

AGREEMENT

BETWEEN BOARD OF EDUCATION
OF SCHOOL DISTRICT NUMBER 99,
BUREAU COUNTY, ILLINOIS

AND

THE SPRING VALLEY ELEMENTARY TEACHERS'
ASSOCIATION, AFT LOCAL 604, AFL-CIO

August 23, 2012 – August 22, 2015

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BUREAU COUNTY, ILLINOIS,
AND
THE SPRING VALLEY ELEMENTARY TEACHERS'
ASSOCIATION, AFT LOCAL 604, AFL-CIO

INTRODUCTION AND PREAMBLE

This agreement is made and entered into by and between the Board of Education of Spring Valley Elementary Schools, District Number 99, Bureau County, Illinois, hereinafter referred to as the "Board" and the Spring Valley Elementary Teacher Association, AFT Local 604, AFL-CIO, hereinafter referred to as the "Union" or "Association".

The Board and the Union recognize that the ultimate aim of the public schools is to provide the best educational objectives. Attainment of educational objectives of the District requires mutual understanding and cooperation between the Board, the administration and supervisory staff, and the professional teaching personnel. To this end, free and open exchange of views is desirable and necessary with all parties participating in the deliberations.

It is recognized that teaching is a profession requiring specialized educational qualifications and the success of the educational program in the District depends upon the maximum utilization of the abilities of teachers who are reasonably well satisfied with their employment. As evidence of its acceptance of the professional rights and responsibilities of teachers, the Association has endorsed the Uniform Code of Ethics of the Education Profession.

ARTICLE I
Recognition/Scope

A. Recognition. The Board hereby recognizes the Union as the exclusive and sole negotiating agent for all regularly employed certificated personnel other than substitute teachers and except the superintendent, assistant superintendent, principals, assistant principals and other individuals holding like positions in its Central Administration.

B. Scope. The Board and Union agree to negotiate in good faith with respect to wages, hours, terms, and conditions of employment as required by law, provided that the obligation to negotiate in good faith does not compel either party to agree to a proposal or require the making of a concession.

ARTICLE II
Grievance Procedure

A. Definition of Grievance. A grievance is defined as a written claim that there has been a violation, misinterpretation or misapplication of a specific provision of this Agreement. No grievance will be processed or entertained unless it is filed in writing in accordance with the provisions of Step 2 below.

B. Definition of Complaint. A complaint is defined as an alleged administrative violation of an established written policy of the Board. A complainant may process a Complaint through the third step of the grievance procedure. The decision of the Board on any complaint shall be final and not subject to Step 4 of the grievance procedure.

C. General Provisions.

1. All time limits consist of school days except that between the end of the school term in June and the beginning of the next school term, the time limit shall consist of weekdays Monday through Friday. The prescribed time limit may be extended by mutual consent of the Union and Board.
2. Failure to Proceed. If the employee or the Union fails to pursue the grievance to the next step within the prescribed time limit, the grievance shall be dropped.
3. Failure to Respond. If the employer fails to respond within the prescribed time limit, the grievance will automatically proceed to the next step.
4. No Reprisals. Employee participation in the grievance procedure shall not be subject to discipline or reprisal because of such participation.

D. Procedures.

1. Step 1: Within ten (10) days of the date upon which the grievant or Union knew of the event giving rise to the grievance, the grievant shall verbally present the problem to the immediate supervisor. Said supervisor shall reply to the grievance by the end of the fifth workday following the day the grievance is presented. The immediate supervisor for the purposes of this procedure shall be that supervisor with primary responsibility to resolve the grievance.
2. Step 2: If there is not a satisfactory adjustment of the matter at Step 1 or if the immediate supervisor fails to respond within the specified time, the grievance shall be reduced to writing, signed by the grievant and presented to the Superintendent. Such written grievance shall be submitted within five (5) working days of the supervisor's reply at Step 1, or in the absence of such reply, within five (5) working days of the date the reply was due.
3. Step 3: If the matter is not satisfactorily adjusted at Step 2 or the Superintendent does not respond within five (5) working days of his notification, it may be submitted to the Board, by written notice with a request for a meeting. This meeting shall be held no later than 15 days after the request has been made. The Board shall note its disposition of the grievance by submitting a signed copy thereof to the Union and to the grievant within 15 days of the meeting.
4. Step 4 (Arbitration): If the grievance is not resolved at Step 3, the Union may, within five (5) school days, submit the grievance to binding arbitration. The parties shall attempt to agree upon an arbitrator within the 10 school days after receipt of the notice of referral. In the event the parties are unable to agree upon an arbitrator within the 10-day period, the parties shall request an arbitrator from the American Arbitration Association or the FMCS. The selection of the arbitrator shall follow the standard operating procedures set forth by the American Arbitration Association or the FMCS. The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of the agreement. He shall consider and decide only the specific issues submitted to him in writing and shall have no authority to make any decision or recommendation on any other issue not so submitted to him. The arbitrator's decision shall be based solely upon his interpretation of the meaning or application of the specific terms of this agreement to the facts of the grievance presented. The decision of the arbitrator shall be final and binding on the parties. The fees of the arbitrator shall be divided equally between the Board and the Association. All other expenses shall be borne by the party incurring them.

