

Contract Between

**Prairie du Rocher
Education
Association**

and

**Prairie du Rocher School
District #134
Board of Education**

2021-2023

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ARTICLE 1

RECOGNITION AND DEFINITIONS

1.1 Recognition

The Board of Education of Prairie du Rocher District #134, Randolph County, Illinois (hereinafter referred to as the "Employer" or the "Board") recognizes the Prairie du Rocher Educational Association - IEA - NEA (hereinafter referred to as the "Association" or the "Union") as the sole and exclusive bargaining representative for all certified employees (hereinafter referred to as the "Employee" or "Bargaining Unit Member") exclusive of supervisors, as defined by the Illinois Educational Labor Relations Act.

1.2 Part-time employees

Employees included in the bargaining unit, working on other than a full-time basis, shall be provided all benefits and conditions specified in the agreement.

1.3 Definition

The term "Employee" or "Bargaining Unit Member" may include an employee or a group of employees who are similarly affected by this agreement. These employees are all certified employees except full time supervising, managerial, confidential, short time, and persons employed to perform specific services for the district.

1.4 Days

The term "days" when used in this agreement shall, except where otherwise indicated, mean working days.

ARTICLE 2

FRAMEWORK FOR COLLECTIVE BARGAINING

2.1 Administration of Contract

The Employer and the Association shall each select their own negotiation team representatives. The parties mutually pledge that their representatives will have the necessary authority to make proposals and concessions in the course of negotiations which shall be subject to approval by the respective parent group.

2.2 Negotiation Sessions

Formal negotiation sessions between the Board and the Association will be conducted at closed sessions in which both Board Member(s) and the Association negotiator(s) are present. Meeting dates, times, and places will be set by mutual agreement. The time limit on the meetings will be two hours. If progress is being made, time limits may be extended by mutual consent. If no progress is occurring, the meeting may adjourn earlier at the request of either party. The next meeting will be set prior to adjournment of the "current" negotiating session.

2.3 Bargaining Notification

Negotiations shall begin no later than June 15th in the final year of the current agreement.

2.4 Tentative Agreement

When tentative agreement is reached by both parties on individual items, both parties shall initial and date the item. There shall be two copies of any final agreement. One copy shall be retained by the Board and one by the Association.

2.5 Mediation

When an impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator from its staff. The mediator shall meet as soon as possible with the parties or their representatives, or both, either jointly or separately, and shall take such steps as he/she deems appropriate to persuade the parties to resolve their differences and effect a mutually acceptable agreement.

ARTICLE 3

GRIEVANCE PROCEDURE

3.1 Definitions

- A. A grievance shall be any claim by the Association, an employee, or group of employees that their rights have been impaired.
- B. A day is defined as a day when the District office is open for business.

3.2 Procedures

The parties acknowledge that an employee and the employer may resolve problems through free and informal communications. However, a grievance shall be processed as follows:

A. Step 1

The grievant may present the grievance in writing to the Superintendent, who will arrange for a meeting to take place within five days after receipt of the grievance. The Association's representative, the grievant, and the Superintendent shall be present for the meeting. Within two days of the meeting, the grievant and the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

B. Step 2

If the Association is not satisfied with the response received at Step 1, the Association may within thirty days submit the grievance to the Board. The Board will arrange for a meeting to take place within five days after receipt of the grievance. The Association's representative, the grievant, and the Board representative shall be present for the meeting. Within two days of the meeting, the grievant and the Association shall be provided with the Board's written response, including the reasons for the decision.

C. Step 3

If the Association is not satisfied with the response received at Step 2, the

Association may submit the grievance to final and binding arbitration to the Federal Mediation and Conciliation Service, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty days of the date of the Step 2 response, then the grievance shall be deemed withdrawn.

3.3 Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party

3.4 Association Participation (Employee Represented):

The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level, and no employee shall be required to discuss any grievance if the Association's representative is not present.

3.5 Released Time

Should the investigation or processing of any grievance require that an employee or an Association representative be released from his/her regular assignment, the employee and/or Association representative shall be released without loss of pay or benefits.

3.6 No Reprisals Clause:

No reprisals shall be taken by the Board or the administration against any employee because of the employee's participation in a grievance.

3.7 Filing of Materials

All records related to a grievance from the time of the filing shall be filed separately from the personnel files of the employees.

