

CONTRACT BETWEEN  
DISTRICT 91 BOARD OF EDUCATION

AND

LOCKPORT DISTRICT 91  
TEACHERS' ASSOCIATION

July 1, 2008 – June 30, 2011

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## **PREAMBLE**

The Board of Education of the Milne-Kelvin Grove Elementary School District 91, and the Lockport District 91 Teachers' Association believe the primary function of the Board and its professional staff is to give each boy and girl attending our schools the maximum opportunity for educational growth and achievement. The Board and Association believe that the objectives of the education program are realized to a high degree when mutual understanding, cooperation and effective communication exist between the Board, Administration, and the certified teaching staff.

## **ARTICLE I - RECOGNITION**

- 1.1 Recognition - The Board of Education of District 91, (hereinafter referred to as the “Board”) recognizes the Lockport District 91 Teachers’ Association, IEA-NEA (hereinafter referred to as the “Association”) as the sole and exclusive bargaining representative for all certified teachers, including librarians, social workers and school psychologists (hereinafter referred to as the “Teacher” or “ Employee”), but excluding the Superintendent, Principals, Assistant Principals, Technology Coordinators, support staff, part time positions (less than half-time), extracurricular positions not held by bargaining members and all supervisory, managerial and confidential employees as defined by the Illinois Educational Labor Relations Act.
- 1.2 Association- The Board agrees not to negotiate with any teachers’ organization other than the “Association” for the duration of this agreement.

The Board reserves the right to talk individually with any teacher who wishes to approach the Board.

The Association agrees that the Board retains and reserves unto itself all powers and duties conferred upon and vested in it by the statutes of the State of Illinois.

Teachers shall have the right to or not to organize, join and assist the Association, to participate in negotiations with the Board, through representatives of their own choosing, for the purpose of establishing, maintaining, protecting or improving conditions of professional service.

- 1.3 Negotiation Start Date -Negotiations for a successor agreement will begin on March 1 of the final year of this agreement. List of items for negotiations will be exchanged at the initial meeting, unless otherwise agreed.
- 1.4 Fair Share

Each bargaining Unit Member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of the Agreement, whichever is later, shall join this Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues.

In the event that the Bargaining Unit member does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the non-member. Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:

- A. The employer gives immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires; and
- B. The employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

The Association agrees that in any action so defended, it will indemnify and hold harmless the employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the employer's compliance with this Article.

- A. It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect exception of the obligations imposed upon it by this Article.

The obligation to pay a fair share fee will not apply to any employee who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such employee is a member, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

## **ARTICLE II - TEACHER AND ASSOCIATION RIGHTS**

- 2.1 Just Cause for Dismissal - If the legislature abolishes contractual continued service and the due process provisions attendant thereto, no teacher with four (4) or more consecutive years of full-time experience with the School District shall be dismissed without just cause. This provision shall apply to termination only.
- 2.2 Fair Practices - The Board and the Association shall continue not to discriminate against a teacher for reasons of race, creed, color, marital status, age, sex, or national origin, membership or participation in, or non-membership or non-participation in the Association.

- 2.3 Personnel File – The District shall maintain, at the District Office, one personnel file for each teacher. Upon giving reasonable notice of at least one (1) business day, a teacher may review his/her personnel file, excluding credentials and letters of recommendation, with an administrator or designee present. Every teacher shall be given a copy of any new material prior to it being added to his/her personnel file. A message will be written on the new material indicating the new material will be added to the personnel file. Written reactions may be made within thirty (30) business days of the receipt of the material. The Board may, if necessary, take personnel action before such period has expired.
- 2.4 School Code Rights - Whenever any rights or benefits accorded teachers or the School Board under the School Code of the State of Illinois or under other laws and regulations exceed the benefits accorded the Parties elsewhere in this Agreement, then such rights and benefits shall be incorporated into, and become a part of, this Agreement.
- 2.5 Academic Freedom - Teachers seek to educate young people in the democratic tradition, to foster recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and Bill of Rights of the United States and the Constitution of the State of Illinois, and to instill appreciation of the values of individual personality. It is recognized that these democratic values can best be transmitted in an atmosphere which meets the contemporary community standards and is free from restrictive censorship and artificial restraints. Inquiry and learning for teacher and students is encouraged.

It is the intent of the Board and the Association to assure that teachers enjoy academic freedom in the District. Academic freedom shall mean the freedom of teachers to present instructional materials which are pertinent to the subject and level taught and within the planned instructional program, as determined by normal teacher and administrative procedures and as subject of ultimate approval by the Board of Education.

Academic freedom shall also mean that teachers shall be entitled to freedom of discussion with the classroom on all matters under study which are relevant to the subject, assuming that this discussion shall be maintained within the outlines of appropriate course content, be pedagogically justifiable and be subject to standards of good taste.

- 2.6 Dues Deduction - District 91 will make payroll deductions upon written request by the teacher for organization dues, Canals and Trails Credit Union and annuity plans.
- 2.7 Meetings, Notice and General Information - The Association shall not unreasonably be denied requests for the following:
1. The use of school buildings for meetings before or after regular school hours.

2. The reasonable use of employee mail boxes, interschool mail, and faculty lounge bulletin boards for the purpose of internal communications.
3. The use of school equipment, i.e., typewriters, copiers, computers with permission of the superintendent, principal, or superintendent delegate.

2.8 Board Meetings and Minutes of Meetings

Board meeting schedule and agenda will be posted on the District website, as well as minutes of all meetings. If not so posted, copies of the regular meeting schedule, and minutes of the meeting will be e-mailed to the Association President as soon as available, and agendas for regular meetings will be e-mailed at least forty-eight (48) hours prior to the meeting.

Notices of special meetings of the Board, including agenda for the meeting, will be given to the Association President at least forty-eight (48) hours prior to the meeting, in writing or by e-mail. Notice of any emergency meeting will be given to the Association President verbally or by e-mail as soon as practicable.

- 2.9 Expenses for Use of Materials - Teachers shall twice yearly submit to the Superintendent a list of materials consumed on behalf of the organization. Cost of materials shall be determined and assessed. In addition, if equipment used is damaged, the teachers' organization shall pay for its repair.