ARTICLE III
Rights and Responsibilities

- A. Mutual Respect. Teachers and administrators shall exhibit mutual respect for one another particularly when students and/or parents are present.
- B. No Discrimination. Neither the Board nor the Union shall discriminate against any employee covered by this agreement in any manner which would violate any applicable law because of race, sex, color, national origin, age, marital status or life style.
- C. Union Membership. Neither the Board nor the Union shall interfere with the right of employees covered by this agreement to become or not to become members of the Union and, no employee shall be discriminated against due to his exercise of his lawful right to join or not to join, assist or not assist the Union.
- D. Other Employment. The Board agrees that a teacher is free to make application for employment elsewhere. Also, a teacher may begin employment elsewhere after the expiration of his contract with the Board, or if a tenured teacher, in accordance with state law. An application placed with another prospective employer shall not in any way prejudice such applicant's status in his present position.
- E. Personal Property. The Administration will not examine or remove from a teacher's classroom any article of personal property, which belongs to the teacher. It is understood by way of example that all lesson plan books, grade books and other school records are the property of the School District.
- F. Adverse Criticism. In the event of criticism by third persons of books, teaching methods or materials used in the District by a resident who deems the contents of such to be offensive on moral, political, religious or other such grounds, the procedure shall be as follows:
1. The criticism shall be submitted to the Superintendent in writing and signed by the resident. A copy of the criticism without signature shall then be given to the teacher involved.
 2. The teacher involved shall have the opportunity to select two other teachers who will meet with the Superintendent and the building Principal to discuss the criticism.
 3. Subsequent to the discussion, if the problem is not resolved, the Superintendent shall bring the matter to the Board's attention for its decision, which shall be final.
- G. Staff Meetings. On the first institute day of the school year, the Union President shall be given a reasonable opportunity to address the staff. At the conclusion of any faculty meeting, the Union shall have the right to make announcements, give brief reports or elicit opinions and comments from the faculty.
- H. Use of Buildings. The Board agrees that the Union and its representatives shall have the right to use school buildings for meetings and to transact official Union business on school property at all reasonable times, provided that this does not interfere with or interrupt normal school operations. When special custodial service is required, the Board may make a reasonable charge for this service.
- I. Use of Bulletin Boards/Equipment. The Board agrees that a bulletin board shall be provided for the exclusive use of the Association in each school building for posting notices of activities and other matters of Association concern. The use of school copy machines and necessary paper shall be permitted. The Association shall pay any reasonable cost for using said equipment and supplies. Telephone calls from the school for Association business will be permitted only during non-student contact time.

J. Board Meetings. The Union shall have the right to send an official representative to attend any open meeting of the Board. Upon request at the Board meeting, the Union Representative will be given a reasonable and appropriate opportunity to address the Board.

K. Implementation of Agreement. The Union and the Board or its designated representative shall meet at a mutually agreeable time within 10 days of the request of either party for the purpose of resolving questions concerning the implementation of this agreement unless some other date is mutually agreeable.

L. Access to Information. The Board agrees to give the Union President one copy of the following items as soon as practicable:

1. Agenda.
2. Official Board minutes of open meetings.
3. Monthly budget summaries.
4. Annual auditor's report.
5. Current fiscal budget.
6. Policy manual and revisions.

In addition, the following will be made available to the Union President for inspection:

7. Names and addresses of all teachers.
8. Statistical information, not including teachers' names, pertaining to teacher step placement, extended service payment and present insurance coverage

The Union will furnish copies of any information pertinent to negotiations as reasonably requested by the Board or Superintendent.

M. Union Management Meetings. The Superintendent and Principals shall meet at least once a month during the months of September through May with representatives of the Union at mutually agreed upon times to discuss matters relating to the implementation of this Agreement. Proposed changes in existing policies and procedures and new policies and procedures may be subjects for discussion at such meetings.

N. Special Education Work Load Plan. Title 23, Section 226.735 of the Illinois Administrative Code requires that the District develop, in cooperation with the Union as the exclusive representative of the District's affected employees, and adopt a plan specifying the limits on the work load of its special educators so that all services required under students' IEP's, as well as all needed ancillary and support services, can be provided at the requisite level of intensity, with such plan to take effect for the 2009-2010 school year;

A Special Education Work Load Committee (Committee) will be comprised of six (6) persons: the District Superintendent and two (2) District Principals or designees; two (2) District Special Education Teachers, appointed by the Union; and one (1) Union officer or designee:

1. The Committee shall develop an annual plan specifying the limits on the work load of its special educators so that all services required under students' IEP's, as well as all needed ancillary and support services, can be provided at the requisite level of intensity.
2. The Committee shall meet regularly to consider the activities for which the District's special educators are responsible, including but not limited to:
 - (a.) Individualized instruction;
 - (b.) Consultative services and other collaboration among staff members;
 - (c.) Attendance at IEP meetings and other staff conferences; and paperwork and reporting.