3.8 Grievance Withdrawal

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

3.9 No Written Response

If no written response has been rendered within the time limits indicated by a step, then the grievance shall be deemed resolved in favor of the grievant.

3.10 Costs

The fees and the expenses of the arbitrator shall be shared equally by the parties.

3.11 Postponement

If only one party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.

3.12 Settlement

By mutual agreement, a grievance may be settled at any step without setting precedent.

3.13 Grievance Forms

All grievance forms shall be mutually developed and agreed to by the parties and become a part of this contract and attached hereto. (See Appendix A)

ARTICLE 4

CONTINUITY OF OPERATIONS

4.1 No Strike Provision

Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and the avoidance of disputes which threaten to interfere with such operations. Since the parties are establishing a comprehensive grievance procedure under which unresolved disputes may be settled by an impartial third party, the parties have removed the basic cause of work interruptions during the period of this agreement. The Association, accordingly agrees that it will not, during the period of this agreement, directly or indirectly engage in or assist in any strike against the Employer, as defined by the Illinois Educational Labor Relations Act.

4.2 No Lockout Provision

The Employer and the Union agree that they will not, during the period of this agreement, directly or indirectly, engage in or assist in any unfair labor practice as defined by the Illinois Educational Labor Relations Act. The Employer also agrees that it will not lock out any bargaining Unit Member during the term of this agreement or during any period during which a successor agreement is being negotiated by the parties.

4.3 Emergency Shutdown Days

When an Act of God or an Employer directive forces the closing of school or facility of the Employer, the Bargaining Unit Members shall be excused from reporting to duty without loss of pay. In the event a school/facility is closed for more than one day due to mechanical failure, fire, vandalism, or calamity, the Employer has the right to reschedule assignments of the affected Bargaining Unit Members and students so as to continue the educational process of students that next day.

ARTICLE 5

CERTIFICATED EMPLOYEES' WORKING CONDITIONS

5.1 Length of Pupil Day

The length of the pupil day shall be 6 hours and 40 minutes for the purpose of calculating student attendance. Any changes in the pupil day which would reduce the length of the day or alter the starting/dismissal times will be announced by the superintendent.

5.2 Length of Teacher Workday

When on a regular schedule, the length of the teacher day will be 7 hours and 20 minutes. On days when the regular schedule is altered (e.g. heat schedule) the superintendent may shorten the teacher work day. On days when the regular schedule is altered, teachers will remain at school a minimum of 5 minutes after bus students have departed or until any students remaining have been escorted to the office.

5.3 Length of Teacher Work Year

The teachers' work year shall consist of no more than one hundred eighty (180) teacher attendance days consisting of one hundred seventy-six (176) pupil attendance days and four (4) Teacher Institute days. Unused emergency days shall not become workdays.

5.4 Parental Complaint Policy

It is the parties' expectation that parent/student complaints will be handled at the lowest level possible. Parents/students that have a complaint against a teacher will be encouraged to follow the chain of command:

1. Meeting with the teacher. However, teachers may request the presence of the Superintendent at any parent-teacher meeting which, in the opinion of the teacher, may become abusive. (See Appendix A)
2. Meeting with Principal and teacher;
3. Meeting with the Board of Education.

A parent/student may also elect to file a formal complaint against a teacher

pursuant to Board Policy 2.260, Uniform Grievance Procedure, in which case the complaint will be processed pursuant to that policy.

No teacher will be subject to disciplinary action based on a parent/student complaint unless the teacher is provided an opportunity to respond to the complaint.

5.5 Preparation Periods

Teachers shall be assured the equivalent of thirty minutes of preparation time during every pupil day. The preparation period will be duty free.

- A. Teachers assigned to substitute during their preparation period will be compensated at the rate of \$15.00 for each one-half (1/2) hour. Teachers assigned to substitute outside of their teaching assignment will be notified the day prior by the end of the school day. If notified after the end of the school day, they will be compensated with an extra 15-minute prep period.

5.6 Parent-Teacher Conferences

Any employee required to conduct annual parent-employee conferences during evening or night hours shall be released from teaching duties on the ratio of approximately one to one.

5.7 Grades

Employees have the responsibility to determine grades, recommend promotions, and recommend retentions. Promotions and retentions will be determined by School Board Policy discouraging social promotions.

5.8 Unsafe or Hazardous Working Conditions

Bargaining Unit Members shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being.

