

**AGREEMENT**

**Between the**

**BOARD OF EDUCATION**

**OF**

**UNION ELEMENTARY SCHOOL DISTRICT NO. 81**

**and the**

**UNION COUNCIL  
AFT – LOCAL 604  
IFT/AFT, AFL-CIO**

**2022 – 2023**

**2023 – 2024**

**2024 – 2025**

**2025 – 2026**

**2026 – 2027**



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## **ARTICLE 1 – RECOGNITION AND REPRESENTATION**

### **1.1 Recognition**

The Board of Education of Union Elementary School District No. 81, Joliet, Illinois, hereinafter referred to as the “Board” recognizes the Union Council, AFT-Local 604, IFT/AFT, AFL-CIO, hereinafter referred to as the “Union,” as the sole and exclusive representative for all full-time classroom teachers with respect to wages, hours, and conditions as defined by the Illinois Educational Labor Relations Act. Excluded are the superintendent and/or principal, confidentials, and other employees excluded by the Act.

### **1.2 Conformity to Law**

If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unconstitutional or illegal, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

## **ARTICLE II – BOARD RIGHTS**

### **2.1 Board of Education Authority**

The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibility conferred upon and vested in it by the statutes and Constitution of the State of Illinois and the United States, along with the decisional law by the courts, provided that such rights and responsibilities shall be exercised in conformity with the provisions of the Agreement and the rules and regulations of the Illinois Educational Labor Relations Act. All powers, rights, authority, and responsibilities conferred upon the Board in the above sentence, but not included in this Agreement, are reserved for the Board.

## **ARTICLE III – UNION RIGHTS AND TEACHER OBLIGATIONS**

### **3.1 Union – Superintendent Meetings**

The Superintendent shall meet with the President of the Union at a mutually agreed upon time after regular working hours for teachers to discuss matters relating to the implementation of this Agreement as well as matters of mutual concern. The Superintendent retains the prerogative to schedule a meeting during the school day with the President of the Union if there is an urgent need for the meeting.

### **3.2 Information to the Union**

Upon written request by the President of the Union, the Union shall be provided a copy of the annual audit, current fiscal year budget, and approved Board minutes and Treasurer’s Report. Additional information requested in writing will be considered in accordance with their availability, with the Superintendent’s Office not being required to conduct such research and/or assemble special reports. The Union shall pay any unusual cost to photocopy such additional information.

### **3.3 Union Meetings**

Upon reasonable advance notice (normally two workdays), the Union may schedule a meeting after regular working hours for teachers if there is not a conflict as determined by the Superintendent. If the request entails any unusual expense to the School District, then the Union shall so be informed in advance.

### **3.4 Notices**

The Union shall be able to use teacher mailboxes and designated teacher lounge bulletin boards for Union matters. A courtesy copy of materials distributed shall be given to the Superintendent.

### **3.5 Dues Check Off**

Any teacher who is a member of the Union may sign and deliver to the Superintendent an approved form, as agreed upon by the parties, authorizing the deduction of Union dues. Such written authorizations shall be into the Superintendent's Office on or before September 15 each year or within thirty (30) days after a new teacher's first day of work.

### **3.6 Teacher Obligations**

This Agreement shall not interfere with a teacher's professional obligations in the education and guidance of children in the school district.

### **3.7 Printing of Agreement**

The cost of printing this Agreement shall be borne equally by the Board and the Union. The Agreement will be distributed to each employee, administrator, and Board member.

## ARTICLE IV – NO STRIKES AND DISRUPTIONS

### 4.1 General Teacher and Union Responsibilities

During the term of this Agreement and any mutually agreed upon extension thereof, no teacher covered by this Agreement, nor the Union, nor any person acting on behalf of the Union shall engage in, authorize, or instigate a strike, withholding of services, or refusal to render full and complete service.

### 4.2 Union Responsibilities

It is agreed that the Union will, within one (1) week of the date of the signing of this Agreement, serve upon the Superintendent a written notice which will list the Union's authorized officers.

### 4.3 Union Communications Responsibilities

In the event of an unauthorized action by educational employees, who are members of the bargaining unit, in violation of Section 13 of the IELRA and/or Section 4.1 of the Agreement, the Union, within twenty-four (24) hours of being informed of such action, will notify the Board in writing that said Union will make every reasonable effort to assure compliance with the IELRA and/or Section 4.1 of the Agreement.

## ARTICLE V – WORKING CONDITIONS

### 5.1 School Calendar

On or before March 1 of each year, or when High School guidelines are received, the Union may submit to the Superintendent recommendations covering the school calendar for the next school year. All recommendations, including the Superintendent's recommendation, shall be submitted to the Board. The final decision as to the annual calendar shall remain a Board prerogative, with a calendar of 185 days (includes 5 emergency days, which will not be counted as workdays if not used) unless legislation is enacted extending the school year.

The Superintendent shall post the tentative school calendar as early as possible prior to the first teacher workday of each school year.