3. The Committee shall gather and analyze data throughout the school year from the four areas addressed above. By March 1 of each school year, the Committee shall submit staffing recommendations to be reviewed at the March Union- Management Meeting. Barring changes due to appeals, the decision made at that meeting shall be recommended to the Board of Education at their first scheduled meeting following the Union-Management Meeting.

The District shall ensure:

1. There is sufficient staff available so that all services required under the students' IEP's could be provided at the required level of intensity.
2. No class will exceed class size levels established by the Illinois State Board of Education (ISBE).

If a special educator believes their workload to be unmanageable or above what was decided at the March Union Management Meeting, the following will occur:

1. The special educator will schedule a meeting with an administrator to discuss his/her concern.
2. The special educator will bring to the meeting the data, including service minutes, consultation time and other requirements that they believe make the workload unmanageable or above what was decided at the March Union-Management Meeting.

If the issue is not resolved, the special educator may appeal to the Special Education Work Load Committee for review. The Committee's decision is final provided that if the decision requires the employment of any additional staff or expenditure of money, it shall be subject to Board approval.

ARTICLE IV Management Rights

A. General Retention. The Board shall have and retain the sole and exclusive right to hire, fire, assign, promote, lay-off, direct, discipline, transfer and determine qualifications of employees. The Board has the complete and sole right to determine the extent and operations of the District and to make rules, determine the methods, standards and extent of work and to determine the content of jobs and to select and appoint supervisory personnel and have and retain all other management rights and functions not specifically awarded, modified or abridged by any provision of this Agreement.

B. Building Policies. The Administration shall establish and implement all building policies. However, no building policy shall be in conflict with the provisions of this Agreement. Prior to implementing any permanent change in building policy, the Principal or Superintendent shall advise the Union of the proposed change and discuss it with the Union.

C. Leaving Campus. No teacher shall leave the school campus during school hours without previous notification and approval of the Superintendent or building Principal.

D. No Strike. During the term of this Agreement, neither the Union nor any of its members nor its agents nor any employee, for any reason will authorize, institute, aid, condone or engage in a slowdown, work stoppage or strike, or picketing in any manner which would disrupt the operation of the schools.

ARTICLE V
Evaluation/Professional Growth

A. General. Prior to October 1st, the Administration shall advise teachers of the instruments to be used in the formal evaluation process. Subsequent to each formal evaluation, there will be a conference between the teacher and the Administration to discuss the evaluation. A copy of each formal written evaluation shall be given to the teacher within seven (7) working days after completion of the last classroom observation and the original shall be placed in the teacher's personnel file. If a teacher wishes to supplement his formal written evaluation, he may do so in writing, in which case his written comments shall be attached to the evaluation report to be placed in his file.

B. Probationary Teachers. Probationary teachers will receive at least two formal evaluations per probationary year. The administration shall use reasonable effort to complete an evaluation during each semester.

C. Tenured Teachers. Tenured teachers shall receive no less than one formal evaluation at least every other year.

D. Evaluation Plan. The District has developed an evaluation plan. It is agreed that the plan will be reviewed upon request by the Union and/or the Administration and any change to this plan will be made in cooperation with the Union, and shall be ratified by both parties before implementation.

1. Evaluation Committee. A Union/Management Committee with equal representation from both parties shall be created during the life of this contract. Any and all agreements and decisions made by this Committee shall be by majority vote.

E. Consulting Teachers.

1. A teacher shall be eligible to work as a "consulting teacher" provided the teacher meets the following criteria:

- (a) Is an educational employee as defined in the IELRA;
- (b) Has at least five (5) years teaching experience;
- (c) Has reasonable familiarity with the assignment of the teacher to whom he/she may serve as consultant;
- (d) Has received an excellent rating on his/her most recent evaluation.

2. When a consulting teacher is needed, the Board shall supply a roster of qualified consulting teachers to the Union. The Union shall then submit back to the administration a roster of at least five (5) qualified teachers or all such qualified teachers if the number is less than five (5). The administration shall select the consulting teacher from the roster submitted by the Union. If the Union fails to submit within five (5) school days of receipt of request for such roster, then the administration may select any teacher qualified to serve as a consulting teacher. Any teacher may decline to serve as a consulting teacher.

3. A consulting teacher may be granted reasonable release time for the purpose of observing an unsatisfactory teacher in the classroom, if specified by the remediation plan and approved by the principal.