5.9 Assistance for Control and Discipline of Students

- A. The employer shall support and assist Bargaining Unit Members with respect to the maintenance of control and discipline of students in the Bargaining Unit member's assigned work area. The Employer or its designated representative shall take reasonable steps to relieve the Bargaining Unit Member of responsibilities in respect to students who are disruptive or who repeatedly violate rules and regulations.
- B. Bargaining Unit Members may use such physical force with a student as is necessary to protect themselves, a fellow Bargaining Unit Member, any

other non-bargaining unit Employee, teacher, administrator, or another student from attack, physical abuse or injury, or to prevent damage to district property.

5.10 Dispensing of Medicine

Bargaining Unit Members shall not be required to administer medication to pupils.

5.11 Employee Supervision and Responsibility for Building

In the absence of a designated building supervisor, Bargaining Unit Members shall not be held accountable or made responsible for the administration or supervision of the building.

5.12 Requisition of Materials

Each Employee shall be given the opportunity to submit requisitions for materials and supplies for the succeeding school term.

5.13 Custodial Service

The district will make every effort to insure a clean work environment and will insure that all rest rooms are cleaned daily. Each classroom will be cleaned daily, including being swept and trash removed, except in emergency situations. No Bargaining Unit Member shall be required to perform custodial chores. Such chores shall include, but are not limited to, emptying trash cans, dusting, sweeping floors, washing windows, performing maintenance tasks, cleaning up body excretions/vomit, etc.

5.14 Sick Leave

At the beginning of each work year, each Employee shall be credited with 4 personal days. Sick leave days will be credited according to the following table. The unused portion of the sick days shall accumulate from year to year up to 520 days.

YEARS OF EXPERIENCE	SICK DAYS PER YEAR*
0-9	17
10-14	18
15-19	19
20-24	20
25-26	21
27-29	22

A. Sick Leave Usage

Sick leave may be used for personal illness, quarantine at home, serious illness or death in the immediate family or household, or for birth, adoption or placement for adoption which is provided in 105 ILCS 5/24-6. Immediate family is defined to include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

B. Expanded Usage

Each teacher may use up to three sick days per incident for leave connected with the death or illness of a family member not included in "immediate family".

C. Personal Leave Usage

It is requested that the Bargaining Unit member notify the employer five calendar days in advance of the leave when using personal leave days except in the case of an emergency. It is requested that no personal leave days be taken by a Bargaining Unit Member during the first or last week of student attendance unless approved by the employer or the Superintendent. A week shall consist of five successive school days.

D. Personal Leave Accumulation

Unused personal days will be reimbursed to teachers at \$75 per day or may be rolled over into sick days for the next school year and each year thereafter. The school district must be notified on or before the last day of the school year.

5.15 Non-paid Leaves of Absence

Maternity/Paternity/Child-Rearing Leave

A. Conditions and Procedure for Leave

1. The Employer shall grant a maternity/paternity/ child-rearing leave of absence without pay or loss of accrued sick leave, tenure, or seniority to any Employee who submits a written request for such leave.

2. The effective date of this leave shall be established by the Employee.

B. Length of Leave

This leave shall not be more than one hundred thirty-five (135) calendar days.

C. Conditions and Benefits Retained Upon Reinstatement

1. All accumulated benefits and right of employment previously gained shall be retained upon return.
2. The Bargaining Unit Member may terminate the leave provided that the member is physically able to perform his/her work responsibilities after a notice of fourteen days.

5.16 Transfers

A. Employees shall have the opportunity to apply for openings for which they are properly certified to fill.

B. The Employer shall inform all Bargaining Unit Members of any vacancy among the teaching staff within five business days of the occurrence of the vacancy and may simultaneously post a public notice of the vacancy.

C. A teacher may make a written request to be considered for the vacancy within ten business days from the notice of the vacancy. However, when a vacancy is posted fifteen (15) or fewer business days prior to the start of the school year or posted during the school year, a teacher may make a written request to be considered for the vacancy within two business days from the notice of the vacancy.

D. In accordance with the Illinois School Code, 105 ILCS 5/24-1.5, the Board, in making its decision to fill a vacancy, shall consider factors that include without limitation certifications, qualifications, merit and ability (including performance evaluations, if available), and relevant experience, provided that the length of continuing service with the school district (seniority) must not be considered as a factor, unless all other factors are determined by the school district to be equal. A school district's decision to select a particular candidate to fill a new or vacant position is not subject to review under grievance/arbitration provisions of this contract. However, the District's

failure to adhere to the procedural requirements for filling vacancies shall be subject to review under the grievance/arbitration provision of this contract.