2.10 403 (b) Plans

Employees may participate in a tax deferred annuity through payroll deduction with vendors whose authorization is included in the District's plan.

2.11 Posting of Vacancies

"Days" for the purpose of this section is defined as days in which the District Office is open for business.

A "vacancy" is a new or unfilled full-time or part-time bargaining-unit position, including extra-curricular and summer school positions, but not including positions which will be offered to tenure teachers dismissed due to reduction-in-force or to teachers returning from leave.

The Administration will post notices of vacancies on the employee bulletin board in each attendance center during the school term, and on the District's website through the school year, including summer months. Vacancies shall be posted for seven (7) days before being filled except when the vacancy must, in the opinion of the Superintendent, be filled sooner for educational or program reasons.

Any teacher may apply for a vacancy, but the Board/Administration retains the sole authority to determine which candidate, within or outside the bargaining unit, should fill the position, or whether the vacancy should be filled or not filled.

### **ARTICLE III - EMPLOYMENT CONDITIONS**

- 3.1 School Calendar - The Board shall adopt annually a school calendar based upon the recommendations of the Superintendent and the School Code.

The calendar, previous to presentation to the Board, will be discussed with the staff and their input solicited.

- 3.2 Teacher Work Day - The teacher work day shall be 25 minutes before pupils begin their day and 15 minutes after student dismissal. Teachers are expected to be in the building during this time. The time is to be primarily spent in the classroom, part of which may be used helping students who need additional academic help.

One period a day will be used as a planning period at Kelvin Grove in grades 6-8. Milne Grove teachers and teachers in grade 4-5 housed at Kelvin Grove will be provided, whenever possible, a daily planning period of “time equivalence” to that of Kelvin Grove.

A duty free lunch period of no less than 30 minutes or the same amount of time allotted for students, whichever is greater, shall be provided for teachers.

- 3.3 Teaching Load and Class Size - At Kelvin Grove, the teachers’ actual classroom teaching shall not exceed 305 minutes per day. A supervised study period shall be considered a teaching period or a noon hour supervisory assignment for purpose of this Article. The Board further agrees to maintain the lowest reasonable teacher-pupil ratio possible in the District.

- 3.4 Notification of Assignment – A sincere effort shall be made to give all teachers written notice of their grade and/or subject assignments for the forthcoming year as soon as possible. In the event changes in such assignments are proposed, the employee affected shall be notified promptly and consulted.

The Board reserves the right to re-assign a teacher to a position for which he/she is qualified.

- 3.5 Pupil Problems – Teachers shall be responsible for classroom management and the maintenance of discipline within the classroom as part of their professional obligations. The Administration will consult with teachers having repeated difficulties in the areas of

classroom management and/or maintenance of discipline, and make recommendations for improvement, when appropriate.

- 3.6 Early Release Before Holiday – One hour early release before Thanksgiving only with no make-up time.

## **ARTICLE IV - TEACHER APPRAISAL**

### 4.1 Section A – Purpose of Evaluations

The major purpose of evaluation is to increase teacher effectiveness in order to improve instruction and enhance opportunities for student learning.

Evaluation is a cooperative process wherein the individual being evaluated and the person responsible for making the assessment feel a joint responsibility to focus upon performance areas, to work together to achieve the best results, and to evaluate these results.

### 4.2 Section B – Responsibility of Administrative Personnel

Administrative personnel shall be responsible for the evaluation of teachers.

### 4.3 Section C – Orientation Procedure

Within four (4) weeks after the beginning of the school term, the Administration shall acquaint each teacher with the teacher evaluation procedure and evaluation criteria. Also, the teacher will be given a copy of the teacher evaluation procedure, evaluation criteria and definitions of the teaching evaluation performance ratings. A teacher newly employed or a teacher reassigned after the beginning of the school year shall be notified within four (4) weeks by the Administration of the evaluation procedure and criteria in effect.

### 4.4 Section D – Comments on Evaluations

If the teacher wishes to comment on the evaluation, he/she may put his/her comments in writing within thirty (30) business days of receipt of the evaluation, provided that the Board may if necessary, take personnel action before such period has expired. These comments shall be attached to the evaluation and placed in his/her personnel file.

### 4.5 Section E – Unsatisfactory Evaluations

If a tenured teacher receives an unsatisfactory rating, the remediation procedure will follow the process mandated by the School Code of the State of Illinois.

#### 4.6 Section F – Evaluation Procedures – Tenured Teachers

1. Tenured teachers and/or fourth year teachers granted tenure are eligible to be on a goal year or an evaluation year as determined by the building administrator. A teacher on a goal year will be evaluated the following year.
2. In a goal year, the Teacher and Administrator review goals prior to January 1<sup>st</sup> and hold an end of the year conference prior to May 1<sup>st</sup>.
3. During an evaluation year, teachers will have a minimum of one formal observation per year. Formal observations will be a minimum of 30 minutes each. Administrators will share their observation notes with teachers and conference to discuss the observation and performance within five school days. In the event that the teacher and/or administrator cannot make the scheduled conference, a conference date will be rescheduled within 5 school days from return of the said party. A copy of the administrator's notes will be given to the teacher at the time of the conference.
4. By May 1<sup>st</sup> of an evaluation year, the administrator will conference with the teacher and present a formal written evaluation including material from observations and evaluation criteria. A performance rating will be assigned at this time. Goals for the following year may be discussed and set at this meeting.
5. The Board and the Association agree that good evaluation practice should include notice to the teacher of significant issues or concerns at the time of occurrence.
6. A qualified administrator will give the final evaluation rating.

#### 4.7 Section G – Non-tenured Teachers

1. Non-tenured teachers will be formally observed a minimum of 30 minutes once prior to December 1<sup>st</sup> and a second time prior to April 1<sup>st</sup>. Administrators will share their observation notes with teachers and conference to discuss the observation and performance within five school days. In the event that the teacher and/or administrator cannot make the scheduled conference, a conference date will be rescheduled within 5 school days from return of the said party.
2. By April 1<sup>st</sup> of each non-tenure year, the administrator will conference with teachers and present a formal written evaluation including material from observations and the evaluation criteria.

