient on both of the teacher's last 2 performance evaluation ratings, if 2 ratings are available, or on the teacher's last performance evaluation rating, if only one rating is available, unless the teacher qualifies for placement into grouping 4.
4. Grouping 4 shall consist of each teacher whose last 2 performance evaluation ratings are Excellent and each teacher with 2 Excellent performance evaluation ratings out of the teacher's last 3 performance evaluation ratings with a third rating of Proficient.

Among teachers qualified to hold a position, teachers must be dismissed in the order of their groupings, with teachers in grouping 1 dismissed first and teachers in grouping 4 dismissed last.

Within grouping 1, the sequence of dismissal is at the discretion of the Board. Within grouping 2, the sequence of dismissal must be based upon average performance evaluation ratings, with the teacher or teachers with the lowest average performance evaluation rating dismissed first. A teacher's average performance evaluation rating must be calculated using the average of the teacher's last 2 performance evaluation ratings, if 2 ratings are available, or the teacher's last performance evaluation rating, if only one rating is available, using the following numerical values: 4 for Excellent; 3 for Proficient; 2 for Needs Improvement; and 1 for Unsatisfactory. As between or among teachers in grouping 2 with the same average performance evaluation rating and within each of groupings 3 and 4, the teacher or teachers with the shorter length of continuing service with the school district must be dismissed first.

Teachers on extended leaves of absence as provided by this Agreement shall be subject to reduction in force on the same basis as those teachers in active service.

Nothing in this Agreement shall be construed as limiting the right of the Board to dismiss non-tenured teachers in accordance with Section 24-11 of the Illinois School Code.

5.4 Teacher Termination/Effect on Rights

Any teacher terminating contractual continued service shall forfeit all tenure and seniority rights.

**ARTICLE VI
TEACHER COMPENSATION AND FRINGE BENEFITS**

6.1 Experience Credit

Full credit shall be allowed for prior teaching experience through the fifth year, provided such experience was with a minimum of a Bachelor's degree and a valid certificate for the state in which the teacher was employed to teach. Social Workers with a Master's degree in Social Work shall be placed on the appropriate step in the MA+30 lane. Speech Pathologists with a Masters Degree in addition to certifications with the Illinois Division of Financial and Professional Regulation and the American Speech-Language-Hearing Association shall be placed on the appropriate step in the MA + 30 Lane. Salary schedule placement for newly employed teachers in hard to fill positions (ELL, bilingual, etc.) shall be at the discretion of the Superintendent, who may give credit for prior teaching experience as he or she determines to be appropriate. The WEA President must be notified prior to offering such credit.

6.2 School Year-Salary Schedule

The salary schedule shall be as set forth in Appendix A, which is attached to and incorporated in this Agreement. The schedule shall be based on a 180 day school calendar as adopted by the Board.

6.3 Salary Checks

Salary checks shall be distributed biweekly on Fridays. Checks shall be available in the office of the school to which the teacher is assigned during the school year and in the District Office at other times. If a teacher is absent on a regularly scheduled pay date and had not selected direct deposit, the check shall be mailed that day unless notification to the contrary is received.

6.4 Payroll Installments

Certified staff shall receive paychecks in 26 installments.

6.5 Pay Dates

A list of specific pay dates for the school year shall be distributed to all teachers by the fifth day of the school year.

6.6 Staff or Curriculum Development Activities

Teachers shall be paid at the rate of \$35 per hour, rounded up to the next quarter hour, for participation beyond the teacher work day for designated committee meetings, designated professional growth programs, Saturday detention, before and after school instructional

groups, and/or other meetings/activities approved in advance by the Superintendent, but not including staff meetings conducted pursuant to Section 3.2 above. Teachers will submit a Teacher Extra Duty Time Sheet to the Building Principal and include all eligible activities for which compensation is allowed under this Section. Compensation will be made in the next payroll period for which the Teacher Extra Duty Time Sheet was received in the Business Office by the payroll cutoff date.

6.7 Substitute Pay /Extra Period Pay/Lunch Supervision/Interpreting/Translating

1. All teachers that may be called upon to substitute during their regularly scheduled planning period (which does not include team planning time), or to attend an IEP meeting, 504 meeting, or scheduled meetings with a consultant will be reimbursed \$35 per class period. Teachers will submit a Teacher Extra Duty Time Sheet to the Building Principal and include the name of the teacher for whom the substitution was performed, or meeting attended. Compensation will be made for the class period or fractional portion thereof based on actual time spent in the next payroll period for which the Teacher Extra Duty Time Sheet was received in the Business Office by the payroll cutoff date.
2. Teachers who agree to teach six (6) classes shall receive additional compensation for the sixth class at a rate of 1/5 of BA Step 1.

6.8 Extracurricular Activity Compensation

SCHOOL	CLASSIFICATION	EXTRACURRICULAR ACTIVITY	# OF COACHES/ SPONSORS	COMPENSATION	
WJH	Conference	Track	2	\$ 1,545	Each
WJH	Conference	Volleyball	2	\$ 1,695	Each
WJH	Conference	Basketball – 8 th Grade	2	\$ 2,695	Each
WJH	Conference	Basketball – 7 th Grade	2	\$ 2,595	Each
WJH	Conference	Cheerleading*	1	\$ 2,195	
WJH	Conference	Cheerleading – Assistant Coach*	1	\$ 1,120	
WJH	Conference	Athletic Director	1	\$ 645	
WJH	Conference	Mathematics (Grades 7-8)*	1	\$ 845	
	Conference	Scholastic Bowl	1	\$ 845	
WJH	Conference	Declamation	1	\$ 745	
WJH	Activities	Student Council	1	\$ 2,345	
WJH	Music	Band (at least five performances)	1	\$ 3,720	
WJH	Music	Chorus (at least three performances)	1	\$ 995	
WE	Activities	Student Council	1	\$ 845	
WW	Activities	Student Council	1	\$ 845	
WE/WW	Activities	Math Bowl Primary (Grades 1-2)	1	\$ 770	
WE/WW	Activities	Math Bowl Intermediate (Grades 3-4)	1	\$ 770	
WE/WW/WJH	Activities	Math Bowl Intermediate (Grades 5-6)	1	\$ 770	
WJH	Activities	Math Bowl Intermediate (Grades 7-8)	1	\$ 770	

*Includes all competitions

Extracurricular activities are those activities that occur either before and/or after the normal student hours of the regularly scheduled school day. Teachers will receive extracurricular compensation as set forth above for those extracurricular activities that do not occur during the hours of the regularly scheduled student day. Teachers will not be permitted to engage in multiple extracurricular activities that require the sponsor/coach to be present in both activities at the same time without the prior approval of the Superintendent.