If an applicant from within the District is not selected to fill the vacancy, the Employee may request a conference with the Employer and/or the Superintendent. The conference will be held no later than ten (10) business days from receipt of the request. At this conference, the reasons for the non-selection of the Employee will be given.

- E. Teachers will be notified of their assignments no less than 60 days before the start of the school year, but a teacher's assignment may be changed at a later date based on a change in student enrollment or any change in staff.
- F. Teachers who are notified of an unrequested assignment change less than forty five (45) calendar days but more than thirty (30) calendar days prior to the start of the school year shall be granted a stipend of \$150. Teachers who are notified of an unrequested assignment change thirty (30) calendar days or less prior to the start of the school year shall be granted a stipend of \$300.

5.17 Reduction in Force

- A. On or before 75 calendar days prior to the end of each school year, the District will provide the Association with a copy of the Sequence of Honorable Dismissal List and Seniority List.
- B. The District shall comply with the Illinois School Code, 105 ILCS 5/24-12(b) and implementing regulations for all teacher layoffs and recalls. Employees in RIF Groups 3 and 4 will have recall rights for two years from date of layoff.
- C. Seniority shall be defined as years of continuous service in the District beginning from the hire date. For teachers who were hired on the same date, seniority shall be determined by drawing lots.

5.18 Rights of Citizenship

The employee shall be entitled to full rights of citizenship and no religious or political activities of a Bargaining Unit Member or lack of these shall be grounds for any discipline with respect to the employment of such Bargaining Unit Member. The private and personal life of any Bargaining Unit Member is not within the appropriate concern or attention of the Employer. Political rights shall include registering and voting, participating in campaigning for candidates, lobbying, organizing political action groups, and running for and serving in public offices which are not incompatible with the member's employment.

5.19 Bereavement Leave

Employees may use up to three days, per incident, for the leave connected with the death of members of the immediate family defined in Sick Leave (5.14A) and not charged as Sick Leave. Employees may use up to two additional bereavement leave days, per incident, connected to the death of the following family members: parents, spouse, brothers, sisters, and children (including step children and adopted children). Employees may make a request to the Superintendent to use accumulated sick leave days due to the death of individuals other than immediate family. The request must be made in advance to the Superintendent. A maximum of two days during the school year may be allowed for any employee by the Superintendent for this purpose.

5.20 Association Dues

- A. The Board shall deduct from each employee's pay the current dues of the Association in equal installments corresponding with the number of pay periods in each year, commencing with the first paycheck in September and ending in June. The Association president shall also identify the local Association treasurer for the monthly remittance.
- B. Proper authorization for payroll deduction of dues shall be the signature of the employee on an authorization form prepared by the Association and submitted to the Superintendent or his/her designee. Authorization forms presented on or before August 31 will be honored for the initial September payroll. Such authorization shall remain in effect from year to year unless the employee cancels such authorization by notice in writing to the Superintendent and the Association.
- C. If an employee resigns at any time during the school year, the Board shall

deduct the unpaid prorated portion of the annual dues from the employee's final paycheck. An employee employed after the start of the year may voluntarily authorize dues deduction by presenting a signed and dated authorization form to the Superintendent. The combined annual membership dues will be prorated and deducted from his/her remaining months' checks to complete payment by June 30.

- D. The Association shall indemnify the Board for any damages and reasonable costs incurred for any claims made by employees for deductions made in good faith reliance on information provided to it by the Association, as required by Illinois Educational Labor Relations Act (115 ILCS 5/11).

ARTICLE 6

ANNEXATION, CONSOLIDATION, OR OTHER REORGANIZATION OF THE SCHOOL DISTRICT

6.1 In the event the district considers entering into a consolidation of the district or other forms of district reorganization, the board agrees to the following:

A. The district will notify the association of its need and its intent to enter into such discussions.

B. The Association will be allowed to have a representative present at any meeting the Board holds regarding the development or implementation of reorganization.

ARTICLE 7

DUTIES, ASSIGNMENTS, AND RESPONSIBILITIES

7.1 Teaching assignments shall be made by the employer.

7.2 All Bargaining Unit Members are expected to attend the following: In-service days, Open House, Christmas program, 8th Grade Recognition Night, and Graduation unless excused by the Employer. None of these activities will be scheduled for a Friday night, Saturday, or Sunday.