#### 4.8 Section H – Signature of Evaluation

Teachers and administrators will sign all evaluation copies at the post evaluation conference. A notated signature and date line for the administrator and the teacher will be included on the evaluation. In no case shall the teacher's signature be construed to mean that he/she agrees with the contents of the evaluation but only that the evaluation has been received.

#### 4.9 Section I – Evaluation Criteria and Performance Ratings

The substantive criteria for teacher evaluations and the performance ratings shall be as established in the Evaluation Plan for the District.

## **ARTICLE V - TEACHER TERMINATION**

- 5.1 Procedures as outlined in the School Code, Section 24-12, shall be followed in terminating employment of tenured teachers.
- 5.2 Prior to the issuance of written notice of termination, the appropriate administrator will have a conference with the teacher, including if requested, a review of the teacher's personnel file.

## **ARTICLE VI - TEACHER COMPENSATION AND FRINGE BENEFITS**

- 6.1 Full Experience Credit – The Board of Education reserves the right to award teachers new to the district credit up to a maximum of ten (10) years for comparable teaching. Teachers of District 91 who teach half time will be awarded one year credit for every two years taught.
- 6.2 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 regular school calendar as adopted by the Board.
- 6.3 Pay Days - School not in Session - If a regular pay date during the school term falls on a day when school is not in session, teachers shall receive their checks on the last workday prior thereto. During the summer, checks shall be mailed to their homes so that they will reach the teacher on the appropriate pay day.
- 6.4 Payroll Installments – Each teacher shall have a choice to be paid on the basis of 21 or 26 equal payments. Those opting 26 equal payments will receive all remaining summer checks for the current fiscal year with the last June payroll. The teacher shall elect a salary payment option prior to July 1 of the current school year. Such election will continue from year to year unless a written request is made prior to July 1 of the current school year. In the event that the calendar prevents the appropriate number of pay dates, the Association and the Board agree to mutually develop a solution.
- 6.5 Supplemental Jobs Added to Salary Schedule – The supplemental pay schedule as set forth in Appendix B is attached to and incorporated into the Agreement. Payment shall be made according to this schedule.
- 6.6 Employees Traveling - Employees traveling in personal vehicles for authorized District 91 business shall be reimbursed at the current Internal Revenue Service rate.

6.7 Internal Substitution - Pay for substituting for another teacher during planning time shall be compensated at the rate of \$20 per hour. Teachers substituting for less than an hour shall be paid on a pro-rated basis.

6.8 Part-Time Teachers - All teachers employed less than full time will receive the following monetary benefits prorated proportionately according to percent of time employed: tuition reimbursement, sick days, personal days, bereavement leave, and salary/per diem rate. Maximum sick leave is limited to 7 1/2 days per year. Said employees will enjoy all other benefits according to contractual agreement.

6.9 Insurance

A. For the 2008-2009 contract year, teacher contributions towards insurance plans offered by the District will be:

<u>Plan</u>	<u>Annual Contribution</u>
HMOB – S	\$ 276
HMOB – F	\$ 669
HMO – S	\$ 310
HMO – F	\$ 751
PPO – S	\$ 345
PPO – F	\$ 978

B. For the 2009-2010 and 2010-2011 contract years, the total cost of medical insurance for teachers shall be shared by the Board and the bargaining unit with the Board paying 92% of the total cost for 2009-2010 and 90% of the total cost for 2010-2011. Specific teacher premium contribution will be established annually by the Administration for each plan category after recommendations are received from the Insurance Committee. Contributions will be made over 26 or 21 pays depending on the salary payment schedule elected by the teacher. Insurance coverage will begin September 1<sup>st</sup> of the year the teacher is hired.

C. Board contributions for medical insurance for individual teachers are also subject to the following special procedures based upon date of hire:

1. Full-time teachers hired prior to July 1, 2001, may elect any single or family HMO or PPO plan and will pay only the applicable contribution for the plan selected.
2. Full-time teachers hired after July 1, 2001 but on or before June 30, 2005, are entitled to maintain the plan coverage the teachers had on June 30, 2005, and will pay the applicable contributions as set forth in Paragraphs A and B above for that

coverage. Any increase in coverage after June 30, 2005 will result in a change in the teacher's contribution requirement as described in Subparagraph 4 below.

3. Full-time teachers hired after July 1, 2005 will receive single coverage under any HMO plan offered by the District, and will pay the applicable contribution for such coverage under the selected plan.
4. Any full-time teachers may elect HMO family coverage or PPO single or family coverage, during the annual open enrollment period, or at another time as a result of a "qualifying event" under the Health Insurance Portability and Privacy Act. The teacher will pay the applicable contribution for HMO single plus the actual cost difference between the teacher's plan and the new plan elected, based upon the full premium billed to the District by the elected plan, except as provided in Subparagraph 1 above.

D. Insurance Committee

The District 91 Insurance Committee will consist of no more than three (3) members from the Board, no more than three (3) members from the Association (appointed by the Association President), and one (1) member representing non-bargaining unit employees.

The Insurance Committee shall meet each year as needed, but no later than February 1. The Insurance Committee will provide information and/or recommendations to the Board of Education and Association on or before May 1.

The Committee shall have access to all master policies, documents describing benefit coverage or claim procedures and experience, and other documents generated by the Plan Administrator which may have been customarily provided to the Board. The Superintendent will supply these materials to the committee from the Plan. However, the Superintendent shall take whatever steps are necessary to protect the confidentiality of the individual plan participants as required by the American with Disabilities Act, HIPPA and other applicable statutes.

The Committee shall review insurance cost data, claims history, cost projections and other information necessary to evaluate options for providing the best insurance plan possible while controlling insurance expenses. The committee shall consider all options which are in the best interest of the participants, taking into account, without limitation, benefits design and options, cost savings, cost containment options, managed care, preventative and wellness programs. The Committee shall not have the authority to alter benefit or premium levels, but shall report findings and recommendations to the Board, the Association and other constituent groups. The Board and the Association shall negotiate any changes.

E. The Board of Education has the option of looking for other insurance providers with the intention of providing comparable or improved coverage at reduced costs. The Insurance Committee will be notified prior to a change in insurance providers and allowed input into such change. The Board reserves the right to make all final decisions regarding insurance providers.