As part of Administrative Policy, each extracurricular activity will have a job description which will state the qualifications required for the activity, compensation information, standards of performance, amount of time required to be spent, and a complete list of the responsibilities and duties of the position. At the beginning of the school year, sponsors and coaches will be given the job description and will be required to comply with its specifications. Each sponsor/coach will be required to keep a log that details the coach/sponsor's work on the extracurricular activity including dates, times, and hours worked for each meeting, event, practice, competition, and other significant activity pertinent to the extracurricular activity, etc. The written, detailed log shall be submitted to the Principal by the end of each month.

By the end of the first week of the school year, sponsors of full-year extracurricular activities will present a written schedule of projected meeting dates, activities, events, practices, competitions, etc. to the Principal for approval. The sponsor may not begin any activities associated with the extracurricular activity until the schedule has been submitted and the Principal has approved it. The sponsor should notify the Principal of any changes to the schedule as soon as possible. Changes to the submitted calendar must be pre-approved by the Principal.

Prior to the start of the sports season, each coach will complete and submit to the Principal a calendar indicating the projected practice schedule (dates and times), and the projected game schedule for the sport including conference meets and/or tournaments. The coach may not begin any activities associated with the sport until the schedule has been submitted and the Principal has approved it. The coach should notify the Principal of any changes to the schedule as soon as possible. Changes to the submitted calendar must be pre-approved by the Principal.

Sponsors or coaches who take a sick day may not schedule or participate in any extracurricular activities that day.

The sponsor or coach of the extracurricular activity will be annually evaluated by the Principal of the school where the activity occurs. In the case of multiple locations for an extracurricular activity sponsored or coached by the same person, all Principals of schools where the activity is held will equitably be involved in the evaluation. Evaluations will be completed and presented to the sponsor/coach by May 1 of each school year. A substantial basis for the evaluation will be the associated job description, a review of the sponsor/coach's log, and determination that the coach/sponsor has fulfilled the requirements of the position. The Administration may remove a teacher from an extracurricular activity at any time for just cause. Teachers who do not fulfill the requirements for their extracurricular positions may not be rehired for the following year.

By May 1 of each school year, each sponsor/coach will submit a letter of intent to continue in the extracurricular activity in the following school year. The district will post all vacated extracurricular activities so that teachers will have an opportunity to apply for the assignment. The Administration shall select the person it determines to be best qualified for the position. Prior service in the position shall not guarantee reappointment. In the event that there are an insufficient number of applicants, or the Administration believes that some of the applicants are not sufficiently qualified, individuals who are not members of the bargaining unit may be given the position.

Standard forms and calendar sheets shall be provided by the District.

The Board of Education reserves the right to add/delete extracurricular activities as the needs of the District require.

New activities shall be presented in proposal format to the Superintendent. A full description of the required elements of the proposal will be found in Administrative Policy. The stipend for the activity will be determined by review of the new job description and the number of hours proposed to be spent on the extracurricular activity.

Full payment for any extracurricular activity shall be based on completion of the assignment and made in a lump sum payment. Payment is contingent upon receipt of all required time logs and a completed form (signed by the coach/sponsor and the Principal) notifying the Business Office that the extracurricular activity has concluded. Payment will be made after the next regularly scheduled Board of Education meeting where action has been taken on the request.

Stipends may not be split or shared without the prior approval of the Superintendent. The number of coaches and sponsors for each extracurricular activity as well as the associated stipends are stated above. Stipend amounts set forth in the contract shall be the full and total amount paid for the activity in a check deposit separate from the regular payroll. Claims for additional compensation over and above the stipend amounts shall not be considered.

6.8.1 Summer School

Full time teachers currently employed in the District will be hired first for summer school teaching positions, all qualifications being equal, seniority in summer school will be the tie breaker. Salaries will be \$35 per hour.

6.9 Mileage Allowance

Teachers covered by this Agreement who must engage in pre-approved travel during the course of the regular school day for the purpose of conducting classes, transacting business for the District or when the location of school has been changed shall be reimbursed for their mileage at the prevailing IRS rate. Teachers must keep accurate records of their mileage and submit these records along with a Mileage Reimbursement Form to the Business Office.

6.10 Liability Insurance

Teachers are covered equally by liability insurance carried by the Board of Education to protect them from financial loss arising out of any claim, demand, suit, or judgment by reason of alleged negligence or other action resulting in accidental bodily injury to any person or in property damage within or outside the school buildings, provided such teacher at the time of the accident was acting in the discharge of duties within the scope of employment and/or under the direction of the Board of Education, and provided that such teacher delivers the original copy of any summons, complaint, process notice, demand, or pleading with which served, to the Board of Education office within 10 days of the time of service of the notice.

6.11 Health Insurance

Upon beginning service with the District, each Association member will complete an insurance option form selecting the types of benefits and coverage from the plan(s) offered by the Board. Association members may change their choices annually during the open enrollment period or within 30 days of a change in family situation. The Board will provide information on the plan(s) offered as soon as practicable after it becomes available to the Board.

The Board shall continue to provide medical coverage comparable to the current Plan E. The Board shall pay 90% of the single premium for those who select single insurance coverage, with the remaining 10% paid by the employee.

The Board shall pay 80% of the Single +1 premium, employee plus spouse, employee plus children, or the family premium for those who select dependent insurance coverage, with the balance (20%) paid by the employee.