7.3 Teachers shall be responsible for and have authority over any group of students assigned by the Employer. Teachers shall also have authority to control any student of the school district at any school function on or off the school campus.

7.4 Teachers shall practice the highest professionalism in regards to students, parents, and their colleagues. All information must be held in strictest confidence and used only in consultation pertaining to the child.

7.5 When it is necessary for the Employer to make any duty assignments outside the basic classroom function of instruction as an extra assignment as outlined in Appendix C, when a vacancy occurs, or a new extra duty is created, it shall be first offered to qualified teachers on a voluntary basis. If the Employer is unable to fill said assignment on a volunteer basis, the Employer retains the right to assign said duties by September 30th. These involuntary assignments will be rotated on a fair and equitable basis within the qualified staff. All extra duty positions and their stipends will be listed in an appendix of the contract, and discussed at the next bargaining session.

ARTICLE 8

EVALUATION

8.1 Teacher evaluation shall be in accordance with the approved ISBE evaluation plan. Modification to the current evaluation plan will be made consistent with the Illinois School Code and implementing regulations.

8.2 The Superintendent will be the district evaluator and will review the performance of the teachers in any and all aspects of the duties and may provide verbal and written commendation or reprimand in respect to teacher performance.

8.3 Records of adverse written reports shall be kept in the employee's personal file consistent with the Illinois Personnel Records Review Act, 820 ILCS 40.1, et seq.

8.4 No provision of this article will interfere or in any way negate the implementation of Section 5/10-22.4 of the Illinois School Code.

ARTICLE 9

COMPENSATION

9.1 Teachers eligible for a step movement will receive a step movement. Teachers eligible for lane movement based on education credit will receive lane movement. The salary schedule is attached as Appendix D.

9.2 Job descriptions and guidelines will be drawn up by a committee of teachers and board members to outline responsibilities of extra duty positions. This will become school board policy.

9.3 The district will provide teachers a stipend of \$100 for a full-day event or \$50 for a half-day event when the Board or Superintendent requests that teachers attend an event on a non-working day. This does not apply to extra-duty positions listed in Appendix C.

9.4 The Board shall provide a health insurance plan that has options of benefit levels from which the employee can make an election: plan A or plan B. For employees hired before June 15, 2021 the Board shall pay 100% of the premium for single coverage under plan B as well as vision insurance. For employees hired on or after June 15, 2021, the board shall pay a flat rate not to exceed \$9,500 for single coverage under plan B as well as vision insurance. Employees may select single or family coverage under any of the plans and pay the additional premium cost, if any, through payroll deduction. In addition, if a minimum participation requirement is not mandated by the insurance company, teachers hired before June 15, 2021, not utilizing the plan due to coverage under spouses' insurance may opt to receive 95% of the single premium for plan B as well as vision insurance as a cash option. Teachers hired on or after June 15, 2021, not utilizing the plan due to coverage under spouses' insurance may opt to receive 40% of the single premium for plan B as well as vision insurance as a cash option. If the Board of Education intends to change plans, the plan will (a) be discussed among a committee composed of members of both the Board of Education and the Prairie du Rocher Education Association, (b) approved by a Prairie du Rocher Education Association vote, and (c) finalized by a Board of Education vote.

9.5 Each teacher will receive a written breakdown of salary, deductions, net pay, years of experience, credit hours, accumulated sick days, and extra duty pay on, or before, the day following Labor Day.

9.6 Teachers shall receive increments for college work beyond a Bachelors' or Master's Degree. These courses must lead to the attainment of a degree, certification in education, or enhancement of performance in the classroom.

9.6.1 The employer will contribute a total of \$4000 per year toward tuition reimbursement for pre-approved courses, payable in September of each year for the previous year which runs from September through August. The sums allotted will be divided among the number of teachers enrolled with a consideration for the number and level of courses taken by each teacher. The administrator, union president, and a certified teacher will decide the amount of reimbursement each teacher will receive. Tuition reimbursement is limited to \$2,500 per individual. The \$4,000 limit may be exceeded if all certified teachers request tuition reimbursement during the same year. A grade of B or higher is required for reimbursement. An unofficial transcript or grade report may be submitted for reimbursement.

9.79.7

A. Teacher Pay:

Teachers will be paid in 24 equal installments. All employees shall be paid on the 15th and last day of the month. If the designated pay day should fall on a holiday or weekend, employees will receive their checks on the day prior thereto.