F. Life Insurance and AD&D - \$50,000 term (per individual).

G. Retirees shall be included in the insurance plan as follows:

The Board shall annually reimburse the retiree \$2,000.00 towards the cost of THIS health insurance, District 91 insurance plan, or other health insurance selected by the retiree after proof of payment is provided by the retiree. This shall continue for (5) five consecutive years after the effective retirement date or the cessation of such insurance coverage, whichever shall first occur. Each retiree shall be solely responsible for applying and qualifying for any such insurance coverage chosen.

#### 6.10 Professional Reimbursement and Salary Schedule Advancement

A form will be supplied by the Superintendent for approval of any graduate class taken for advancement on the salary schedule and/or reimbursement. Actual cost not to exceed \$140.00 per graduate semester hour shall be granted under the following conditions:

- A. Prior approval of Superintendent.
- B. Must have completed two years of full-time employment with the district as a teacher.
- C. Coursework related to teaching assignment or able to aid in professional or enhanced teaching performance.
- D. Graduate course work.
- E. Limited to 12 graduate hours per fiscal year (July 1 - June 30).
- F. A grade of "B" or higher.
- G. Submission of transcript and proof of payment to superintendent's office.
- H. In order to move on the salary schedule, transcripts must be received by November 1.
- I. Graduate courses taken relating to the field of education and paid for by the teacher, without reimbursement from the district, will also qualify for advancement on the salary schedule.
- J. The superintendent's approval or denial is final.

## 6.11 Professional Staff Development

- A. Professional Staff Development – The district will provide teachers with professional growth opportunities based upon the time, availability of funds and its anticipated value to the teacher and the district. The Superintendent shall have the authority to grant the request. Any teacher may request to attend professional meetings, conferences, workshops, clinics, conventions, etc.

All workshops, conferences, clinics, conventions, etc., must be pre-approved by the Superintendent.

- B. Workshops – A form will be supplied by the Superintendent for approval of any workshop, conference, clinic, convention, etc. related to the teacher’s assignment, (1) scheduled during the school day, or (2) for which reimbursement and salary schedule credit is sought and which is scheduled outside of regular work hours.

An approved workshop scheduled during the school day is not eligible for salary schedule credit, but the teacher will receive no loss in pay and the District will provide a substitute.

An approved workshop, conference, clinic, convention, etc. scheduled outside of regular work hours paid for by the teacher and approved by the Superintendent for credit, will receive the equivalent of one graduate credit hour for every fifteen (15) hours of workshop “contact time”. This would not include lunch unless the workshop continues over lunch.

The Superintendent’s approval or denial is final.

- C. Reimbursement – Within the financial constraints of the District, the Superintendent may also approve reimbursement for a workshop fee, to the maximum of \$75.00 annually or may pay the workshop fee directly from District or grant funds.

## 6.12 Retirement

- A. To be eligible a teacher
- must have completed at least twenty (20) years of full-time employment with the District.
  - must be fifty-five (55) years of age at the time of retirement or will reach age fifty-five (55) prior to December 31<sup>st</sup> of the retirement year.

- shall submit an irrevocable notice of intent to retire by March 1 up to five (5) years in advance of the expected retirement date.
- shall submit at the time of notice of retirement, a TRS statement of benefit or other TRS documentation confirming the teacher's total years of service and creditable earnings.

Creditable earnings shall mean all TRS creditable earnings including salary (inclusive of step and lane movement), payment for extra-curricular duties, stipends and retirement benefits.

In addition to the above eligibility, a teacher who gives less than a four year notice shall not have exceeded a 6% increase of creditable earnings in the non-incentive years that are used in the TRS calculations for retirement earnings (FAS).

In the event the teacher receives more than 6% and/or participates in the TRS Early Retirement Option (ERO), either of which would obligate the District to additional contribution to TRS, the teacher will not be eligible for the District Retirement Plan.

Once a teacher submits their notice of intent to retire, the plan elected will remain in effect until the teacher retires, even if during the plan's implementation a different retirement plan is bargained by the parties. In addition, the teacher may not revoke the notice of intent, unless an emergency arises, in which case the teacher may request to lessen the number of notice years.

- B. The teacher shall leave the salary and extra duty schedule and, in exchange for performing the same duties as in the "base year", receive a 6% increase in creditable earnings. "Base Year" creditable earnings are defined as the total TRS creditable earnings from all District sources in the year proceeding the first notice year.
1. The teacher will remain "off schedule" and receive a 6% increase in creditable earnings for each year of notice - up to five (5) years. (Five year notice, 6% for five years; four year notice, 6% for four years; three year notice, 6% for three years; two year notice, 6% for two years, one year notice, 6% for one year).
  2. The teacher agrees that all extra duties performed in the "base year" will be performed in the "notice years", e.g. coaching, and stipends that were counted as TRS creditable earnings along with the scheduled salary.
    - i. A teacher may voluntarily resign from an extra duty assignment; however the teacher's compensation will be reduced accordingly.
    - ii. A teacher may be removed from an extra duty assignment by the Board. In such case, compensation will be reduced accordingly. Elimination of a program will require a mutually agreeable alternative assignment. The Association acknowledges that this may require the replacement of a non-retiring staff member.

3. A teacher who takes courses or otherwise would "move" on the salary schedule, or "move" in an extra duty/stipend schedule, will not receive additional compensation beyond the 6% incentive.

4. A teacher under the district retirement plan will not be able to earn more than 6% of the previous year's creditable earnings.

5. The 6% incentive raises are compounded in each of the notice years.

### Early Retirement Option

To be eligible, a teacher

- must have completed at least twenty (20) and less than thirty-five (35) years of creditable service in the Illinois Teacher Retirement System.
- must be at least fifty-five (55) years of age and less than sixty (60) years of age at the time of retirement or will reach age fifty-five (55) within six months of the last day of service.

The Board of Education exercises the right to limit the number of teachers using the ERO to 10% of those eligible in a single year. The limitation will be based on seniority among those who submit an ERO retirement request. In the event that more than 10% request ERO in any given year, and if the Board of Education chooses not to waive the limit for such year, then ERO shall be available to the applicants with the greatest seniority in the District. Any applicant that is not permitted to retire in the requested year due to application of the 10% limit will be allowed to either withdraw the request for ERO retirement or submit a request for retirement in a different year.