The Board may also offer other or different plans, including without limitation, an HMO and/or an HSA plan.

The Board shall provide \$3,000 to employees who select no insurance coverage, to be used for:

- a. single or family dental insurance.
- b. contribution to a district-provided Flexible Spending Account (up to maximum allowed by law).
- c. vision insurance as set forth in Section 6.12 below.
- d. any surplus will be paid to the employee as taxable compensation in compliance with IRS regulations.

One-half of the above specified amounts shall be allowed for those members who work half of the time required for full time Association members.

Administration of benefits shall be as follows:

- a. According to the authority granted under Section 125 of the Internal Revenue Code, teachers who elect to shelter premium contributions of the major medical/health and dental insurance plans of the District may do so by completing the appropriate election form provided by the District. Required teacher contributions (if any) for either health or dental insurance shall be through payroll deduction with the deductions to be made during the month prior to the premium payment.
- b. Teachers shall be given notice of plan changes as soon as practicable after notice has been received by the District.
- c. Rules and regulations promulgated by the insurance carriers shall otherwise govern the health and dental insurance programs.
- d. All aspects of management of the Flexible Spending Account shall be handled by the account contractor selected and approved by the Board. Administrative staff shall no longer be responsible for plan management.
- e. For newly employed eligible certified staff, coverage begins on the first day of attendance at work during the regularly scheduled school year.
- f. Teachers who work through the last day of the school year and resign shall remain covered by the District's group health plan until the start of the following school year provided that they give immediate notice of resignation.
- g. The detailed coverage and benefits are contained in the master plan document which is on file in the administration office and online with the insurance provider.

A comprehensive description of the health, dental, and life insurance benefits is online with the insurance provider.

6.12 Dental, Vision and Life Insurance

- a. Teachers may participate in a plan of group dental insurance with full amount of the premium to be paid by the teacher unless a teacher selects this as a fringe benefit preference outlined in 6.11. Information on coverage and cost shall be available on request from the School District Business Office.
- b. Teachers may participate in a life insurance program with the full amount of the premium to be paid by the Board of Education. The life insurance amount will be for \$40,000 with no fringe benefit for employees not electing this coverage.
- c. Teachers may participate in a plan of group vision insurance with the full amount of the premium to be paid by the teacher unless an employee selects this as a fringe benefit preference outlined in Section 6.11. Information on the coverage and cost shall be available on request from the School District Business Office.

6.13 Tax Sheltered Annuities

Teachers may participate in tax sheltered annuity programs by means of payroll deduction. Teachers must fill out the required tax sheltered annuity plan documents and submit them to the Business Office to initiate payroll deduction for a tax sheltered annuity. Requests for participation in a tax sheltered annuity must meet the requirements of the District's applicable plan.

6.14 Workers Compensation

Teachers shall be covered by Workers Compensation insurance carried by the Board of Education and shall report any on-the-job accidents or injuries immediately to the supervisor on duty at the time of the accident or injury.

6.15 Credit Union

Teachers may participate in a district approved credit union by means of payroll deduction provided that deductions per salary check shall be for minimum of \$25 and shall extend over a period of time not less than 10 pay periods. Notification of intent to participate must be filed in the District Office 2 weeks prior to the first deduction date.

6.16 Tuition Reimbursement

Teachers shall be reimbursed for tuition costs and fees at a rate not to exceed \$313 per semester hour for a maximum of nine (9) semester hours each school year. The following will be in force:

1. Such courses shall not otherwise be reimbursed through scholarships, loans for which forgiveness was granted, or grants.
2. Such courses shall be at the graduate level and completed at an accredited NCATE college or university.
3. Reimbursement shall only be provided for courses which are pre-approved in writing by the Superintendent. Requests for attendance at any course must be submitted not less than two weeks prior to the first class meeting. Teachers denied course approval shall be notified and provided with reasons for the denial.
4. Such courses shall be directly related to the current or anticipated District 127 assignment of the teacher requesting tuition reimbursement.
5. Reimbursement shall be approved by the Board as soon as practicable following receipt of proof of personal tuition payment to the college/university, and of the official transcript indicating satisfactory completion of the course. Satisfactory completion is a grade of "B" or higher.
6. Teachers may request to attend an on-school time or a non-school time conference at the District's cost.

6.17 Retirement Incentive

Teachers who meet the eligibility requirements set forth in this Section 6.17 and who provide the notice as described below will receive as a retirement bonus a salary increase of six percent (6%) applied to the total TRS creditable earnings received from the District in the previous school year. An eligible teacher may elect to receive this 6% increase in each of the four (4) years prior to retirement beginning in the 2024-2025 school year. The teacher may give one (1), two (2), three (3), or four (4) years of notice, provided that the teacher is eligible to do so and further provided that the notice is received by December 1 of the year prior to the first year in which the teacher will receive the retirement bonus. This retirement bonus is limited to those teachers who are or will be able to retire without penalty under applicable law as of their noticed retirement date. To be eligible for this benefit under this Section 6.17, a teacher must: (1) be eligible to receive a retirement annuity without discount under applicable law as of their noticed retirement date; (2) be able to retire without any early retirement penalty as of their noticed retirement date; and (3) have served in the District for 15 or more years.

An eligible teacher who elects any benefit under this Section must submit a written notice of irrevocable resignation from employment due to retirement, effective as of their noticed retirement date. Said written notice must be submitted according to the timelines herein. The Association and the Board further agree that should future professional negotiated agreements provide for retirement bonuses, options, or any terms that these will not be available to any teacher who elects any benefit under this Section. It is understood and agreed to that no payment under this paragraph will result in any TRS penalty to the District, and the parties agree that if any such penalty is or may be assessed the District may adjust any employee's salary retroactively, or take any other action it deems necessary, to avoid such penalty.

Any teacher who submits notice of retirement and begins receiving or is scheduled to receive one or more six percent (6%) salary increases shall be removed from the salary schedule and shall not receive any other additional compensation from the District regardless of any additional activities the teacher may choose to perform or any horizontal or vertical movement the teacher would otherwise experience on the salary schedule, notwithstanding any other provision of this Agreement. It is the intent of the parties that the compensation increases of such teachers shall be capped at six percent (6%) in any of the four (4) years prior to retirement, so that the District may avoid any related TRS surcharges or penalties.