### 5.2 Workday

The workday for teachers shall be up to a maximum of eight (8) hours in length. This time shall include a duty-free lunch period of no less than thirty (30) minutes. However, it is understood that teachers will be available for scheduled meetings with parents, staffings, curriculum coordination, open house(s), parent-teacher functions, graduation, and other activities as they relate to assigned duties that are necessary to meet the needs of the students beyond the scheduled workday.

In the event a teacher decides to leave the building during his/her duty-free lunch period, he/she shall sign out and in on a form in the Superintendent's Office.

Teachers shall be expected to be in their classrooms 10 minutes before the students enter the building and 15 minutes at the end of the day. Any teacher who arrives less than 10 minutes prior to the start of the student's arrival will be considered tardy. Each tardy will be documented in a dated letter and signed by the teacher and administrator within 24 hours. The teacher will receive a copy upon signing. The Board of Education may excuse tardies at their discretion.

An accumulation of a minimum of three tardies within a quarter will result in a deduction of pay equal to the hourly rate of the employee times the number of hours missed (1 hour minimum).

### **5.3 Assignments**

A teacher may request, in writing, to be assigned or not be assigned to any position. Such requests shall be submitted to the Superintendent prior to June 1 of each year, which shall include the reason(s) for the request.

If known by the Superintendent by March 1<sup>st</sup> of each year, teachers will be notified, in writing, of their tentative assignments for the coming year. As changes are finalized during the summer and changes are made during the regular school year, teachers will be notified as promptly as circumstances permit in order that the teacher may prepare for the new assignment. If the affected teacher requests a conference on a change in assignment or transfer, it will be scheduled as soon as practical. Final decisions covering all assignments shall remain with the Board unless limited by this Agreement. If a teacher is notified of a change in assignments after August 1 and prior to the beginning of school, the teacher may resign without penalty if he/she finds the change to be undesirable.

### **5.4 Vacancies**

The Superintendent will inform teachers of vacancies as they occur.

A declared vacancy occurs when open positions have been created by resignations, terminations, transfers, or the creation of new classifications by the Board only after decisions have been made on transfers and providing positions to teachers who have indicated they will be returning from Board approved leaves. If a vacancy occurs in a position for which a teacher has a request on file or a teacher informs the Superintendent that he/she declares an interest in a vacancy, he/she will be interviewed if the teacher is qualified for the position and the teacher is available for the interview on the date scheduled by the Superintendent.

### **5.5 Lesson Plan Obligations**

Teachers shall complete lesson plans for the following week by the end of every Friday. Weekly lesson plans shall be completed in a manner that is acceptable to the Superintendent.

### **5.6 Personnel File**

- A. The official personnel file for each teacher shall be retained in the Superintendent's Office. Each teacher shall have the right of access to his/her file, with the exception that pre-employment confidential materials shall not be available for review, upon giving the Superintendent's Office reasonable advance notice. Upon reviewing the file, the Superintendent or his/her designee shall be present.



- B. A copy of any permanent material, except confidential material, such as evaluations by college/university and/or previous employers, shall not be placed in a teacher's personnel file without a copy also being provided to the teacher. The teacher has the right to respond to the material in writing, and his/her response will be attached to the file copy. The teacher must respond within ten (10) workdays of receipt of the material.

## **5.7 Parental Complaints**

Whenever the Superintendent becomes knowledgeable of a complaint about a teacher, he/she will encourage the parent/guardian to schedule a conference with the involved teacher in an attempt to resolve the problem. The Superintendent will notify the affected teacher of the situation and the need for the teacher to take the initiative to schedule a conference if he/she has not heard from the parent/guardian, with his/her office being informed on the final arrangements for the conference.

In the event the parent/guardian is not satisfied with the outcome of the conference, the Superintendent shall schedule a meeting with the parent/guardian and the affected teacher in an attempt to resolve the complaint. Upon examining the factors involved in the complaint and it remains unresolved, the Superintendent retains the prerogative to bring the matter before the Board. If the complaint is brought before the Board, the affected teacher retains the right to have a representative attend the meeting and participate in the discussion.

## **5.8 Internal Substitution**

Should it be necessary for a teacher to teach during his/her scheduled preparation period, such teacher shall be compensated \$45.00 per period for the length of this contract.

## **5.9 Seniority**

Among teachers in contractual continued service, length of service shall be computed from the date service began, excluding periods of time teachers are on non-paid Board approved leaves.

In the event of equal seniority in the District, ties shall be broken according to and in the following order:

- A. Length of service in public education;
- B. Highest degree earned;
- C. Discretion of Board.

## **5.10 Planning Time**

Teachers shall be provided a minimum of one hundred fifty (150) minutes of planning time during a full week of school. The Superintendent shall try to provide time for individual as well as PLC planning.

## **5.11 Evaluations**

All evaluations shall be conducted in conformance with state law, state regulations and the District's Evaluation Plan. In the event of a conflict between the Evaluation Plan and the state law or state regulations, the provisions of state law and state regulations shall govern

## ARTICLE VI – LEAVES

### 6.1 Sick Leave

Tenure teachers shall be entitled to fifteen (15) days sick leave each year without loss of pay. Non-tenure teachers shall be entitled to

Year 1	10 days
Year 2	10 days
Year 3	13 days
Year 4	14 days

Unused sick leave will accumulate to 340 days. Teachers shall be notified in writing at the beginning of each school year as to the current number of sick days they have accumulated.