Any teacher electing to retire under the Early Retirement option (Section 133.2 of the Illinois Pension Code) ("ERO") for whom the Board is required to pay a one-time contribution to the Teachers' Retirement System shall not be eligible for the benefits of the District retirement plan. Should a teacher elect the benefits of the District retirement plan and subsequently make an election to retire under ERO for which the Board is required to pay a one-time contribution to TRS, the teacher shall repay to the Board any incentives paid under the plan.

## **ARTICLE VII - LEAVES**

7.1 Sick Leave – Each teacher shall be entitled to seventeen (17) sick days per school term without loss of pay. Three (3) of these days may be utilized for personal business. Sick Leave shall accumulate to three hundred and fifty (350) days.

Sick leave shall be interpreted to mean personal illness, pregnancy, quarantine at home, or serious illness in the immediate family or household. The term "immediate family" is

defined as: spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Teachers must use Personal Leave for “well-care” medical appointments prior to utilizing Sick Leave.

Cash-in of unused sick leave days will be permitted-in accordance with the following provision. Any teacher who retires honorably after at least twenty five (25) consecutive years of employment with Lockport District 91 will be paid for up to fifty (50) accumulated days, provided that the days have not been used for TRS service credit or sick leave purposes, with the rate of payment to be \$25.00 per unused sick leave day. For the purpose of this section, a Board approved leave of absence does not constitute a break in service.

7.2 Teachers Absent - Teachers absenting themselves from the classroom because of illness will make every effort to notify the principal/designee no later than 6:30 a.m. each morning. When absence will continue for a subsequent day, absent teachers are requested to call their building before student dismissal time so that the substitute can be notified whether to plan on teaching the next day. This may make it possible for the pupils to have greater continuity than when a different substitute may be called the next day.

7.3 Emergency/Personal Leave

1. Each teacher shall be entitled to three (3) days of absence per year without loss of pay for personal business. Personal business days are subtracted from each teacher’s allotment of sick days each year. It is understood that personal business days are for business, which cannot be taken care of any other time except during the school day. At the end of the school year, any sick days not used as personal business days will accumulate as unused sick days for the individual teacher.
2. A teacher requesting a personal leave except for in the case of emergency shall submit his or her request on a District provided form to the Superintendent/principal for approval at least three (3) calendar days prior to the requested leave.
3. The District discourages use of personal leave before or after a holiday or during the first two teacher employment days or the last two teacher employment days of the school year. If a teacher requests a personal leave during these times, a reason will be required on the District form. The Superintendent reserves the right to verify the reason for the absence.

7.4 Bereavement Leave - Bereavement leave shall be granted as follows (bereavement leave is not to be interpreted as sick leave or personal leave):

- A. Funeral - immediate family - five (5) days maximum each instance:

- |            |                  |
|------------|------------------|
| 1. Husband | 5. Children      |
| 2. Wife    | 6. Grandchildren |
| 3. Mother  | 7. Brother       |
| 4. Father  | 8. Sister        |

Five additional days may be requested. Personal days will be used first. Remaining days will be deducted from sick leave.

B. Funeral - relative – two (2) bereavement day - maximum each instance:

- |                  |                     |
|------------------|---------------------|
| 1. Grandparents  | 5. Brother-in-law   |
| 2. Mother-in-law | 6. Aunts            |
| 3. Father-in-law | 7. Uncles           |
| 4. Sister-in-law | 8. Legal Guardians  |
|                  | 9. Nieces & Nephews |

Three (3) additional days may be requested. Personal days will be used first. Remaining days will be deducted from sick leave.

7.5 Other Absences - Deductions for any such absence other than those listed will be made at the rate of 1/180 of the annual salary of each day of absence. Under no circumstances should any person be absent from school without advance knowledge of the principal. If at all possible, absence from school should be anticipated. This helps to avoid last minute rush for substitutes and makes for accurate records.

7.6 Child Care Leave –

1. Any tenured teacher shall be permitted childcare leave, without pay for up to one (1) full school year plus the remainder of the school year in which the leave begins. Childcare leave will be granted as a result of the birth of a child, the adoption of a pre-school child, or due to unforeseen illness or accident to the tenured teacher's dependent child.
2. Any teacher desiring a child care leave must notify the Board in writing at least ninety (90) calendar days prior to the anticipated birth of the child, or upon making an application for adoption of a child.
3. The teacher will not lose accumulated sick leave, tenure, or seniority while on approved childcare leave. The teacher being granted a childcare leave shall also be entitled to a teaching position for which he/she qualifies upon return from said leave. A teacher on childcare leave shall be subject to all regulations found in the School Code of Illinois in relation to employment.
4. Eligible teachers are entitled to leave in accordance with the Family and Medical Leave Act (FMLA). Other than FMLA leave, all fringe benefits cease when the

leave goes into effect. The teacher involved shall be permitted to continue health insurance benefits at his/her own expense for the period of the leave.

5. Teachers taking childcare leave must work one hundred (100) days of a school year in order to advance on the salary schedule.
6. Upon termination of the leave, the teacher involved shall notify the superintendent as to his/her intentions to return to active duty. This notification shall be in writing and submitted at least ninety (90) calendar days prior to the termination of the leave. If a teacher is requesting a childcare leave for the purpose of having a child and then returning immediately, this should be so stated in his/her request. The beginning and ending dates of the leave shall be noted.
7. Childcare leave is granted on the condition that the teacher taking such leave will not engage in alternative employment which is in any way equivalent in either income or career potential to the teacher's position in the District.
8. A child care leave may be granted to a non-tenured teacher by action of the Board, subject to all the conditions applicable to a tenured teacher as listed above, provided the term of such leave shall not be considered in computing full time employment under Section 24-11 of the Illinois School Code for the purpose of the continuous employment necessary to attain contractual continued service status. Upon the return from such leave, the full-time teacher shall be considered to have commenced his/her first probationary year. The granting of child care leave to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board. Additional comments or restrictions may be established for any such leave provided nothing herein shall be construed as requiring any non-tenured teacher to apply for such leave or to accept the conditions therefore.