Salary increases provided for under this paragraph are conditional on the teacher satisfactorily performing all required duties and assigned supplemental activities that were compensated in the year prior to the first incentive year. If during any year in which a teacher would otherwise be entitled to receive six percent (6%) retirement increases the teacher declines to perform any assigned supplemental activity that was compensated in the year prior to the first incentive year, or the teacher is removed from any such activity for cause, the teacher's compensation shall be reduced proportionally. The Board will not reduce a teacher's compensation if a supplemental activity is eliminated by the Board. The

Board will not require a teacher to perform a supplemental activity if doing so would increase the teacher's total TRS creditable earnings by more than 6%.

The Board shall pay \$5000 to a retiring teacher to help offset the cost of health insurance after retirement. This payment will be made after the teacher's final paycheck and shall not be considered creditable earnings. In the event that TRS determines that this payment constitutes creditable earnings, the Board shall have the right to cease any future payments under this paragraph. This payment shall not be provided to and shall be forfeited by any teacher for whom any kind of retirement penalty or additional charge is assessed by TRS.

Conditions of Withdrawal of Retirement

The teacher's request for the approval of a retirement incentive shall be deemed to constitute a resignation from employment, effective on said date, once the Board approves the request. However, the teacher may request to withdraw his/her retirement request for the following reasons that arise after the Board approved the request:

- a. diagnosis of terminal illness of the retiree or his/her spouse, or death of the spouse;
- b. total disability of the retiree's spouse;
- c. serious illness of a medically and financially dependent child or parent; or
- d. divorce.

In any of the above events, the teacher will tender a written proposal for the withdrawal of his/her retirement request. As a condition of the board's consideration of the request, the teacher will agree to a wage deduction that will repay the Board any retirement incentives paid to the teacher to date. Repayment by wage deduction shall be completed within 180 calendar days of the Board's approval of the withdrawal. The Board may accept the request to withdraw the resignation at its discretion.

6.18 National Board Certification

Any teacher who through participation in the certificate renewal process becomes National Board Certified after the effective date of this Agreement shall receive a one-time recognition stipend of \$1000 provided that: (1) the teacher provides satisfactory proof of obtaining this status, and (2) the teacher has not entered into the retirement track.

ARTICLE VII LEAVES

7.1A Sick Leave

Teachers covered by this agreement shall be entitled to 14 days leave per year with an unlimited accumulation. This leave may be used for personal illness or serious illness in the immediate family or household but not for medical or dental appointments which may be arranged for on non-school time. It may also be used for birth or adoption leave in

accordance with section 24-6 of the Illinois School Code, death in the immediate family, of a friend or other relative.

7.1B Bereavement Leave

Absence of a maximum of 3 teacher work days for death in the immediate family of an eligible employee or for a miscarriage or still birth shall not be deducted from accumulated sick leave provided that such bereavement days are taken immediately following the death for the services, or within sixty (60) days following such services, for activities associated with responsibilities or obligations surrounding the death. Days that are not taken within these time frames may be granted by Superintendent approval, which will not be unreasonably denied. Any other days related to the death, up to ten (10) shall be unpaid or deducted from accumulated sick leave.

Immediate family shall include an employee's child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent or stepparent. Eligible employees are those employees who are eligible for leave under the federal Family and Medical Leave Act. Reasonable documentation may be required.

7.1C Reporting Absences

The procedure for reporting teacher absences from school shall be prescribed by district administrative policy. Under no circumstances shall a teacher be absent from school without advance notification to the building principal or designee except in cases of extreme emergency when it shall be the responsibility of the teacher to make contact with the school principal or administrative office as soon as possible.

Absences for less than 1 full day shall be allowed under extenuating circumstances with the determination of these to be made by mutual agreement of employee and supervisor at the time of absence, provided that the grievance procedure as contained in this contract shall not be applicable to this clause unless the request or denial shall be considered unreasonable.

7.1D Unused Sick Days

After retirement under the provisions of the Illinois Teachers' Retirement Act, with at least 10 years experience in the District, a teacher will receive payment for unused accumulated sick leave days in excess of those not used toward retirement credit under the Teachers' Retirement System at the rate of \$60 per day. This payment will be made after the teacher's receipt of his or her final paycheck for regular earnings, and shall be a lump-sum payment becoming due and payable to the teacher subsequent to receipt of his or her final paycheck for regular earnings. The parties agree that the District may cease payments under this paragraph only in the event that TRS considers them to be creditable earnings and has not implemented a grandfather clause, in which case the parties shall renegotiate this paragraph. This payment shall not be provided to and shall be forfeited by any teacher for whom any kind of retirement penalty or additional charge is assessed by TRS.

7.2 Personal Business Leave

Teachers covered by this agreement shall be entitled to three (3) days absence per year for purposes of transacting any personal business which may only be transacted on school time provided that any day or days so used shall be deducted from accumulated sick leave. This leave shall be subject to the following provisions:

1. Procedure for reporting such absence shall be that prescribed for other absences, except that the teacher shall provide as much advance notice as possible for absence for personal business.
2. Absences for personal business shall not be to:
 - a. Extend a vacation
 - b. Avoid attendance due to inclement weather
 - c. Pursue any endeavors related to another occupation or enterprise
3. Absences for personal business shall not usually be on the first or last day of the school year or on the day before or after a school holiday or vacation or student non-attendance period, unless there are extenuating circumstances, and the teacher obtains the approval of the Superintendent.
4. Two (2) personal business days may be used consecutively for the purposes and subject to the conditions set forth above with the prior written approval of the Superintendent.