Upon retirement a teacher shall receive one-half of the daily substitute's pay for each unused sick leave day beyond 180 days.

Sick leave shall be interpreted as being personal illness, quarantine at home, or serious illness or death in the immediate family or household. The immediate family shall include parents, spouse/domestic partner as long as the name has been registered with the district office, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

In the event of the death of an employee the Board of Education agrees to reimburse survivors for accumulated sick leave in the amount of \$75.00 per day, not to exceed \$5,000.00

### 6.2 Personal Leave

Each teacher will be granted, upon approval of the Superintendent, twenty-four (24) hours of personal leave (with pay) each year. All unused personal time shall convert to unused sick leave days at the end of the school year.

Normally personal leave days will not be granted during the first five (5) workdays of school, last five (5) workdays, and for days immediately before or after a holiday or school vacation. However, specific reasons may be provided to the Superintendent covering unusual circumstances and/or emergency situations, whereby such requests may be considered for approval by the Superintendent. When such approval is granted covering an unusual circumstance and/or emergency situation, the decision shall not establish a precedent for subsequent decisions.

A request for a personal leave day shall normally be made to the Superintendent at least five (5) workdays in advance of the leave date, which shall be completed on a District form. No more than two (2) teachers will be approved for the same date, with approval being subject to securing a qualified substitute. If only one (1) qualified substitute can be found, then the teacher applying first will be approved. Exceptions may be approved by the Superintendent. Personal leave shall be interpreted as being absent due to business matters that cannot be handled other than at the specified time during a school day, i.e., court days, or personal family matters of an urgent nature.

### **6.3 Bereavement Leave**

In the event of the death of a parent, spouse, domestic partner, sibling, child or step-child, a teacher shall be entitled to three (3) days of absence without loss of pay and without loss of personal or sick leave. In the event of the death of a grandparent, niece/nephew, parent-in-law, brother-in-law or sister-in-law, a teacher shall be entitled to one (1) day of absence without loss of pay and without loss of personal or sick leave.

### **6.4 Professional Leave**

Each teacher may be granted professional leave each year for the purpose of attending an educational conference, workshop, and/or seminar that will be a benefit to the educational program in the school district. A written request shall be submitted to the Superintendent on a form provided by the School District. The Superintendent shall retain the prerogative to approve or disapprove each request. If a request is approved, the School District will pay the cost of the registration and other expenses that are required for attendance. This section will remain contingent upon the Board providing funds in the annual budget each year. The District will provide twelve (12) hours of professional development from State approved professional development providers per school year.

### **6.5 Jury/Civic Duty Leave**

A teacher will be excused at full pay for the purpose of fulfilling jury duty and/or if subpoenaed to testify in a case that is not against the school district, any employees of the school district, and/or members of the Board of Education. A copy of the jury appearance form and/or subpoena shall be provided to the Superintendent at least five (5) school days in advance of the first date on said document. The teacher shall refund to the District any monies received for jury duty and/or testifying under a subpoena order, less any permitted travel allowance.

### **6.6 Child Care Leave**

Upon written request submitted to the Superintendent by a teacher, at least three (3) months before the leave is to begin (unless an exception is granted by the Superintendent, which shall not establish a precedent for subsequent decisions), the Board will grant a paid/unpaid child care leave under the following conditions:

- A. Child care leave applies to newborn babies or newly adopted children under the age of four (4) years.
- B. The teacher can use no more than sixty (60) days of paid sick leave toward the 185 scheduled teacher workdays. If requested, the teacher can use an additional thirty (30) days of unpaid sick leave toward the 185 scheduled teacher workdays. These days must be consecutive workdays unless approved by the superintendent.

One additional year beyond the initial leave period may be requested by a tenured teacher, with the Board retaining its right to approve or disapprove a request. It is understood that each decision will be rendered on the merits of the request, along with determining the educational needs of the school district, with each decision not establishing a precedent for subsequent decisions.

- C. Salary, all fringe benefits, and accumulation of seniority cease at the commencement of the child care leave during unpaid sick leave time.
- D. If a teacher does not return at the end of the approved child care leave, it will be considered as a resignation at the discretion of the superintendent. When a teacher is scheduled to return during the school year, the teacher shall be assigned in accordance with the needs of the District and within his/her certification but could be guaranteed his/her previous position at the discretion of the superintendent.
- E. Credit on the salary schedule for a full year of service shall be granted if the teacher has been employed at least ninety (90) workdays during the school term the leave began. The teacher may remain in the district's group insurance plans during the approved period of the leave by making timely payments to the district in accordance with established Board procedures.