7.7 Association Leave - A member of the Association may be excused from his/her duties to attend Association affairs under these conditions:

1. A written request for leave shall be submitted by the Association President to the Superintendent at least ten (10) days in advance of the leave.
2. No more than two (2) teachers/association members may be absent on any one school day.
3. Use of Association leave days will be limited to six (6) days in any school year.
4. When a guest teacher is employed, the Association shall reimburse the Board the current daily rate set for guest teachers.

7.8 Leave of Absence - A leave of absence without pay may be granted to any employee who has reasonable need for such a leave, under the provisions of Board Policy.

- 7.9 Jury Duty - Any teacher who is called to serve on jury duty shall receive his/her full salary for the time he/she serves on the jury, provided the jury pay received for serving is submitted to the Board, minus any allowance for travel expenses. Notice of being summoned to jury duty has to be forwarded to the superintendent or his/her designee within ten (10) days of service time or the day after receipt of such notice.

## **ARTICLE VIII - GRIEVANCE PROCEDURE**

- 8.1 Definition – A grievance shall mean a complaint that there has been an alleged violation, misinterpretation or misapplication of any provision of this agreement. All time limits consist of days that the Central Administrative Office is officially open for business.

- 8.2 Procedures

The parties hereto acknowledge that it is usually most desirable for a teacher and his immediately involved supervisor to resolve problems through free and informal communications; if however, the informal process fails to satisfy the teacher, a grievance may be processed as follows:

### **STEP I**

A grievance must be filed by the grievant and the Association, or the Association itself in class grievances, in writing within twenty (20) days of the occurrence giving rise to the claim that the Agreement has been violated, misinterpreted or misapplies.. The grievant shall present the grievance in writing to the immediately involved supervisor who will arrange for a meeting to take place within ten (10) days after the receipt of the grievance. The Association representative, the grievant, and the immediately involved supervisor shall be present for the meeting. At this step, the grievant may have an Association representative for all subsequent steps. Within five (5) days of the meeting, the grievant shall be provided with the supervisor's written response, including the reasons for the decision.

### **STEP II**

If the grievance is not resolved at Step I, then the grievant may refer the grievance to the Superintendent or his official designee within five (5) days of receipt of the Step I response. The Superintendent shall arrange for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal, at which time any witness can be interviewed. Within five (5) days of the meeting, the grievant shall be provided with the Superintendent's written response, including the reasons for the decision.

### STEP III

If the grievance is not resolved at Step II, then the grievant may request to meet with the Board, or a committee thereof. Such requests shall be made within five (5) days of receipt of the Step II response. The Board shall meet with the grievant, the Association representative, the immediately involved supervisor, and the Superintendent no later than the next regular Board meeting. Within five (5) days of the Board meeting, the grievant shall receive written response.

### STEP IV

If the grievant is not satisfied with the disposition of the grievance at Step III or the time limits expire without the issuance of the Board's written reply, the Association may submit the grievance to binding arbitration. A mutually acceptable arbitrator shall be agreed upon by the Association and the Board, with the costs shared equally. If a demand for arbitration is not filed within thirty (30) days of the date for the Step III response, then the grievance shall be deemed withdrawn. The arbitrator shall have no power to alter the term of this agreement.

- 8.3 Bypass of Grievance - If the Association and the Superintendent agree, Steps II and III of the grievance procedure may be bypassed and the grievance advanced.
- 8.4 Class Grievance - Common grievance involving one or more teachers or one or more administrators may be filed by those so grieving and may be heard jointly.
- 8.5 No Reprisals Clause - No reprisals shall be taken by the Board or the administration against a teacher because of his participation in a grievance.
- 8.6 Grievance Withdrawal - A grievance may be withdrawn at any level, without establishing precedent.

## **ARTICLE IX - EFFECT OF AGREEMENT**

- 9.1 Complete Understanding - The terms and conditions as set forth in this Agreement for the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.
- 9.2 Individual Contracts - The terms and conditions of this agreement shall be reflected in individual contracts or teacher agreements.
- 9.3 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.

- 9.4 Inclusions - The parties agree that applicable Illinois' statutory and case law and the Constitution of the United States and the State of Illinois are hereby incorporated into this Agreement.
- 9.5 Terms of Agreement - This Agreement will be effective as of July 1, 2008 and will remain in effect through June 30, 2011.

## Schedule A 2008-2009

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
1	32,200	33,488	35,497	36,917	35,497	36,917	38,394	39,930
2	32,844	34,158	36,562	38,025	36,562	38,025	39,546	41,128
3	33,501	34,841	37,659	39,165	37,659	39,165	40,732	42,361
4	34,171	35,538	38,789	40,340	38,789	40,340	41,954	43,632
5	34,854	36,248	39,953	41,551	39,953	41,551	43,213	44,941
6	35,551	36,973	41,151	42,797	41,151	42,797	44,509	46,289
7	36,262	37,713	42,386	44,081	42,386	44,081	45,844	47,678
8	36,988	38,467	43,657	45,403	43,657	45,403	47,220	49,108
9	37,727	39,237	44,967	46,766	44,967	46,766	48,636	50,582
10	38,482	40,021	46,316	48,169	46,316	48,169	50,095	52,099
11	39,252	40,822	47,705	49,614	47,705	49,614	51,598	53,662
12	40,037	41,638	49,137	51,102	49,137	51,102	53,146	55,272
13	40,837	42,471	50,611	52,635	50,611	52,635	54,740	56,930
14	41,654	43,320	52,129	54,214	52,129	54,214	56,383	58,638
15	42,487	44,187	53,693	55,841	53,693	55,841	58,074	60,397
16			55,304	57,516	55,304	57,516	59,816	62,209
17			56,963	59,241	56,963	59,241	61,611	64,075
18			58,672	61,018	58,672	61,018	63,459	65,998
19			60,432	62,849	60,432	62,849	65,363	67,977
20			62,245	64,734	62,245	64,734	67,324	70,017
21					64,112	66,677	69,344	72,117
22					66,035	68,677	71,424	74,281
23					68,016	70,737	73,567	76,509
24					70,057	72,859	75,774	78,805
25					72,159	75,045	78,047	81,169

As of July 1, 2008, teachers will not be allowed entry into the BA+30 and BA+45 lanes. Teachers in these lanes as of June 30, 2008 will be allowed to remain.