7.3 Birth or Adoption Leave

Absence due to pregnancy related disability shall be treated as sick leave if the teacher so chooses; however, tenured teachers, regardless of gender, may be granted a leave of absence without pay for birth or adoption purposes subject to the following conditions and limitations:

1. Conditions of Leave
 - a. All requests for such leaves must be submitted in writing to the superintendent at least 4 weeks prior to the beginning date of the leave unless circumstances shall require the leave to begin sooner.
 - b. If the leave begins before February 1, the duration of the leave shall be for the remainder of the school year in which it is granted, plus 1 additional year, if requested. If the leave begins after February 1, 2 additional years, if requested, shall be granted. A teacher may request an earlier return with same to be considered and granted in so far as possible.
 - c. The teacher on leave must notify the superintendent by certified mail with a return receipt by February 15 of both the first and second years of the leave regarding intention to return to the District. Failure to notify the superintendent shall constitute a resignation.

2. Benefits of the Leave

- a. While on leave, the teacher may continue to participate in the District insurance plan in the same manner of participation at the time of the leave until termination of pregnancy, at which time the teacher may become a direct paying member in the insurance plan.
- b. Upon return from the leave, the teacher shall be assigned to an available position in the District for which, in the Board's judgment, the teacher is qualified and certified.
- c. The teacher shall be permitted to retain all unused sick leave accrued as of the date of the leave.
- d. Provided that the teacher complies with all of the conditions of the policy, the teacher's tenure status shall not be impaired by virtue of the leave.
- e. The teacher will receive experience credit for salary advancement for the year in which the leave is taken if the effective date of the leave is February 1 or later.

7.4 Educational Leave

Teachers applying for a one year leave of absence without pay to complete additional professional study shall apply for such leave by February 15 of the school term prior to the school term they desire such leave. The superintendent shall be notified by February 15 of the year in which the teacher is on leave if the teacher does not plan to return the following school year. The Board of Education shall make a reasonable effort to place the returning teacher in a like position (K-5 to K-5, Jr. High to Jr. High, special area to special area) he/she held before taking the leave, and shall guarantee the returning teacher one additional year of experience on the salary schedule. Said teacher shall not accumulate additional leave. The Board of Education reserves the right to review applications for educational leave and shall grant only two such leaves per year.

7.5 Military Leave

Military leave shall be provided in accordance with applicable State and federal law.

7.6 General Leave

Tenured teachers intending to return to teaching in District 127 may be granted a one year leave of absence without pay for health or stated personal reasons subject to the following:

1. Conditions of leave:

- a. Requests for such leave must be submitted in writing to the superintendent by March 1 for the following school year unless extenuating circumstances can be shown for a later submission.

- b. Such leave may be granted to a teacher only once during his or her term of employment with District 127.
 - c. The teacher on leave shall inform the superintendent by March 1 of the year in which the leave is taken of intention to return or resign the following school year.
 - d. The teacher on leave shall return to duty on the first school day following the final day of the leave. Failure to do so shall constitute a resignation.
2. Benefits of the leave shall be limited to the following:
- a. For the duration of the leave, the teacher may continue to participate in the District insurance plan except that the teacher shall pay the full premiums.
 - b. Upon return from the leave, the teacher shall be assigned to an available position in the District for which, in the Board's judgment, the teacher is qualified and certified.
 - c. The teacher shall be permitted to retain all unused sick leave accrued as of the date of the leave.
 - d. Provided that the teacher complies with all the conditions of the policy, the teacher's tenure status and seniority shall not be impaired by virtue of the leave; however, no seniority shall be earned for the period of the leave.

7.7 Association Leave

The Worth Education Association shall be allowed a total of 8 days per year for Association leave subject to the following provisions.

- 1. Use of this leave by members of the Association shall be determined by the WEA Executive Board and certified by the Association President; however, the number of members on leave on any one day shall not exceed 3 and no member shall be allowed use of more than 3 such days in a school year. The Association President will request leave for members of the Association directly to the Superintendent and all leave forms will be submitted directly to the Superintendent.
- 2. Such leave shall be used for purposes of attending IEA Conventions, IEA sponsored conferences, lobby days, Representative Assembly, and/or Regional Council meetings.
- 3. Principals or supervisors shall be provided with as much advance notice as possible for employee use of Association leave.

4. The WEA shall reimburse the District in the amount of the existing substitute daily rate of pay for substitutes engaged on behalf of the teachers who are absent from duty under this provision.
5. The Superintendent may allow additional Association days for purposes of attending lobby days in Springfield.

7.8 Jury Duty Leave

In instances when a teacher shall be absent for reason of jury duty, no salary or sick leave deductions shall be made. Upon receipt of payment for such duty, the teacher may keep the payment.

7.9 Temporary Leave

A teacher may be granted a temporary leave without pay for a period not to exceed 5 school days subject to the following:

1. Request for such leave shall be submitted in writing to the principal or immediate supervisor of the staff member requesting leave a minimum of 10 working days prior to the beginning date of the leave unless extenuating circumstances can be shown for a later submission. Notice of acceptance or rejection shall be served within 3 days of original request.
2. Such leave shall be solely for personal or family activities, acts of God, or family member on military leave, and may not be used for the pursuit of any endeavors related to another occupation or enterprise in which the teacher is currently engaged, except that the leave may be used to seek another position.
3. Such leave may be requested either in whole or in part only once during any given school year
4. Such leave shall not be taken in conjunction with business days as provided in this contract.
5. Such leave shall usually not be granted during the first or last week of the school year nor in the week immediately preceding or following the winter or spring recess.
6. Such leave shall be granted to no more than two District teachers on the same given day(s) during the school year.
7. All temporary leaves must be approved by the Superintendent.

7.10 Family and Medical Leave

The Board and Association agree to comply with the provisions of the Family and Medical Leave Act (FMLA), pursuant to Board Policy # 5:185 – Family and Medical Leave. Said Policy #5:185 can be found on the District website.