### **6.7 Uncompensated Leaves of Absence**

The Board may grant other leaves of absences to teachers for specific reasons as recommended by the Superintendent. When such leaves are granted, they will be without salary and District-paid benefits. The approved leave shall also contain a return date that meets with the approval of the Board, along with seniority not accumulating during the leave. It is understood that each decision will not establish a precedent for subsequent decisions. Said teacher shall earn salary schedule credit if he/she is employed at least ninety (90) workdays during the school term in which the leave begins. In the event an uncompensated leave is granted to a non-tenure teacher, the Board, upon recommendation of the Superintendent, shall decide if the year shall count toward tenure status or the year has to be repeated. The basic criteria for the decision on the year's credit is whether the non-tenure teacher has taught the first three quarters of the year. In all other non-tenure situations, the Board, upon recommendation of the Superintendent, shall decide if the year counts.

## ARTICLE VII – GRIEVANCE PROCEDURE

### 7.1 Definitions

#### A. Grievance

Any claim by a teacher or the Union that there has been alleged violation, misinterpretation, or misapplication of this Agreement. The Union's jurisdiction covers claims only on Union-related contract issues, such as but not limited to dues deduction and Union rights.

#### B. Days

All time limits shall consist of school days, except that when an alleged grievance is submitted fewer than ten (10) days before the close of the school year; time limits shall consist of business days.

### 7.2 Right of Representation

A grievance may be initiated and/or conducted by the grievant defined as

- A. An employee in his/her own behalf;
- B. An employee accompanied by a Union representative;
- C. The Union when Union-related contract issues are at issue as defined in 7.1A.

A Union representative may be present, if requested by the grievant, at any meeting beginning with Step One.

### 7.3 Procedure for Adjustment of Grievances

**Informal conference.** A complaint will be discussed between the affected grievant and Superintendent prior to filing a grievance at Step One. The objective of the conference will be an attempt by the parties to settle the complaint informally. The Superintendent and the affected teacher may mutually agree to include resource representatives in the conference. The conference will be scheduled within ten (10) days of the occurrence of the event which initiated the grievance.

- A. **Step One.** A grievance must be filed in writing within ten (10) days of the informal conference. Failure to file within the time limits prescribed herein constitutes a waiver of the right to file for that particular occurrence in the future. The written grievance shall state the section or sections of the Agreement allegedly violated and the proposed remedy. The alleged grievance shall be signed by the grievant, with a copy being provided to the Union.

The grievant shall present the alleged grievance in writing to the Superintendent within the timeline described above. The Superintendent will arrange for a meeting to take place within ten (10) days after receipt of the written grievance. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. The Superintendent shall provide the grievant with a written response to the

grievance within ten (10) days after the meeting has adjourned. A copy shall be sent to the President of the Union.

B. **Step Two.** If the grievance is not resolved in Step One, then the grievant may appeal the grievance to the Board within ten (10) days of the receipt of the Step One response. The Board shall arrange for a meeting with the aggrieved to take place within twenty (20) days of the receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors, as it deems necessary, to develop facts pertinent to the grievance. Upon conclusion of the meeting, the Board shall have ten (10) days in which to provide a written response to the grievant.

C. **Step Three.** If the grievance is not resolved in Step Two, the Union may submit the grievance to binding arbitration within fifteen (15) days of the receipt of the Step Two response. If the parties cannot mutually agree on an arbitrator, the American Arbitration Association will be requested to submit a list of arbitrators from which the parties shall select an arbitrator in accordance with the rules of the AAA. If either party is dissatisfied with the list sent by the AAA, another list will be requested.

1. Each party shall bear the full cost for its representation in the arbitration. The cost of the arbitrator and the AAA shall be divided equally between the parties.

2. If either party requests a transcript of the proceedings, that party shall bear full cost for the transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the parties. If the arbitrator requests a copy of the transcript, the cost shall be divided equally between the parties.

3. Neither party shall not be permitted to present any grounds or evidence before the arbitrator which had not previously been disclosed to the other party.

4. The arbitrator shall have no power to amend, modify, nullify, ignore, and/or add to the terms of this Agreement. The arbitrator's authority shall be strictly and narrowly limited to deciding only the issues of the grievance filed at the Step One level within the limits established in the definition of a "grievance."

5. Either party may make public the findings and the recommendations of the arbitrator.

By mutual written agreement, the parties may elect to enter into grievance mediation prior to submitting the grievance to final and binding arbitration. The parties shall mutually agree, in writing, on the procedures for mediation.

## 7.4 Other Conditions

### A. Bypass to Board

If the grievant and the Superintendent agree, Step One of the grievance procedure may be bypassed and the grievance brought directly to Step Two.

**B. Meetings Outside of Regular Working Hours**

All meetings shall be scheduled after work hours for teachers unless mutually agreed between the Superintendent and grievant to meet at another time.

**C. Grievant and Union Cooperation**

The grievant and the Union shall not interrupt the instructional and regular duties of the teachers within the District in the investigation of any alleged grievance.

**D. Timeliness by Parties**

Failure of any grievant to act on a grievance within the prescribed time limits will bar any further appeal. Failure by the Superintendent or Board to act on a grievance response within the prescribe time limits will permit the grievant to move to the next step within the time limits provided in that step.