For the 2008-2009, 2009-2010 and 2010-2011 school years all teachers on schedule will receive a guaranteed minimum increase of 4% inclusive of step regardless of the amount listed in the salary schedule. Teachers "off schedule" will receive an increase of 3% for each year of the contract.

All cells below the bolded line (----) represents cells which are "off schedule". Any employee who may be in an "off schedule" cell will receive a 3% increase over the previous year's salary.

## Schedule A 2009-2010

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
	1.02	1.02	1.03	1.03	1.03	1.03	1.03	1.03
1	32,830	34,143	36,192	37,639	36,192	37,639	39,145	40,711
2	33,487	34,826	37,278	38,769	37,278	38,769	40,319	41,932
3	34,156	35,523	38,396	39,932	38,396	39,932	41,529	43,190
4	34,839	36,233	39,548	41,130	39,548	41,130	42,775	44,486
5	35,536	36,958	40,734	42,364	40,734	42,364	44,058	45,820
6	36,247	37,697	41,956	43,634	41,956	43,634	45,380	47,195
7	36,972	38,451	43,215	44,943	43,215	44,943	46,741	48,611
8	37,711	39,220	44,511	46,292	44,511	46,292	48,143	50,069
9	38,466	40,004	45,847	47,681	45,847	47,681	49,588	51,571
10	39,235	40,804	47,222	49,111	47,222	49,111	51,075	53,118
11	40,020	41,620	48,639	50,584	48,639	50,584	52,608	54,712
12	40,820	42,453	50,098	52,102	50,098	52,102	54,186	56,353
13	41,636	43,302	51,601	53,665	51,601	53,665	55,811	58,044
14	42,469	44,168	53,149	55,275	53,149	55,275	57,486	59,785
15	43,318	45,051	54,743	56,933	54,743	56,933	59,210	61,579
16			56,386	58,641	56,386	58,641	60,987	63,426
17			58,077	60,400	58,077	60,400	62,816	65,329
18			59,820	62,212	59,820	62,212	64,701	67,289
19			61,614	64,079	61,614	64,079	66,642	69,307
20			63,463	66,001	63,463	66,001	68,641	71,387
21					65,366	67,981	70,700	73,528
22					67,327	70,020	72,821	75,734
23					69,347	72,121	75,006	78,006
24					71,428	74,285	77,256	80,346
25					73,570	76,513	79,574	82,757

As of July 1, 2008, teachers will not be allowed entry into the BA+30 and BA+45 lanes. Teachers in these lanes as of June 30, 2008 will be allowed to remain.

For the 2008-2009, 2009-2010 and 2010-2011 school years all teachers on schedule will receive a guaranteed minimum increase of 4% inclusive of step regardless of the amount listed in the salary schedule. Teachers "off schedule" will receive an increase of 3% for each year of the contract.

All cells below the bolded line (----) represents cells which are "off schedule". Any employee who may be in an "off schedule" cell will receive a 3% increase over the previous year's salary.

## Schedule A 2010-2011

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
1	33,473	34,812	36,901	38,377	36,901	38,377	39,912	41,508
2	34,142	35,508	38,008	39,528	38,008	39,528	41,109	42,753
3	34,825	36,218	39,148	40,714	39,148	40,714	42,342	44,036
4	35,522	36,943	40,322	41,935	40,322	41,935	43,613	45,357
5	36,232	37,682	41,532	43,193	41,532	43,193	44,921	46,718
6	36,957	38,435	42,778	44,489	42,778	44,489	46,269	48,119
7	37,696	39,204	44,061	45,824	44,061	45,824	47,657	49,563
8	38,450	39,988	45,383	47,198	45,383	47,198	49,086	51,050
9	39,219	40,788	46,745	48,614	46,745	48,614	50,559	52,581
10	40,003	41,603	48,147	50,073	48,147	50,073	52,076	54,159
11	40,803	42,436	49,591	51,575	49,591	51,575	53,638	55,784
12	41,619	43,284	51,079	53,122	51,079	53,122	55,247	57,457
13	42,452	44,150	52,611	54,716	52,611	54,716	56,905	59,181
14	43,301	45,033	54,190	56,357	54,190	56,357	58,612	60,956
15	44,167	45,934	55,816	58,048	55,816	58,048	60,370	62,785
16			57,490	59,790	57,490	59,790	62,181	64,668
17			59,215	61,583	59,215	61,583	64,047	66,608
18			60,991	63,431	60,991	63,431	65,968	68,607
19			62,821	65,334	62,821	65,334	67,947	70,665
20			64,705	67,294	64,705	67,294	69,985	72,785
21					66,647	69,313	72,085	74,968
22					68,646	71,392	74,248	77,217
23					70,705	73,534	76,475	79,534
24					72,827	75,740	78,769	81,920
25					75,011	78,012	81,132	84,378

As of July 1, 2008, teachers will not be allowed entry into the BA+30 and BA+45 lanes. Teachers in these lanes as of June 30, 2008 will be allowed to remain.

For the 2008-2009, 2009-2010 and 2010-2011 school years all teachers on schedule will receive a guaranteed minimum increase of 4% inclusive of step regardless of the amount listed in the salary schedule. Teachers "off schedule" will receive an increase of 3% for each year of the contract.

All cells below the bolded line (----) represents cells which are "off schedule". Any employee who may be in an "off schedule" cell will receive a 3% increase over the previous year's salary.