F. Remediation Status.

1. Any tenure teacher who receives an overall evaluation rating of unsatisfactory and the reason for such rating are deemed remediable shall be placed on "remediation status" and shall remain on the same vertical

step until rated satisfactory. Within thirty (30) days of being placed upon remediation status, a remediation plan shall be developed to attempt to correct the remediable deficiencies cited. Participants in the plan shall include the teacher, a qualified evaluator and a consulting teacher. It shall be the responsibility of the teacher, with assistance from the consulting teacher, to successfully implement the remediation plan to remedy the deficiencies. The written remediation plan shall be dated and signed by all the participants, with one (1) copy placed in the teacher's official personnel file. The teacher may give a copy to the Union.

2. Any teacher on remediation status shall be formally evaluated and rated a minimum of once every 30 school days for the 90 school day remediation period immediately following receipt of a remediation plan. While the consulting teacher shall participate in the draft and implementation of the remediation plan and shall provide advice and counsel to the teacher rated unsatisfactory on how to improve teaching skills and to successfully complete the remediation plan, the sole responsibility for the formal evaluations shall rest with the evaluator. If the teacher on remediation status is still evaluated as an unsatisfactory teacher at the end of 90 school days of remediation within the classroom, the Board shall dismiss the teacher in accordance with the School Code. Failure to strictly comply with time requirements contained herein or in the evaluation plan shall not invalidate the results of the remediation plan.

3. If rated satisfactory or better at the conclusion of the remediation process, any teacher on remediation status shall return to his/her proper step on the salary schedule at the beginning of the next school year, and he/she shall return to the regular evaluation schedule of being evaluated at least once every two years.

G. Personnel Files. Teachers shall have the right upon request and at reasonable times to review the contents of their personnel files, except for pre-employment references. Only one official file shall be kept for each teacher. Each teacher shall have the right to insert material relevant to his service in this school or his qualifications in general. A teacher shall have the right to attach dissenting material to any item in his file. Reasonable requests by teachers for single copies of materials in their official file except privileged information will be honored by the Administration.

Every teacher shall be given a copy of any material added to his/her official Board file if the material is critical of the teacher's conduct or performance. Every teacher shall have the right to be furnished within twenty-four (24) hours a copy of any or all file material.

Any documents or the contents thereof relating to teacher evaluation and performance and all material placed in a teacher's file by an administrator will be respected by the teacher and administrator as confidential vis-à-vis students and the general public except as may be required by the Union or the teacher for purposes of representation of the teacher in the implementation of this Agreement, or by the Board in bringing charges or when release is otherwise required by law.

H. Professional Growth. Each teacher is encouraged to engage in personal and professional activities that will insure his continuous professional growth. Educational advancement is desirable and is encouraged. Starting in the 1990-91 school year, teachers without a Master's Degree shall be required to obtain at least three (3) semester hours credit every five (5) years. If this professional growth requirement is not met, the teacher's salary shall be frozen until such time as the three semester hours are completed. After an employee reaches thirty-two (32) hours beyond the Bachelor's Degree, this professional growth requirement shall no longer apply. Course work beyond the Bachelor's degree will not, without prior negotiations with the Union, be required as a condition of continued employment for any teacher who is otherwise legally qualified to hold an available position. The salary program shall reflect the intent of the board and administration to provide a teaching staff that achieves at a high level of teaching performance and maintains continuous professional growth.

Each teacher's folder required of all tenure teachers, showing evidence of professional growth shall be kept in the office of the Superintendent and shall be accessible to the teacher and Principal. It shall be kept up to date by each teacher who will give written proof of personal professional growth to the Superintendent.

All employees shall be provided opportunities for the development of increased competence beyond that which they may attain through the performance of their assigned duties.

The Superintendent may provide the staff with opportunities for professional growth by the following methods:

1. Released time for attendance at curriculum meetings.
2. Visits to other classrooms and other schools.
3. In-service program of institutes and professional meetings.
4. Further study in institutions of higher learning.

Courses taken for professional growth and/or salary guide credit must be taken at an accredited college or university, which is approved by the Illinois State Certification Board. Specific courses required by the conferring college or university for the completion of a degree will be approved by the Superintendent's office. If a question should arise in this regard, the petitioner may be asked to submit evidence of said requirements from the conferring college or university.

Courses taken for professional growth and/or salary credit must have the approval of the Superintendent prior to the beginning of the course.

The Board recognizes the potential value of an in-service training program. Through a properly organized series of such meetings there can be an interchange of ideas, formulation of plans and diagnostic appraisal of results.

These programs will be offered at district expense and are to be planned jointly by teachers and administrators.

Attendance at a teachers' institute or equivalent educational experience held under the direction of the county superintendent of schools shall be considered time expended in the service of the District and no deduction (because of the teacher's absence from her teaching assignment) shall be made for such attendance.