**E. Extension of Time Limits**

Time limits can be extended by mutual written agreement by the parties.

**F. No Reprisals**

No reprisals of any kind shall be taken by the grievant, Union, Superintendent, and/or Board against any teacher because of his/her participation or lack of participation in the grievance procedure.

**G. Filing of Materials**

All documents dealing with a grievance shall be filed separately from a teacher's personnel file.

**H. Exclusion of Remedies**

In the event a grievant commences a proceeding in any state or federal court or administrative agency other than the IELRB against the Board and/or Superintendent, charging the Board and/or Superintendent with an alleged violation of this Agreement, such remedy shall be exclusive and said grievant shall be barred from invoking any remedy by this grievance procedure while pursuing a remedy in another jurisdiction. Upon being knowledgeable of the decision by another jurisdiction, the grievant has the right to reinstitute the grievance within ten (10) days.

**I. Notification to Union in Non-Representation Situations**

In any instance where the Union is not representing the grievant, the Superintendent shall notify the Union in writing of the grievance and the resolution at each step.

## ARTICLE VIII – SALARY AND INSURANCE

### 8.1 Salary

The salary schedule (Appendix A) will reflect a 5% increase in 2022-2023, 3% increase in 2023-2024, 3% increase in 2024-2025, 3% increase in 2025-2026, and 4% increase in 2026-2027. Teachers will also receive their steps for. Effective 2015-16 and thereafter, teachers will be responsible for paying their TRS contribution. Any teacher hired after August 1, 2016, will follow the same salary schedule as other member of the collective bargaining unit, except that all Bachelors steps will be eliminated after Step 10 (in columns BA and BA+18) and all Masters steps will be eliminated after Step 15 (in columns MA, MA+18 and MA+30). All current teachers (those hired prior to August 1, 2016) will retain the current salary schedule format.

### 8.2 Advancement on the Salary Schedule

The Superintendent shall pre-approve all graduate level courses prior to a teacher taking them from a recognized university or college if the teacher wants to use the courses for advancement on the salary schedule. To be eligible for approval by the Superintendent, courses must be in an educational area that will be a benefit to the educational program of the school district, with the Superintendent retaining the prerogative to review each course on its own merits. The teacher retains the responsibility of submitting an official transcript of the successful completion of the course by September 1 each year, with a minimum grade of a “B” or “pass” or “fail” if that is the exclusive grading system shown on the transcript.

### 8.3 Tuition Reimbursement

The Board shall provide up to \$3,200 per year for the length of this contract for tuition reimbursement and related materials (supported by paid receipts) to each teacher successfully completing pre-approved graduate courses and/or professional growth courses, with basic conditions prevailing as contained in 8.2A and B. The school year shall be from July 1 through June 30.

### 8.4 Insurance

#### A. Health Insurance

For each full-time teacher who elects coverage, the Board shall pay eighty percent (80%) of the full cost of the single monthly premium for medical (including coverage for physician-prescribed birth control), dental, and vision insurance. Teachers electing coverage will pay twenty percent (20%) for the length of this contract. Each teacher who opts out of health insurance coverage shall receive a \$750 benefit, paid at the end of the year, and not pro-rated. The District will reimburse teachers up to \$200 annually for medical copays, deductibles and/or health and wellness activities, including a health club membership for the employee. The Superintendent will approve all reasonable requests.

#### B. Term Life Insurance

The Board shall pay for each full-time teacher the full cost of the monthly premium for a term life insurance policy in the amount as indicated below:



2022-2023 -- \$60,000  
2023-2024 -- \$60,000  
2024-2025 -- \$60,000  
2025-2026 -- \$60,000  
2026-2027 -- \$60,000

**8.5 Pay Periods**

Teachers shall be paid on the 15<sup>th</sup> and 30<sup>th</sup> of each month.

**8.6 Teacher Information**

At the beginning of each school year, each teacher shall receive notice of his/her placement on the salary schedule.

**8.7 Classroom Supplies**

Teachers will be reimbursed for all classroom supplies above and beyond supplies and resources ordered by the office deemed necessary and reasonable by the Superintendent. It is the responsibility of the teacher to get authorization from the Superintendent prior to purchasing said supplies if seeking reimbursement.

**8.8 Retirement Programs**

Teachers shall be allowed to participate in Board approved retirement programs, including a 403(b) plan. The District will allow for contributions made by the teachers to be deducted through their paychecks. There will be no Board match or expense for this teachers' program.

## **ARTICLE IX – MAINTENANCE OF MEMBERSHIP**

The Board shall deduct from the regular paycheck of each professional educator the required amount of dues when the Union officer submits to the Board's designated representative the written authorization signed by the professional educator. The Union officer in charge of dues shall provide the district an initial dues roster for the start of the school year and work with the Board's designated representative to maintain the roster. The dues and a list of professional educators from whom the dues have been deducted and the amount deducted from each shall be forwarded to the proper Union officer no later than five (5) days after such deductions were made.