7.11 Injury on the Job

- a. An employee who is injured shall be entitled to receive directly all workers' compensation payments for which he or she is eligible. To the extent such compensation does not equal the employee's normal take home pay, the District shall pay the difference between the worker's compensation payment and the employee's normal take home pay for ninety (90) days beginning the fourth day following the injury. "Normal take home pay" shall be defined as regular salary less state and federal withholdings and the normal pension deduction. The first three (3) days shall be paid without charge to the employee's sick leave. This provision shall not apply if the employee was violating work rules, administrative direction or Board policy at the time of injury.
- b. Following such ninety (90) calendar days, the injured employee may retain all worker's compensation payments, but further District payments will cease unless the employee has accumulated sick leave available, in which instance such accumulated sick leave shall be paid to supplement the worker's compensation payments to the extent of normal pay rates, such payments shall be deducted from accumulated sick leave.

ARTICLE VIII GRIEVANCE PROCEDURE

8.1 Definition

A grievance is defined as a written claim that there has been a violation, misinterpretation or misapplication of a specific provision of the contract. No grievance shall be processed or entertained unless it is submitted in writing within 15 teacher work days after the occurrence of the event giving rise to the grievance. The Association may file a grievance on behalf of itself or any Association member.

8.2 Procedures

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 a teacher, an Association representative may accompany the teacher to assist in the informal resolution of the grievance. This informal approach does not extend or waive the 15 day time limit noted above. If, however, the informal process fails to satisfy the teacher or the Association, a grievance may be processed as follows:

- a. The teacher or the Association may present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within 10 teacher work days after the receipt of the grievance. The Association's representative, the grievant, and the immediately involved supervisor may be present for the meeting. The purpose of the meeting is to resolve the issue as the supervisor is empowered to do so. Within 5 teacher work days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reasons for the decision.

- b. If the grievance is not resolved at Step A, then the grievant or the Association may refer the grievance to the superintendent or the superintendent's official designee within 10 teacher work days after receipt of the Step A answer or within 15 teacher work days after the Step A meeting, whichever is the later. The superintendent shall arrange for a meeting to take place within 10 teacher work days of receipt of the appeal. Each party shall have the right to include in its representation such witnesses or counselors as it deems necessary. The purpose of the meeting is to resolve the issue. Within 10 teacher work days of the meeting, the Association and the grievant shall be provided with the superintendent's written response, including the reasons for the decision.
- c. If the grievance is not resolved at Step B then the grievant or the Association may refer the grievance to the Board of Education within 10 teacher work days after the receipt of the Step B answer or within 20 teacher work days after the Step B meeting, whichever is the later. The Board of Education will hear all grievance appeals at the next regularly scheduled Board of Education meeting. Each party shall have the right to include in its representation such witnesses or counselors as it deems necessary. Within 10 teacher work days of the meeting, the Association and the grievant shall be provided with the Board of Education's written response, including the reasons for the decision.
- d. If the Association is not satisfied with the disposition of the grievance at Step C or the time limits expire without the issuance of the Board of Education's written reply, the Association may submit the grievance to binding arbitration. The Association shall request a panel of seven (7) arbitrators from the Federal Mediation and Conciliation Service. Each party shall take turns striking one (1) name from the list, with the Association striking first. The remaining person shall be the Arbitrator. Either party shall have the right to reject one (1) panel in its entirety before any individual striking is done, and if a party rejects a list the Association shall request another list. If a demand for arbitration is not filed within 10 teacher work days of the receipt of the Step C answer, then the grievance shall be deemed withdrawn.
 - 1. The arbitrator shall have no power to alter the terms of this Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him by the Board and the Association, and his/her decision shall be based only upon interpretation of the meaning or the application of the express relevant language of this Agreement.
 - 2. Each party shall bear the full cost for its representation in the arbitration. The cost of the arbitrator shall be divided equally between the parties.
 - 3. If either party requests a transcript of the proceedings, that party shall bear the full cost of the transcript. If both parties order a transcript, the cost of the 2 transcripts shall be divided equally between the parties. If a copy of the transcript is furnished to the arbitrator, the cost of such shall be divided equally by the parties.

8.3 INTENTIONALLY LEFT BLANK

8.4 No Reprisals Clause

No disciplinary action shall be taken by the Board or the Administration against a teacher because of his or her participation in a grievance.

8.5 Class Grievance

In instances where 2 or more teachers initiate a grievance on the same issue, the Association shall process the grievances as one with the WEA President acting on behalf of the aggrieved parties.

8.6 Association Participation

All grievances shall be processed through the Association with written copies to be submitted to the Superintendent, Association president, and building principal, if applicable. The Association shall have the right to have one representative present at all levels of the grievance procedure. If they so desire, involved principals may include one other district administrator exclusive of the superintendent at all levels of the grievance procedure.

8.7 Board-Administration Cooperation

The Board and administration shall provide the WEA pertinent records as requested by the WEA pursuant to the grievance.

8.8 Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent.

8.9 No Written Response

If no written decision has been rendered within the time limits indicated by a step, the grievance shall be deemed advanced to the next step.

8.10 INTENTIONALLY LEFT BLANK.

8.11 Settlement

By mutual agreement of the Association and the Board of Education, a grievance may be settled at any step with or without establishing prejudice or precedent.

ARTICLE IX NEGOTIATIONS PROCEDURE

9.1 Negotiations Procedure

- a. The Board of Education recognizes the Superintendent as its chief executive officer and the person to whom it looks for educational leadership. It shall be the function of the Superintendent, or his/her designated representatives, to meet in accordance with procedures, as follows: with representatives of the Association in an effort to reach mutual understanding the agreement on all appropriate matters submitted for negotiation. Each party shall select its own representatives. The representatives for the Association shall not exceed six in number, excluding observers. The representatives for the District shall be chosen from the Board of Education and the

administration and, if the Board chooses, an attorney or professional negotiator of the Board's choice.

- b. Bargaining sessions shall be closed to the public. Dates and times of meetings shall be determined by mutual agreement.
- c. Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counterproposals and to seek tentative agreements.
- d. A mutually convenient initial meeting date shall be set no later than April 1st unless both parties agree to a later date.
- e. Prior to the commencement of bargaining, the parties will meet to establish and agree on the ground rules for bargaining.