ARTICLE VI

Teacher Protection: Lay-Off, Discipline and Assignment

A. Layoff Procedures.

1. In the event that the Board determines it to be necessary to reduce the number of certificated employees in the school system or to discontinue some particular type of teaching service, it shall first confer with the Association regarding such reductions.
2. Administration will notify teachers of individual group placement.
3. Once dismissal has been determined according to the provisions of Section 24-12 of the *Illinois School Code*, then written notice is to be mailed to the teacher and also given to the teacher either by certified mail, return receipt requested, or personal delivery with receipt at least 45 days before the end of the school term together with a statement of honorable dismissal and the reasons therefore. The sequence of dismissal shall be as provided in Section D below.

Upon scheduling each termination conference, the Association President shall be notified of the time and place of the meeting. The Association President or his/her designee will be present when the teacher is notified of his/her termination. The teacher reserves the right to continue the meeting with or without representation.

Joint Committee on Reductions-in-Force

4. The Joint Committee on Reductions-in-Force shall consist of three (3) members representing the Board and three (3) members representing the Association. The committee shall begin meeting no later than December 1st of each school year and shall be completed by March 1st of each school year, unless both parties mutually agree to different dates. The committee has the authority to make decisions within the limits of Section 24-12 of the *Illinois School Code*.

Job Qualifications and Groupings

5. The sequence of dismissal shall be established each year not less than 75 days before the end of the school term. Each teacher will be categorized into one or more positions for which the teacher is qualified to hold based upon legal qualifications and any other qualifications established by the District in a job description in place no later than May 10 of the prior school year. The point system to be used in the averaging of 2 or 3 evaluations: excellent 4, proficient 3, needs improvement 2 and unsatisfactory 1. Within each position the District shall establish four groupings of teachers qualified to hold the position as follows:

(a.) Grouping 1 shall consist of each teacher not in contractual continued service who has not received a performance evaluation.

(b.) Grouping 2 shall consist of each teacher with an average needs improvement or unsatisfactory performance evaluation rating on either of the teacher's last two performance evaluation ratings.

(c.) Grouping 3 shall consist of each teacher with a performance evaluation average rating of at least proficient on both of the teacher's last two performance evaluation ratings if two ratings are available, or on the teacher's last performance evaluation rating if only one rating is available, unless the teacher qualifies for placement into Grouping 4. A teacher whose last two performance evaluations include a needs improvement and either a proficient or excellent rating shall be included in Grouping 3, but will remain at the bottom of the grouping, not ahead of a teacher with two proficient ratings.

(d.) Grouping 4 shall consist of each teacher whose last two performance evaluation ratings are Excellent and each teacher with two excellent performance evaluation ratings out of the teacher's last three performance evaluation ratings with a third rating of Proficient.

Dismissals Within Groupings

6. Among teachers qualified to hold a position, teachers must be dismissed in the order of their groupings, with all teachers in Grouping 1 dismissed prior to any teachers in Grouping 2, followed by all teachers in Grouping 2 dismissed prior to any teachers in Grouping 3, followed by all teachers in Grouping 3 dismissed prior to any teachers in Grouping 4.

Within Grouping 1, the sequence of dismissal is at the discretion of the Board.

Within Grouping 2, the sequence of dismissal must be based upon average performance evaluation ratings, with the teacher or teachers with the lowest average performance evaluation rating dismissed first. A teacher's average performance evaluation rating must be calculated using the average of the teacher's last 3 performance evaluation ratings, if 2 ratings are available, or the teacher's last performance evaluation rating, if only one rating is available, using the following numerical values: 4 for Excellent, 3 for Proficient, 2 for Needs Improvement and 1 for Unsatisfactory.

As between or among teachers in Grouping 2 with the same average performance evaluation rating, as well as within each of Groupings 3 and 4, the teacher or teachers with the shorter length of continuing district service as listed in order of employment on the District's seniority list must be dismissed first. This seniority list will be as most recently approved by the Board of Education.

Recalls

7. *105 ILCS 5/24-12*

The order of recall shall be in inverse order of dismissal in Groups 3 and 4 among teachers qualified to hold a position.

Other Provisions

8. Under no circumstances will evaluations from outside the District be considered in the procedures or groupings above.

B. Representation.

When an employee is required to appear before the Board or the Administration in any meeting, which is called to discuss the teacher's dismissal, suspension, formal remediation, or other discipline, the employee shall be entitled to have a representative of his choice present. When an employee is required to appear before the Board, he/she shall be advised in writing of the reasons for the request ten days in advance.

1. Pending dismissal hearing pursuant to Section 24-12 of the School Code for reasons or causes approved by the Board, a teacher may be suspended by the Board pending the hearing with or without pay; but if acquitted, such teacher shall not suffer the loss of any salary by reason of the suspension.

2. If no dismissal hearing is then pending, a teacher may be suspended by the Board with or without pay only after the teacher has received written notice of the reasons for the proposed suspension and an opportunity to be heard on the matter by the Board. Subsequent to any such requested hearing, the Board shall determine whether the greater weight of the evidence presented establishes just cause(s) to suspend the teacher without pay. The Board shall determine what constitutes just cause. Unless charges of dismissal are approved by the Board, no disciplinary suspension shall exceed twenty (20) work days.