The Union shall indemnify and hold harmless the Board of Education, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability, including, but not limited to, damages, attorneys' fees and costs that shall arise out of or by reason of action taken by the Board for the purpose of complying with the above provisions of this article, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any such provisions.

The Union shall be notified within 5 (five) business days of the employer's receipt of a Freedom of Information Act (FOIA) request that asks for information about any bargaining unit member, including, but not limited to, names, email addresses, any part of a home address, or list of members of the union, dues payers, or non-members.

## ARTICLE X – RETIREMENT INCENTIVE

A teacher, who is at least 55-years old within six months of the end of his/her retirement year, and has had at least eighteen (18) years of experience in Union District #81, and who retires under the Teachers' Retirement System of Illinois may elect to receive a retirement incentive.

If the teacher gives an irrevocable notice of retirement by July 1 in the 4th year before retirement, the teacher will receive a six (6) percent increase, inclusive of any lane or step increase on the salary schedule in each of the four (4) years prior to retirement. The six (6) percent increase will be based on the previous year's TRS credible earnings. If the teacher gives an irrevocable notice of retirement by July 1 in the 3rd year before retirement, the teacher will receive a maximum six (6) percent increase each of the three (3) years prior to retirement, inclusive of any lane or step increase on the salary schedule, based on the previous year's TRS credible earnings. If the teacher gives an irrevocable notice of retirement by July 1 in the 2<sup>nd</sup> year before retirement, the teacher will receive a maximum six (6) percent increase in each of the two (2) years prior to retirement, inclusive of any land or step increase on the salary schedule, based on the previous year's TRS credible earnings. In the event the pay raises pursuant to this Article shall result in the Board being required to pay an additional payment or penalty to the TRS, the pay increases shall be limited to the amount that is TRS creditable without additional payments by the Board. If the teacher does not retire at the end of the stipulated year, all retirement incentives above the negotiated salary shall be repaid to the district within two years.

The District shall pay to an eligible retiring Teacher a post-retirement benefit, not to be included as TRS earnings. Those teachers who provide four (4) years notice prior to retirement pursuant to the previous paragraph shall receive a benefit calculated as 15 percent (15%) of the sum of the Teacher's total extended service stipends in the year of retirement plus the salary amount reflecting his/her lane and step equivalent to his/her years of full-time in the District. Those teachers who provide three (3) years notice prior to retirement pursuant to the previous paragraph shall receive a benefit calculated as 12 percent (12 %) of the sum of the Teacher's total extended service stipends in the year of retirement plus the salary amount reflecting his/her lane and step equivalent to his/her years of full-time in the District. Those teachers who provide two (2) year notice prior to retirement pursuant to the previous paragraph shall receive a benefit calculated as 8 percent (8 %) of the sum of the Teacher's total extended service stipends in the year of retirement plus the salary amount reflecting his/her lane and step equivalent to his/her years of full-time in the District. Those teachers who provide one (1) year notice prior to retirement pursuant to the previous paragraph shall receive a benefit calculated as 5 percent (5%) of the sum of the Teacher's total extended service stipends in the year of retirement plus the salary amount reflecting his/her lane and step equivalent to his/her years of full-time in the District. The amount will be paid to the Teacher in July after his/her retirement.

## ARTICLE XI – EFFECT AND DURATION OF AGREEMENT

### 11.1 Period Covered – Terms of Agreement

This Agreement shall become effective on July 1, 2022, and shall continue in full force and effect until June 30, 2027. All economic changes to this agreement shall be implemented September 1 of each year, unless mutually agreed upon or a change in the law takes place.

### 11.2 Content of Agreement

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the Board and the Union. Both parties acknowledge that during the negotiations which resulted in this Agreement, each party had the unlimited right and opportunity to make demands and proposals upon the other party. All understandings and agreements arrived at after the exercise of this right and opportunities are set forth in this Agreement. The parties each voluntarily and unqualifiedly waive any rights which might otherwise exist under law to negotiate over any matter during the term of this Agreement unless provided differently by the IELRB. Subject matters not referred to in this Agreement shall not be considered as part of the Agreement and remain exclusive Board and/or Superintendent prerogatives.

### 11.3 Changes

The terms and conditions of this Agreement may be altered, changed, added to, deleted from, or modified only through voluntary, mutual consent of the parties in a ratified written agreement.

### 11.4 Previous Agreements

It is agreed that this Agreement contains the full and complete content between the Board and the Union on all bargainable issues. All prior agreements, including any written and/or verbal commitments, on any issue are void and of no force and effect.

### 11.5 Negotiations

Negotiations covering a future Agreement shall not commence prior to March 1, 2027, unless by mutual agreement to begin earlier.

ARTICLE XII – ACCEPTANCE OF AGREEMENT

This Agreement is signed this 23<sup>rd</sup> day of March, 2022.