9.2 Negotiation Items

The Association and the Board agree that negotiation in good faith shall encompass the following items: policy matters directly affecting wages, hours, terms, and conditions of employment, fringe benefits, grievance and negotiations procedures, as well as other mutually agreed upon matters, which directly affect professional service. When these items are agreed upon, they shall become a part of the Master Contract.

9.3 Ratification and Distribution

Any agreement reached by the parties shall be reduced to writing and shall be submitted to the membership of the Association for ratification, and to the Board for ratification. Following approval by the Association and the Board, copies of the written agreement, signed by the President and Secretary of the Board and President and Secretary of the Association, shall become part of the official minutes of the District and shall be prepared for distribution to the Board and the employees covered by this contract as soon as practicable with the costs for this to be equally shared by the Board and Association. Agreements reached shall become part of the Master Contract.

9.4 Non-discrimination

The Board and Association recognize the rights of individuals covered by this contract to determine their own membership status in the Association and agree that there shall be no discrimination against any person covered by this Agreement because of membership or non-membership. Further, membership in the Association or any other employee organization shall not be a condition of employment for persons covered by this Agreement.

9.5 Appeal

Should the services of a mediator be necessary to assist the parties in reaching agreement, the Federal Mediation and Conciliation Service (FMCS) shall be contacted. If FMCS is unavailable, the Illinois Educational Labor Relations Board shall be notified. Any costs

and expenses in using the services of a Mediator (FMCS or IELRB) shall be equally shared between the Board and the Association.

9.6 Attendant Costs

Any costs and expenses which may be incurred in securing or utilizing consultants shall be paid by the group requesting these services.

ARTICLE X EFFECT OF AGREEMENT

10.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written consent of both parties. The parties hereto agree that during the negotiations for this Master Contract, each party had the unlimited opportunity to make proposals on any topic, whether covered or not covered by this Contract.

10.2 Individual Contracts

If there is any conflict between the terms and provisions of this Agreement and the terms of and conditions of individual teacher contracts or agreements, the terms and provisions of this Agreement shall prevail.

10.3 Savings Clause

Should any Article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that Article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining Articles, sections, and clauses shall remain in full force and effect.

10.4 No Strike Clause

The Association agrees members shall not participate in a strike or any form of work stoppage unless and until:

1. The existing Agreement between the Association and Board has expired.
2. Mediation has been used without success.
3. At least 10 days have elapsed after a notice of intent to strike has been given by the Association to the Board, the Regional Superintendent of Cook County, and the Illinois Educational Labor Relations Board.
4. All other requirements of the Illinois Educational Labor Relations Act and its implementing regulations have been satisfied.

10.5 Term of Agreement

This Agreement shall become effective upon ratification by both parties and shall continue in effect until June 30, 2027.

SALARY SCHEDULE PROVISIONS

Salary schedules included in this contract shall include the Board's pick-up of all required teacher contributions to the Illinois Teachers Retirement System and shall be subject to the following provisions:

- a. The salary schedules shall apply to all teachers employed for a regular 180-day school term. Additional salaries for teachers employed for a longer period than the 180-day school term shall be prorated at the 180-day salary schedule rate. Teachers who terminate their employment prior to the end of the contract period shall have their final salary determined on the prorated-basis of the 180-day school year.
- b. Credits earned for advancement to the next lane on the salary schedule must be approved in advance by the Superintendent and, further, must be earned at an NCATE accredited college or university. Courses must be completed by September 1 or February 1 of each year and transcripts must be filed as soon as the university or college releases grades or transcripts. A request for lane advancement must be submitted by September 1 or February 1. Lane changes will be made as soon as possible following the documentation deadlines of September 1 and February 1.
- c. A teacher's salary, including professional study preparation and credit for experience in the district or outside the district, shall never exceed the provisions of this salary schedule for the 180-day school year.
- d. Advancement to the next lane shall require 15 semester hours, except for movement from the BA + 15 lane to the MA lane which requires the completion of a Masters Degree, which would be accepted for a graduate degree from the institution granting the credits.
- e. Advancement on the salary schedule shall be limited to 1 step per year.

Lane changes:

- 1. BA will freeze at step 12. Anyone currently at Step 12 who earns additional credit hours to make a lane change will move to the appropriate lane and step 13. Any teacher beyond step 12 that earns additional credit hours will move to the appropriate lane and advance one step.
- 2. BA + 15 will freeze at Step 16. Anyone at BA + 15, Step 16, who earns additional credit hours and obtains a Masters Degree will move to MA lane, Step 17.

This Agreement is signed this 10th day of May, 2023 for the Worth Education Association and the Board of Education of Worth School District 127.

IN WITNESS THEREOF:

For the
WORTH EDUCATION ASSOCIATION

Mary P. Zungel
President

Lisa Bray
Secretary

For the Board of Education
WORTH SCHOOL DISTRICT 127

[Signature]
President

[Signature]
Secretary

APPENDIX A
Worth School District 127
Salary Guide 2023-2024

<u>Step</u>	<u>BA Rate</u>	<u>BA+15 Rate</u>	<u>MA Rate</u>	<u>MA+15 Rate</u>	<u>MA+30 Rate</u>
1	45,565	46,159	48,885	49,481	51,974
2	46,532	47,139	49,923	50,532	53,077
3	47,520	48,139	50,982	51,604	54,203
4	48,528	49,161	52,064	52,699	55,354
5	49,558	50,204	53,169	53,818	56,529
6	50,610	51,270	54,298	54,960	57,728
7	51,684	52,358	55,450	56,127	58,954
8	52,781	53,469	56,627	57,318	60,205
9	53,902	54,604	57,829	58,535	61,483
10	55,046	55,763	59,057	59,777	62,788
11	56,214	56,947	60,310	61,046	64,120
12	57,407	58,156	61,590	62,341	65,481
13		59,390	62,898	63,665	66,871
14		60,651	64,233	65,016	68,291
15		61,938	65,596	66,396	69,740
16		63,252	66,988	67,805	71,220
17			68,410	69,244	72,732
18			69,862	70,714	74,276
19			71,345	72,215	75,852
20			72,859	73,748	77,462
21			74,406	75,313	79,106
22			75,985	76,911	80,785
23			77,598	78,544	82,500
24			79,245	80,211	84,251
25			80,927	81,913	86,039
26			82,644	83,652	87,866
27			84,398	85,428	89,730
28			86,190	87,241	91,635
29*			88,019	89,093	93,580
30*			89,887	90,983	95,566
31*			91,795	92,915	97,595

***Extension of steps in 2024-2027 Contract.**
No staff member can extend beyond step 29 in 2023-2024.

Pay increases are effective the first full pay period after the start of a new school year.
For the 2023-2024 school year, first pay date is 8/25/2023.