3. In an emergency situation where the continued presence of the teacher on the job is detrimental to the educational process, the Superintendent may suspend a teacher for up to five (5) days with pay. After a hearing, the Board may sustain the suspension or take further action as may be appropriate.

4. The Board will make earnest effort to ensure that its rules and regulations governing employee conduct shall be reasonable and fair.

5. Teachers who are terminated due to a reduction in force (lay-off) shall receive a payment equal to the then current per diem rate for substitutes times the number of unused accumulated sick leave days of the teacher.

C. Discipline Conferences. If an administrator calls a faculty member (employee) to a disciplinary conference, he/she shall have the right to Union representation present at the conference. Meetings or conferences regarding evaluation of teaching performance are not disciplinary conferences. Prior to the occurrence of a disciplinary conference, the administrator shall inform the employee of the nature of the meeting and shall inform the employee of their right to Union representation. The district shall conduct all disciplinary conferences after the student attendance day, unless the disciplinary situation is deemed by the Superintendent or designee as a disruption to the educational process. Meetings or conferences regarding evaluation of teaching (employee) performance are not disciplinary conferences. However, Union representation shall be allowed in employee evaluation conferences when remediation, dismissal, or a nonrenewal is likely to occur.

D. Room Assignment. The administration will make a reasonable effort to assign each teacher a room when this is possible in light of the teacher's assignment and the building space is available.

E. Teaching Assignment. A teacher shall be given written notice of his/her tentative assignment by May 25 if there is then an intended change in his/her assignment. Thereafter, if a change in assignment is to be made, the teacher shall receive verbal notice as soon as reasonably possible. A teacher's regular teaching assignment shall not be changed for the upcoming school term after July 15 without the teacher's consent unless it is necessary to do so due to an emergency. Any teacher who objects to a change in his/her teaching assignment may discuss the matter with the Superintendent.

F. Voluntary Transfers. A teacher may request a voluntary transfer or reassignment. Such requests must be made by April 1st, preceding the school term for which the transfer or reassignment is requested unless the teacher has been affected by an involuntary transfer, then he/she may request a change in assignment to an open position, if any, at that time.

G. Involuntary Transfer. An involuntary transfer is a change in assignment. The District shall attempt to avoid involuntary transfers. If such a transfer is determined to be necessary in the best interest of the school, the teacher shall have the opportunity to meet with the Superintendent to discuss the transfer. If unsatisfied with the results of the Superintendent's decision, the teacher may request and receive a meeting with the Board of Education to present reasons why the involuntary transfer should not be acted on. The decision of the Board shall be final except that any teacher who refuses to accept the transfer shall be released at the teachers' request from his/her contract with the Board. For purposes of this section, the Board shall consider seniority, qualifications, other merit factors, and the needs of the District.

H. Promotion and Vacancy. All known openings in professional positions shall be posted in the teacher's lounge for the next seven days prior to the filling of the position. Should a vacancy occur during the period when school is not in session, the Superintendent will mail notice of such a vacancy or otherwise inform all those teachers who have filed a written request with the Superintendent to receive such notices. Members of the professional staff may at any time file with the Superintendent a notice of any change they may desire in their teaching assignment so that the Superintendent may consider such requests, as he deems appropriate.

I. Duty Assignments. All teacher duty assignments (i.e. lunchroom, playground, etc.) will be assigned to teachers and aids when they are available. Duty assignments to teachers shall be distributed equally among all teachers in the building. If a teacher is absent, the duty normally assigned to that teacher shall be the responsibility of the substitute teacher or if no substitute is available it shall be assigned to teachers in the building on an alternating basis. The Board recognizes the desirability of equalizing duty assignments across the District.

J. Parent/Community Concerns. Whenever a parent or community member has a concern or complaint involving the use of instructional materials, methods of instruction, grades or other procedures used by a teacher or teachers in the performance of their duties, the following procedures shall be followed as it lends itself to the concern or complaint.

1. Contact the teacher or building principal for clarification and explanation of the complaint. Necessary conferences or meetings are, to the extent possible, to be scheduled during non-instructional times. The teacher or principal shall schedule any conference or meeting in advance.

2. If the concern or complaint is not resolved in step 1 above, the parent or community member may request a meeting with the Superintendent. The Superintendent shall schedule the conference, as he/she deems necessary.

3. If the concern or complaint is not resolved in step 2 above, the parent or community member may request that the Superintendent place the matter before the Board of Education. If the Superintendent does so, he/she shall give notice to the staff member. Any issue involving a complaint against a specific employee (s) shall be addressed in closed session.

K. Committee Representation/Rotation. Participation on school committees is encouraged. The district shall make every effort to ensure that a cross section of employees (including categories of seniority, levels of expertise, department, building, gender, and grade level) serves, with the intent to involve all staff equally. No employee shall serve more than two years unless mutually agreed upon by both parties.