IN WITNESS WHEREOF:

For Union Council, AFT Local 604,  
IFT-AFT, AFL-CIO

For the Board of Education  
Union Elementary School  
District No. 81

Toni Bene  
President

Robert Sweeney  
President

Kita Alford  
Secretary

Jana Barke  
Secretary

## Appendix A—Salary Schedules

2022-2023

STEP	BA	BA + 18	MA	MA +18	MA +30
1	50,315	51,103	52,470	53,261	54,169
2	51,214	52,062	53,493	54,342	55,215
3	52,203	53,117	54,617	55,532	56,365
4	53,193	54,175	55,747	56,726	57,520
5	54,186	55,233	56,875	57,920	58,673
6	55,194	56,310	58,024	59,137	59,847
7	56,220	57,409	59,197	60,379	61,044
8	57,266	58,529	60,392	61,647	62,265
9	58,331	59,670	61,612	62,942	63,510
10	59,415	60,833	62,857	64,263	64,780
11	60,520	62,020	64,127	65,613	66,075
12	61,646	63,229	65,421	66,991	67,396
13	62,793	64,462	66,743	68,398	68,745
14	63,961	65,718	68,092	69,835	70,433
15	65,151	67,000	69,467	71,300	72,192
16	66,363	68,399	70,871	72,798	73,997
17	67,596	69,835	72,302	74,326	75,846
18	68,854	71,300	73,763	75,887	77,743
19	70,135	72,798	75,252	77,481	79,686
20	71,439	74,326	76,773	79,108	81,533
21		75,887	78,323	80,768	83,408
22		77,481	79,906	82,466	85,328
23		79,108	81,519	84,198	87,291
24		80,771	83,165	85,965	89,298
25		82,466	84,846	87,771	91,352
26			86,549	89,614	93,453
27			88,308	91,496	95,603
28			90,092	93,417	97,801
29			91,912	95,379	100,051
30			93,770	97,382	102,352

Teachers who are “off-schedule” shall receive the same percentage raise as a teacher moving into the last cell in their respective columns.

## Salary Schedules

2023-2024

STEP	BA	BA + 18	MA	MA +18	MA +30
1	51,824	52,636	54,044	54,858	55,794
2	52,750	53,624	55,098	55,972	56,871
3	53,769	54,710	56,255	57,198	58,056
4	54,789	55,800	57,419	58,428	59,245
5	55,812	56,890	58,582	59,658	60,433
6	56,850	58,000	59,765	60,911	61,643
7	57,907	59,131	60,973	62,191	62,876
8	58,984	60,285	62,204	63,496	64,133
9	60,081	61,460	63,461	64,831	65,416
10	61,198	62,658	64,743	66,191	66,723
11	62,336	63,881	66,051	67,581	68,057
12	63,495	65,126	67,384	69,000	69,418
13	64,677	66,396	68,746	70,450	70,807
14	65,880	67,690	70,135	71,930	72,546
15	67,106	69,010	71,551	73,439	74,358
16	68,353	70,450	72,997	74,982	76,216
17	69,624	71,930	74,471	76,556	78,122
18	70,920	73,439	75,976	78,164	80,075
19	72,239	74,982	77,510	79,806	82,077
20	73,582	76,556	79,076	81,481	83,979
21		78,164	80,673	83,191	85,911
22		79,806	82,303	84,940	87,888
23		81,481	83,965	86,724	89,909
24		83,194	85,660	88,544	91,977
25		84,940	87,391	90,404	94,092
26			89,145	92,303	96,257
27			90,957	94,241	98,471
28			92,795	96,220	100,735
29			94,670	98,240	103,053
30			96,583	100,304	105,422

Teachers who are “off-schedule” shall receive the same percentage raise as a teacher moving into the last cell in their respective columns.

## Salary Schedules

2024-2025

STEP	BA	BA + 18	MA	MA +18	MA +30
1	53,379	54,215	55,666	56,504	57,468
2	54,333	55,233	56,751	57,652	58,578
3	55,382	56,352	57,943	58,914	59,798
4	56,433	57,474	59,142	60,181	61,023
5	57,486	58,597	60,339	61,448	62,246
6	58,555	59,739	61,558	62,739	63,492
7	59,644	60,905	62,802	64,056	64,762
8	60,753	62,093	64,070	65,401	66,057
9	61,884	63,303	65,364	66,776	67,378
10	63,034	64,538	66,685	68,177	68,725
11	64,206	65,797	68,032	69,609	70,099
12	65,400	67,080	69,406	71,070	71,500
13	66,618	68,388	70,808	72,564	72,931
14	67,856	69,721	72,239	74,088	74,722
15	69,119	71,080	73,697	75,643	76,588
16	70,404	72,564	75,187	77,231	78,503
17	71,712	74,088	76,705	78,853	80,465
18	73,048	75,643	78,256	80,509	82,477
19	74,406	77,231	79,835	82,200	84,539
20	75,790	78,853	81,449	83,925	86,499
21		80,509	83,093	85,687	88,488
22		82,200	84,772	87,488	90,524
23		83,925	86,484	89,325	92,607
24		85,689	88,230	91,200	94,736
25		87,489	90,013	93,116	96,915
26			91,820	95,072	99,144
27			93,686	97,068	101,425
28			95,578	99,106	103,757
29			97,510	101,187	106,145
30			99,481	103,313	108,585

Teachers who are “off-schedule” shall receive the same percentage raise as a teacher moving into the last cell in their respective columns.