B. Extra Duty Stipends Payment:

Employees may choose from the following options in regards to extra duty stipends: 1) receive half of their stipend(s) on November 15th & the remaining half on April 15th, or 2) receive all their stipend(s) on April 15th. If the designated pay day should fall on a holiday or weekend, employees will receive their checks on the day prior thereto.

9.8 The Employer shall pay the full amount due to the Illinois Teacher Retirement System and Illinois Teachers Retirement System Health Insurance for all Employees.

9.9 Flexible Spending

According to the authority granted under section 125 of the Internal Revenue Code, employees who elect to participate in a Flexible Spending Account may do so by completing the appropriate election form.

The employee agrees to follow all the rules and regulations of the Internal Revenue Code regarding the sheltering of such contributions. The Board shall not be responsible for the failure of the above plan to meet the writing, enforceability, etc. as determined by the Internal Revenue Code. Should any of the above be declared improper by an Internal Revenue ruling or opinion, that clause or portion thereof shall be deleted from this agreement to the extent it violates the ruling or opinion.

In order to meet the above contractual item, the Board will contribute not more than five dollars per month per employee. Any cost above the five dollars per month shall be borne by the individual employee.

9.10 Retirement Incentive

A. An employee tendering an irrevocable letter of resignation in conformance with the following conditions shall be eligible for a retirement incentive during his/her final three (3) years of teaching. To be eligible, the employee must:

1. Have completed fifteen (15) years of continuous full-time teaching service in the school district before submitting the irrevocable letter of retirement; and
2. Be eligible to retire under the Illinois Teacher's Retirement System on the effective date of resignation; and
3. Submit an irrevocable letter of resignation on or before April 1 of the school year preceding the year the incentive is to commence.

B. The pre-retirement period may be from one (1) to three (3) years in duration depending upon when the irrevocable letter of resignation is received and the specified effective date of retirement. For example, employees indicating retirement in 2021 will have a pre-retirement period of one (1) year. Employees indicating retirement in 2022 will have a pre-retirement period of two (2) years. Employees indicating retirement in 2023 will have a pre-retirement period of three (3) years.

C. The teacher will remain on the salary schedule and will be paid

according to the terms of this Agreement. At the end of each school year in which the employee is in the pre-retirement period, the District will compare his/her TRS creditable earnings to his/her previous year's creditable earnings. On the last paycheck in June, the District will pay the teacher a retirement benefit in an amount to ensure his/her TRS creditable earnings increases 6% over his/her previous year's TRS creditable earnings, based on the number of days the teacher worked or received paid leave from one year to the next year (periods of unpaid leave will be removed from the calculation when determining the retirement benefit).

For example, a teacher enters the retirement program for one year with a retirement date at the end of the 2020-2021 school year. In June 2021, the District will compare the teacher's 2019-2020 TRS creditable earnings to his/her 2020-2021 TRS creditable earnings. The District will pay him/her an incentive amount that increases his/her 2020-2021 TRS creditable earnings by 6% above his/her 2019-2020 TRS creditable earnings.

EXAMPLE:

TRS Creditable Earnings 2019-2020 (year prior to entering):

- Salary: \$50,000
- Coaching Stipend: \$ 3,000
- Total TRS Earnings: \$53,000

TRS Creditable Earning 2020-2021 (retirement year):

- Salary: \$51,000
- Coaching Stipend: \$ 3,100
- Retirement Benefit: \$ 1,080
- Total TRS Earnings: \$55,180

(Reflects 6% increase over previous year's earnings)

If an employee has an extra duty obligation at the commencement of the pre-retirement period and ceases to perform those services during the pre-retirement period, the calculation of the employee's 6% increase shall

be reduced by the amount of the extra duty compensation.

TRS Creditable Earnings 2019-2020 (year prior to entering):

Salary: \$50,000

Coaching Stipend: \$ 3,000

Total TRS Earnings: \$53,000

TRS Creditable Earning 2020-2021 (retirement year):

Salary: \$51,000

Coaching Stipend \$ 0

Retirement Benefit: \$ 2,000

Total TRS Earnings: \$53,000

(Reflects 6% increase over previous year's earnings after removing the stipend work that is no longer performed. The 6% calculation is based on \$50,000 and not \$53,000)

D. Should legislation and/or TRS rules decrease the amount of creditable earnings that can be paid without triggering a lump sum Board-paid TRS contribution (i.e., to less than a 6% increase over the previous year) and this Agreement is not grandfathered and exempt from that change, the retirement benefit under this Article shall be reduced from 6% to the maximum rate which does not result in the District paying any additional contributions to TRS.