APPENDIX A
Worth School District 127
Salary Guide 2024-2025

<u>Step</u>	<u>BA Rate</u>	<u>BA+15 Rate</u>	<u>MA Rate</u>	<u>MA+15 Rate</u>	<u>MA+30 Rate</u>
1	47,114	47,728	50,547	51,164	53,741
2	48,114	48,742	51,620	52,250	54,882
3	49,136	49,776	52,716	53,359	56,047
4	50,179	50,833	53,835	54,492	57,237
5	51,244	51,912	54,978	55,649	58,452
6	52,332	53,014	56,146	56,830	59,693
7	53,443	54,140	57,337	58,037	60,960
8	54,578	55,289	58,555	59,269	62,254
9	55,736	56,463	59,798	60,527	63,576
10	56,920	57,662	61,067	61,812	64,925
11	58,128	58,886	62,364	63,124	66,304
12	59,362	60,136	63,688	64,465	67,711
13		61,413	65,040	65,833	69,149
14		62,717	66,421	67,231	70,617
15		64,048	67,831	68,658	72,116
16		65,408	69,271	70,116	73,647
17			70,741	71,604	75,211
18			72,243	73,124	76,807
19			73,777	74,677	78,438
20			75,343	76,262	80,103
21			76,943	77,881	81,804
22			78,576	79,535	83,541
23			80,245	81,223	85,314
24			81,948	82,948	87,125
25			83,688	84,709	88,975
26			85,465	86,507	90,864
27			87,279	88,343	92,793
28			89,132	90,219	94,763
29*			91,024	92,134	96,775
30*			92,957	94,090	98,829
31*			94,930	96,088	100,928

***Extension of steps in 2024-2027 Contract for MA lanes only.**
No staff member can extend beyond step 30 in 2024-2025.

Pay increases are effective the first full pay period after the start of a new school year.

APPENDIX A
Worth School District 127
Salary Guide 2025-2026

<u>Step</u>	<u>BA Rate</u>	<u>BA+15 Rate</u>	<u>MA Rate</u>	<u>MA+15 Rate</u>	<u>MA+30 Rate</u>
1	48,386	49,017	51,912	52,545	55,192
2	49,413	50,057	53,014	53,660	56,363
3	50,462	51,120	54,139	54,799	57,560
4	51,533	52,205	55,288	55,963	58,781
5	52,627	53,313	56,462	57,151	60,029
6	53,744	54,445	57,661	58,364	61,303
7	54,885	55,601	58,885	59,603	62,605
8	56,050	56,781	60,134	60,868	63,934
9	57,240	57,986	61,411	62,160	65,291
10	58,455	59,217	62,715	63,479	66,677
11	59,696	60,474	64,046	64,827	68,092
12	60,963	61,758	65,405	66,203	69,537
13		63,069	66,794	67,608	71,013
14		64,408	68,211	69,043	72,521
15		65,775	69,659	70,509	74,060
16		67,171	71,138	72,006	75,632
17			72,648	73,534	77,238
18			74,190	75,095	78,877
19			75,765	76,689	80,552
20			77,373	78,317	82,262
21			79,016	79,979	84,008
22			80,693	81,677	85,791
23			82,406	83,411	87,612
24			84,155	85,181	89,472
25			85,941	86,989	91,371
26			87,766	88,836	93,311
27			89,629	90,722	95,291
28			91,531	92,647	97,314
29*			93,474	94,614	99,380
30*			95,458	96,623	101,489
31*			97,485	98,674	103,644

***Extension of steps in 2024-2027 Contract for MA lanes only.**

Pay increases are effective the first full pay period after the start of a new school year.

APPENDIX A
Worth School District 127
Salary Guide 2026-2027

<u>Step</u>	<u>BA Rate</u>	<u>BA+15 Rate</u>	<u>MA Rate</u>	<u>MA+15 Rate</u>	<u>MA+30 Rate</u>
1	49,402	50,046	53,002	53,649	56,351
2	50,453	51,111	54,129	54,789	57,549
3	51,526	52,197	55,280	55,954	58,773
4	52,621	53,307	56,456	57,144	60,023
5	53,740	54,441	57,656	58,359	61,299
6	54,883	55,599	58,882	59,600	62,602
7	56,050	56,781	60,135	60,868	63,934
8	57,242	57,988	61,413	62,162	65,293
9	58,459	59,222	62,719	63,484	66,682
10	59,703	60,481	64,053	64,834	68,100
11	60,972	61,767	65,415	66,213	69,548
12	62,269	63,081	66,806	67,621	71,027
13		64,422	68,227	69,059	72,537
14		65,792	69,678	70,527	74,080
15		67,191	71,159	72,027	75,655
16		68,620	72,673	73,559	77,264
17			74,218	75,123	78,907
18			75,796	76,720	80,585
19			77,408	78,352	82,298
20			79,054	80,018	84,048
21			80,735	81,720	85,836
22			82,452	83,457	87,661
23			84,205	85,232	89,525
24			85,996	87,045	91,429
25			87,825	88,896	93,373
26			89,692	90,786	95,359
27			91,599	92,717	97,387
28			93,547	94,688	99,457
29*			95,537	96,702	101,572
30*			97,568	98,758	103,732
31*			99,643	100,858	105,938

***Extension of steps in 2024-2027 Contract for MA lanes only.**

Pay increases are effective the first full pay period after the start of a new school year.