## Salary Schedules

2025-2026

STEP	BA	BA + 18	MA	MA +18	MA +30
1	54,980	55,841	57,336	58,199	59,192
2	55,963	56,890	58,453	59,381	60,335
3	57,043	58,042	59,681	60,681	61,592
4	58,126	59,199	60,916	61,987	62,853
5	59,211	60,355	62,149	63,291	64,114
6	60,312	61,532	63,405	64,621	65,397
7	61,433	62,732	64,686	65,978	66,705
8	62,576	63,956	65,992	67,363	68,038
9	63,740	65,203	67,325	68,779	69,400
10	64,925	66,474	68,685	70,222	70,786
11	66,132	67,771	70,073	71,697	72,202
12	67,362	69,092	71,488	73,203	73,645
13	68,616	70,439	72,932	74,741	75,119
14	69,892	71,812	74,406	76,310	76,964
15	71,192	73,213	75,908	77,912	78,886
16	72,516	74,741	77,442	79,548	80,858
17	73,864	76,310	79,006	81,218	82,879
18	75,239	77,912	80,603	82,924	84,951
19	76,639	79,548	82,230	84,666	87,075
20	78,063	81,218	83,892	86,443	89,094
21		82,924	85,586	88,258	91,143
22		84,666	87,315	90,113	93,240
23		86,443	89,078	92,005	95,385
24		88,260	90,877	93,936	97,578
25		90,113	92,714	95,909	99,823
26			94,574	97,924	102,119
27			96,497	99,980	104,468
28			98,446	102,080	106,870
29			100,435	104,223	109,329
30			102,465	106,412	111,842

Teachers who are “off-schedule” shall receive the same percentage raise as a teacher moving into the last cell in their respective columns.

## Salary Schedules

2026-2027

STEP	BA	BA + 18	MA	MA +18	MA +30
1	57,179	58,075	59,629	60,527	61,560
2	58,201	59,166	60,791	61,756	62,748
3	59,325	60,364	62,069	63,108	64,056
4	60,451	61,566	63,352	64,466	65,367
5	61,579	62,769	64,635	65,823	66,678
6	62,724	63,993	65,941	67,206	68,012
7	63,891	65,242	67,274	68,617	69,373
8	65,079	66,514	68,632	70,058	70,760
9	66,290	67,811	70,018	71,530	72,176
10	67,522	69,133	71,433	73,031	73,618
11	68,777	70,482	72,876	74,565	75,090
12	70,057	71,856	74,347	76,131	76,591
13	71,361	73,257	75,850	77,730	78,124
14	72,687	74,685	77,382	79,363	80,043
15	74,040	76,141	78,944	81,028	82,041
16	75,417	77,731	80,540	82,730	84,092
17	76,818	79,363	82,166	84,467	86,195
18	78,249	81,028	83,827	86,241	88,349
19	79,704	82,730	85,520	88,052	90,558
20	81,186	84,467	87,248	89,901	92,657
21		86,241	89,010	91,788	94,788
22		88,052	90,808	93,718	96,970
23		89,901	92,642	95,685	99,200
24		91,791	94,512	97,694	101,482
25		93,718	96,422	99,746	103,816
26			98,357	101,841	106,203
27			100,356	103,979	108,646
28			102,384	106,163	111,145
29			104,453	108,392	113,702
30			106,564	110,669	116,316

Teachers who are “off-schedule” shall receive the same percentage raise as a teacher moving into the last cell in their respective columns.  
 Shaded cells are inaccessible for Teachers hired August 1, 2016, or later.

### Appendix B—Extra Curricular Stipend Schedule

Activity	2018-2022
JV Basketball	\$1,400
Varsity Basketball	\$1,400
Track/Field; Cross Country	\$1,400 each
Volleyball	\$2,400
Intramurals	\$1,800
Athletic Coordinator	\$1,900
RtI Facilitator	\$3,900
ESL*	\$2,000
Beta Club	\$1,600
Student Council	\$1,600
Scholastic Bowl	\$2,600
Springfield Trip	\$200
Homebound Instruction	\$35 / hour
After School Program	\$70 / day
Summer/Extra Work* *	\$50/ hour
8 <sup>th</sup> Grade Sponsor	\$250
Faculty Sponsor	1/ \$30; 2 / \$50
Gate / Door	1 / \$25; 2/ \$40
Clock / Scorekeeper	1 / \$25; 2/ \$40
Track Meets	\$25 / person
Bowling	\$1,500

Any additional hours worked as RtI Facilitator will be pre-approved by the Superintendent and paid at the rate of \$120 per 1½ hours.

National Board Certification: one-time \$500 bonus upon successful completion.

After Club Sponsor as approved by Superintendent, \$500 per trimester.

\*ESL certified teachers who administer tests and organize the program will be paid the annual stipend per assigned employee. The Superintendent will determine which employees and how many are needed.

\*\*As approved by the Superintendent.