E. This retirement incentive provision may be bargained at the discretion of the parties in successor agreements; however, any employee offering resignation under this provision will receive the benefit outlined herein as a minimum guarantee regardless of the inclusion of this provision in a successor agreement or the expiration of this Agreement.

9.11 Teacher Bonus

The parties agree that there will be a moratorium on bonuses for the one year of this contract. The bonuses will be dispersed on an agreed date by the Union President, Administration, and the Bookkeeper.

ARTICLE 10

EFFECT OF AGREEMENT

10.1 Complete Understanding

The terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

10.2 Contractual Amendments

This agreement shall constitute a binding obligation of both the Employer and the Association, and for the duration hereof may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of these parties in written and signed amendment to this agreement.

10.3 Contract vs. Board Policy

This agreement shall supersede and have precedence over any rules, regulations, or practices of the Employer which shall be contrary to, or inconsistent with, its terms. The Employer shall, in all matters not included in the terms of this agreement, operate/manage the school in a manner consistent with state and federal laws and regulations and with concern for the best education for children. The provisions of this agreement shall be incorporated into and be considered part of the established policies of the Employer.

10.4 Savings Clause

Should an 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, or Clauses shall remain in full force and effect.

ARTICLE 11

DURATION

11.1 This agreement shall be effective on the first Employee work day of the 2021-2022 school term, or the date on which full agreement was reached subject to final ratification by both parties, whichever shall last occur, and shall continue in effect until 11:59 p.m. on the day preceding the first Employee work day of the 2023-2024 school term.

PRAIRIE DU ROCHER
EDUCATION ASSOCIATION

BOARD OF EDUCATION
PRAIRIE DU ROCHER #134

Becky Popejoy
(President)

Kimberly Detersing
(President)

Anna Barbera

Amanda Ford

(Secretary)

(Secretary)

6/15/2021
(Date)

6/15/2021
(Date)

Superintendent's signature:

Date: _____

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

Signature _____ Date: _____

*If additional space is needed, attach additional sheets .

STEP 2

A. Date received by Superintendent of Designee: _____

B. Response of Board: _____

Signature: _____ Date: _____

C. Response of Grievant and/or Union/Association: _____

Signature: _____ Date: _____

*If additional space is needed, attach additional sheets .

STEP 3

A. Date Submitted to Arbitration: _____

B. Disposition and award of Arbitrator:

*If additional space is needed, attach additional sheets .

Signature of Arbitrator: _____

Date: _____

Note: All provisions of Article _____ of the Agreement dated _____, will be strictly observed in the settlement of the grievances.

APPENDIX B

PARENTAL CONCERN FORM

Date contact made: _____

Person completing form: _____

Name of parent voicing concern: _____

Personnel involved in concern: (all should receive copy)

Briefly describe cause for parental concern, any specific incidents involved, witnesses to the incident, and suggested corrections from parents.

Superintendent's Comments:

APPENDIX C

EXTRA DUTY STIPENDS

E-Rate Coordinator	\$400	8 th Grade Sponsor	\$450
Webmaster/Social Media*	\$600	Beta Club Sponsor	\$450
Wellness Coordinator	\$500	Yearbook Sponsor	\$550
Student Council Sponsor	\$500	Chorus	\$600
Librarian	\$300	Kindergarten Sponsor	\$200
Pre-K Graduation Sponsor	\$200	Art Contest Sponsor	\$300
Young Author's Contest	\$300	Literary Contest (\$400 if hosting)	\$300
Spelling Contest (\$400 if hosting)	\$300		

*Position only available in the event the district has a working, public website. No position will be filled if social media sites are the only sites maintained by the district.