## Schedule B EXTRA CURRICULAR ACTIVITIES 2008-2009

		Yrs 1-3	Yrs 4-6	Yrs 7-9	Yrs 10+
ART CLUB	2	832	1,139	1,448	1,759
BAND	5.5	2,289	3,132	3,982	4,837
BASKETBALL/BOYS A	5	2,081	2,847	3,619	4,397
BASKETBALL/BOYS B	5	2,081	2,847	3,619	4,397
BASKETBALL/GIRLS A	5	2,081	2,847	3,619	4,397
BASKETBALL/GIRLS B	5	2,081	2,847	3,619	4,397
BASEBALL	3.5	1,457	1,993	2,534	3,078
CHEERLEADING	4.5	1,873	2,563	3,258	3,958
CHORUS	4.5	1,873	2,563	3,258	3,958
DRAMA	2	832	1,139	1,448	1,759
JR BETA	2	832	1,139	1,448	1,759
MATH TEAM	2	832	1,139	1,448	1,759
NATURE CLUB	1	416	569	724	879
SCIENCE FAIR CLUB	2	832	1,139	1,448	1,759
<i>STUDENT COUNCIL</i>	2	832	1,139	1,448	1,759
SOFTBALL	3.5	1,457	1,993	2,534	3,078
TRACK/BOYS A	3	1,248	1,708	2,172	2,638
TRACK/BOYS B	3	1,248	1,708	2,172	2,638
TRACK/GIRLS A	3	1,248	1,708	2,172	2,638
TRACK/GIRLS B	3	1,248	1,708	2,172	2,638
VOLLEYBALL/BOYS A	4.5	1,873	2,563	3,258	3,958
VOLLEYBALL/BOYS B	4.5	1,873	2,563	3,258	3,958
VOLLEYBALL/GIRLS A	4.5	1,873	2,563	3,258	3,958
VOLLEYBALL/GIRLS B	4.5	1,873	2,563	3,258	3,958
YEARBOOK	3	1,248	1,708	2,172	2,638
State Tournament Supplement	110				
Grade Level Coordinators (6-8)	1,000				

The Board of Education reserves the right to fill or not fill extra duty positions consistent with the annual budgeting processes.

Salaries listed are TRS salary figures

Activity sponsors may be awarded up to ten years experience for previous experience in the same co/extra-curricular sponsorship in the district.

## SCHEDULE B EXTRA CURRICULAR ACTIVITIES 2009-2010

		Yrs 1-3	Yrs 4-6	Yrs 7-9	Yrs 10+
ART CLUB	2	867	1,186	1,507	1,831
BAND	5.5	2,383	3,261	4,146	5,036
BASKETBALL/BOYS A	5	2,166	2,964	3,768	4,578
BASKETBALL/BOYS B	5	2,166	2,964	3,768	4,578
BASKETBALL/GIRLS A	5	2,166	2,964	3,768	4,578
BASKETBALL/GIRLS B	5	2,166	2,964	3,768	4,578
BASEBALL	3.5	1,516	2,075	2,638	3,205
CHEERLEADING	4.5	1,950	2,668	3,392	4,121
CHORS	4.5	1,950	2,668	3,392	4,121
DRAMA	2	867	1,186	1,507	1,831
JR BETA	2	867	1,186	1,507	1,831
MATH TEAM	2	867	1,186	1,507	1,831
NATURE CLUB	1	433	593	754	916
SCIENCE FAIR CLUB	2	867	1,186	1,507	1,831
<i>STUDENT COUNCIL</i>	2	867	1,186	1,507	1,831
SOFTBALL	3.5	1,516	2,075	2,638	3,205
TRACK/BOYS A	3	1,300	1,779	2,261	2,747
TRACK/BOYS B	3	1,300	1,779	2,261	2,747
TRACK/GIRLS A	3	1,300	1,779	2,261	2,747
TRACK/GIRLS B	3	1,300	1,779	2,261	2,747
VOLLEYBALL/BOYS A	4.5	1,950	2,668	3,392	4,121
VOLLEYBALL/BOYS B	4.5	1,950	2,668	3,392	4,121
VOLLEYBALL/GIRLS A	4.5	1,950	2,668	3,392	4,121
VOLLEYBALL/GIRLS B	4.5	1,950	2,668	3,392	4,121
YEARBOOK	3	1,300	1,779	2,261	2,747
State Tournament	110				
Grade Level Coordinator (6-8)	1000				

The Board of Education reserves the right to fill or not fill extra duty positions consistent with the annual budgeting processes.

Salaries listed are TRS salary figures

Activity sponsors may be awarded up to ten years experience for previous experience in the same co/extra-curricular sponsorship in the district.

## Schedule B EXTRA CURRICULAR ACTIVITIES 2010-2011

		Yrs 1-3	Yrs 4-6	Yrs 7-9	Yrs 10+
ART CLUB	2	902	1,235	1,569	1,906
BAND	5.5	2,481	3,395	4,316	5,243
BASKETBALL/BOYS A	5	2,255	3,086	3,923	4,766
BASKETBALL/BOYS B	5	2,255	3,086	3,923	4,766
BASKETBALL/GIRLS A	5	2,255	3,086	3,923	4,766
BASKETBALL/GIRLS B	5	2,255	3,086	3,923	4,766
BASEBALL	3.5	1,579	2,160	2,747	3,337
CHEERLEADING	4.5	2,030	2,778	3,531	4,290
CHORUS	4.5	2,030	2,778	3,531	4,290
DRAMA	2	902	1,235	1,569	1,906
JR BETA	2	902	1,235	1,569	1,906
MATH TEAM	2	902	1,235	1,569	1,906
NATURE CLUB	1	451	617	785	953
SCIENCE CLUB	2	902	1,235	1,569	1,906
<i>STUDENT COUNCIL</i>	2	902	1,235	1,569	1,906
SOFTBALL	3.5	1,579	2,160	2,747	3,337
TRACK/BOYS A	3	1,353	1,852	2,354	2,860
TRACK/BOYS B	3	1,353	1,852	2,354	2,860
TRACK/GIRLS A	3	1,353	1,852	2,354	2,860
TRACK/GIRLS B	3	1,353	1,852	2,354	2,860
VOLLEYBALL/BOYS A	4.5	2,030	2,778	3,531	4,290
VOLLEYBALL/BOYS B	4.5	2,030	2,778	3,531	4,290
VOLLEYBALL/GIRLS A	4.5	2,030	2,778	3,531	4,290
VOLLEYBALL/GIRLS B	4.5	2,030	2,778	3,531	4,290
YEARBOOK	3	1,353	1,852	2,354	2,860
State Tournament	110				
Grade Level Coordinator (6-8)	1,000				

The Board of Education reserves the right to fill or not fill extra duty positions consistent with the annual budgeting processes.

Salaries listed are TRS salary figures

Activity sponsors may be awarded up to ten years experience for previous experience in the same co/extra-curricular sponsorship in the district.

This agreement is signed the \_\_\_\_\_ day of \_\_\_\_\_ 2008.

IN WITNESS thereof:

Lockport District 91 Teachers' Association

District 91 Board of Education

\_\_\_\_\_  
President

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Secretary