ARTICLE VII Leaves

A. Sick Leave. For personal illness or illness in his/her immediate family as defined in the School Code, a teacher will be allowed in each school year fifteen (15) school days with full pay in each school year the first ten (10) years of teaching in the District, seventeen (17) school days with full pay for years eleven (11) through twenty (20) teaching in the District and nineteen (19) school days thereafter with full pay each year. This allowance is cumulative to a maximum of three hundred sixty (360) school days.

Teachers shall be notified in writing by September 30th of each school year as to the current number of sick days they have accumulated.

1. FMLA Leave - Serious Health Conditions. Any eligible employee who does not have sufficient paid leave time available to allow such employee at least 12 workweeks of leave in any 12-month period for absences caused by a serious health condition of the employee and absences required by the need to care for a spouse, son, daughter or parent who suffers from a serious health condition, shall be granted sufficient unpaid leave days so as to assure such employee a minimum of 12 workweeks of leave in any 12-month period. For the purpose of leave under this section, eligible employees are defined as those who have been employed by the District for at least 12 months. With regard to leave under this section, the Board reserves the right to require medical certification and to apply the Rules Applicable to Periods near the Conclusion of an Academic Term as set forth in the Family and Medical Leave Act of 1993.

B. Sick Leave Bank. At the beginning of the 1979-80 school year, the School District shall establish a Sick Leave Bank. Each teacher shall contribute two (2) of his or her accumulated sick leave days in 1979-80 to a Sick Leave Bank to be administered by the Teachers' Union. Every year thereafter, the teachers shall contribute one (1) sick leave day per year until the accumulated number reaches one hundred (100) days. The Sick Leave Bank will maintain between fifty (50) and one hundred (100) days each year and no one will be assessed days so long as the Bank maintains a number between fifty (50) and one hundred (100) days.

Withdrawal of days from the Sick Leave Bank shall be administered by the Union but the days must be for sick leave as determined in Article VIII, Section A.

C. Bereavement Leave. Bereavement leave shall be granted as follows:

1. The term immediate family shall be interpreted to mean spouse, son, daughter, father, mother, sister, brother, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandchildren, grandparents and legal guardians.

2. The term “household” shall be interpreted to mean aunt, uncle, niece, nephew, sister-in-law, brother-in-law and grandparents-in-law.
3. Three days of bereavement leave shall be granted for each case where death has occurred in the “immediate family” and one day bereavement leave shall be granted for each case where death has occurred in the “household.” This leave will not accumulate nor will it affect sick leave benefits.
4. After bereavement leave is exhausted in the “immediate” or “household” families, sick leave, as defined by the school code, may be used by an employee.
5. In special circumstances, the Superintendent, in his/her discretion may expand the definition of the terms “immediate family” and “household family.”

D. Personal Leave. Each teacher shall be granted as personal leave three (3) days without salary deduction each school year. Two (2) of these days shall be subject to the following restrictions, unless waived by the administration: no use during the first and last week of school; nor the day before or after a holiday or vacation; and may be used only for a personal emergency that cannot be handled outside of regular school hours. The teacher must notify the Superintendent at least four (4) day(s) in advance of the proposed leave day, unless the leave is of an emergency nature, which would not allow for prior notification. Unused personal days convert into sick leave.

In the event that a teacher has no available unused personal leave and due to an emergency must conduct some personal business during school hours then the teacher shall be granted up to two additional days of personal leave provided, however, that the teacher must pay the cost of the substitute teacher.

E. Union Leave. The President of the Union or his/her representative will be granted two (2) days per year for Union business. Proper notification must be given and the Union/teacher must reimburse the District for the cost of the substitute teacher employed during his absence.

F. Maternity Leave/Childrearing Leave.

1. Maternity Leave. No teacher is required to take a childrearing leave, but instead may utilize available sick leave for those workdays during which the teacher has not been medically released by the physician after giving birth and unable to work due to pregnancy or any pregnancy-related disability.

2. Childrearing Leave. Teachers may be granted an extended leave of absence for childrearing purposes subject to the below-stated conditions and limitations.

(a.) Teachers may commence a childrearing leave whenever they choose, but no later than six (6) weeks after the date of medical release of the mother and the child from the hospital subsequent to delivery.

(b.) Childrearing leave will be granted to teachers in accordance with a plan arranged with the Superintendent. The plan must state the date upon which the teacher shall begin and return to work from the leave. A childrearing leave may be for the duration of the school term during which the leave begins and for one (1) additional school term.

(c.) Any teacher granted a childrearing leave, who has completed 18 weeks or more of the school term prior to the commencement of her leave, shall be considered to have completed a full year for the purpose of advancement on the salary schedule for that year. Upon a teacher’s return from a childrearing leave, the teacher shall be granted the same or comparable position within the system. Teachers on childrearing leave are subject to dismissal on the same terms and conditions as are applicable to all other teachers.