Appendix D

Salary Schedule

<u>Step</u>	<u>BS</u>	<u>BS+8</u>	<u>BS+16</u>	<u>BS+24</u>	<u>MS</u>	<u>MS+8</u>	<u>MS+16</u>	<u>MS+24</u>	<u>MS+32</u>
0	\$31,800	\$32,306	\$32,811	\$33,317	\$33,822	\$34,328	\$34,833	\$35,339	\$35,502
1	\$32,546	\$33,052	\$33,557	\$34,063	\$34,568	\$35,074	\$35,579	\$36,085	\$36,248
2	\$33,292	\$33,798	\$34,303	\$34,809	\$35,314	\$35,820	\$36,325	\$36,831	\$36,994
3	\$34,038	\$34,544	\$35,049	\$35,555	\$36,060	\$36,566	\$37,071	\$37,577	\$37,740
4	\$34,784	\$35,290	\$35,795	\$36,301	\$36,806	\$37,312	\$37,817	\$38,323	\$38,486
5	\$35,530	\$36,036	\$36,541	\$37,047	\$37,552	\$38,058	\$38,563	\$39,069	\$39,232
6	\$36,276	\$36,782	\$37,287	\$37,793	\$38,298	\$38,804	\$39,309	\$39,815	\$39,978
7	\$37,022	\$37,528	\$38,033	\$38,539	\$39,044	\$39,550	\$40,055	\$40,561	\$40,724
8	\$37,768	\$38,274	\$38,779	\$39,285	\$39,790	\$40,296	\$40,801	\$41,307	\$41,470
9	\$38,514	\$39,020	\$39,525	\$40,031	\$40,536	\$41,042	\$41,547	\$42,053	\$42,216
10	\$39,260	\$39,766	\$40,271	\$40,777	\$41,282	\$41,788	\$42,293	\$42,799	\$42,962
11	\$40,783	\$41,299	\$41,814	\$42,330	\$42,846	\$43,361	\$43,877	\$44,392	\$44,558
12	\$41,544	\$42,060	\$42,575	\$43,091	\$43,606	\$44,122	\$44,638	\$45,153	\$45,319
13	\$42,305	\$42,821	\$43,336	\$43,852	\$44,367	\$44,883	\$45,398	\$45,914	\$46,080
14	\$43,066	\$43,582	\$44,097	\$44,612	\$45,128	\$45,644	\$46,159	\$46,675	\$46,841
15	\$43,827	\$44,343	\$44,858	\$45,373	\$45,889	\$46,405	\$46,920	\$47,436	\$47,602
16	\$44,587	\$45,103	\$45,619	\$46,134	\$46,650	\$47,165	\$47,681	\$48,197	\$48,363
17	\$45,348	\$45,864	\$46,379	\$46,895	\$47,411	\$47,926	\$48,442	\$48,957	\$49,123
18	\$46,109	\$46,625	\$47,140	\$47,656	\$48,171	\$48,687	\$49,203	\$49,718	\$49,884
19	\$46,870	\$47,386	\$47,901	\$48,417	\$48,932	\$49,448	\$49,964	\$50,479	\$50,645
20	\$47,631	\$48,147	\$48,662	\$49,178	\$49,693	\$50,209	\$50,724	\$51,240	\$51,406
21	\$48,392	\$48,908	\$49,423	\$49,938	\$50,454	\$50,970	\$51,485	\$52,001	\$52,167
22	\$49,153	\$49,669	\$50,184	\$50,699	\$51,215	\$51,730	\$52,246	\$52,762	\$52,928
23	\$49,913	\$50,429	\$50,945	\$51,460	\$51,976	\$52,491	\$53,007	\$53,523	\$53,688
24	\$50,674	\$51,190	\$51,705	\$52,221	\$52,737	\$53,252	\$53,768	\$54,283	\$54,449
25	\$51,435	\$51,951	\$52,466	\$52,982	\$53,497	\$54,013	\$54,529	\$55,044	\$55,210
26	\$52,196	\$52,712	\$53,227	\$53,743	\$54,258	\$54,774	\$55,289	\$55,805	\$55,971
27	\$52,957	\$53,473	\$53,988	\$54,504	\$55,019	\$55,535	\$56,050	\$56,566	\$56,732
28	\$53,718	\$54,234	\$54,749	\$55,264	\$55,780	\$56,296	\$56,811	\$57,327	\$57,493
29	\$54,478	\$54,994	\$55,510	\$56,025	\$56,541	\$57,056	\$57,572	\$58,088	\$58,254
30	\$55,239	\$55,755	\$56,271	\$56,786	\$57,302	\$57,817	\$58,333	\$58,849	\$59,014
31	\$56,000	\$56,516	\$57,032	\$57,547	\$58,063	\$58,578	\$59,094	\$59,610	\$59,774
32	\$56,761	\$57,277	\$57,793	\$58,308	\$58,824	\$59,339	\$59,855	\$60,371	\$60,534