(d.) A teacher granted a childrearing leave may make arrangements during the leave to continue hospitalization and surgical insurance coverage, as provided under fringe benefits, at the teacher's own expense, provided, however, that in accord with the requirements of the FMLA, the District shall maintain its contribution toward the cost of health insurance for 12 workweeks of the leave.

(e.) A childrearing leave shall also be available to any teacher who furnishes satisfactory evidence of pending adoption proceedings and who applies in writing to the Board of Education.

(g.) Childrearing leaves are without pay. No teacher shall be entitled to use sick leave after the commencement of a childrearing leave. Sick leave is available prior to commencement of such leave.

G. Professional Business Leave. The Board of Education, upon the recommendation of the Superintendent may grant professional business leaves for legitimate reasons deemed beneficial to the School District. Such temporary leave, at full salary, may permit a teacher to:

1. visit other schools
2. attend professional conferences
3. be engaged in workshop sessions
4. participate in educational activities.

Approval of such leave requests will be subject to the following guidelines:

- (a) How will attendance benefit the individual and the School District?
- (b) Is this activity related to the participants teaching area?
- (c) How many previous trips has the individual taken?
- (d) What costs are involved?

All professional leave requests are submitted to the building principal in duplicate for appropriate action.

To assure District 99 of maximum benefits from such attendance, they shall require a written report of the activity, which can be made available to all staff members for review. This report shall be filed with the Superintendent within two weeks after the meeting.

All school personnel shall receive an automobile reimbursement at the I.R.S. rate but not to exceed \$.445 without approval of the Superintendent per mile for approved trips outside of the Spring Valley School District 99.

H. Personal Emergency Leave. The employee shall submit a written request stating the anticipated length of absence together with the reasons and need for released time. Any grant of this leave shall be without pay and for a duration approved by the Superintendent.

I. Sabbatical Leave. The Board may approve a sabbatical leave for professional advancement or education travel. Provisions for sabbatical leave shall be in accordance with present or with future provisions of the *Illinois School Code* (24-6.1).

ARTICLE VIII
Compensation/Fringe Benefit

A. Salary Schedules. The salary schedules for the 2012-2013, 2013-2014 and 2014-2015 school years are set forth in Appendix A of this Agreement.

1. T.R.S. Contributions. In addition to salary schedule appended hereto, the Board shall pick up and pay to the Illinois Teachers' Retirement System, on behalf of each teacher, 9.4 percent of the appropriate amount shown on the salary schedule. The Board shall also pay the .92 of one percent total amount of retiree health insurance contribution. In addition to the amounts stated above the Board of Education shall pay all increases in TRS and or TRIP Contributions so long as those combined increases do not exceed one percent (1%)

2. Education Beyond Bachelor's Degree. The Board of Education shall pay One hundred twenty-five (\$125.00) dollars per semester hour to each teacher for tuition and other expenses for education beyond the Bachelor's degree on the following condition:

- (a) The course taken is approved by the Superintendent.
- (b) The teacher remains in the employ of the District for the school year following completion of the course.
- (c) The teacher successfully completes the course.

Undergraduate courses in computer science and special education may be approved. For such courses the Board will pay One hundred twenty-five (\$125.00) dollars per semester hour to each teacher for tuition and other expenses.

All hours to be used for lateral movement on the salary schedule must be approved by the Superintendent and normally will be graduate hours. Advancement on the salary schedule to another lane due to additional hours will be made effective twice each school term on August 25th and February 1st, if additional hours are substantiated by proper documentation sent to the Superintendent's office by August 25th and February 1st respectively. For purposes of this Section A.2, teachers shall be limited to 15 hours during any fiscal year (July 1-June 30). From the total amount available for tuition reimbursement, teachers may elect to receive reimbursement of up to \$250.00 per fiscal year to defer the tuition/fee cost charged for participation in workshop-classes to earn CPDU's provided that those CPDU's are part of the teacher's approved license renewal plan.

3. Pay Schedule. Teachers shall be paid on the basis of 26 equal payments during each contract year to be made on alternate Fridays during the contract year. Those teachers who are entitled to compensation as a result of unused sick leave, pursuant to Article VIII, Paragraph A, or unused personal leave, pursuant to Article VIII, Paragraph D, shall receive those sums no later than the last regular pay day in June.

4. Direct Deposits. All pay is handled electronically through direct deposits. Teachers must provide the District the necessary documentation and bank depository information.

B. Insurance Benefits. The District according to the following terms and conditions shall pay insurance benefits:

1. The Board of Education shall pay the full cost of single coverage. The Board will contribute a sum equal to one-half of the difference between the single premium cost and the premium cost for employee plus spouse, employee plus child(ren), or full family coverage for those teachers selecting family coverage.

Teachers selecting family coverage shall pay one half of the difference between the single premium cost and the premium cost for the family coverage they select. Effective for the 2000-2001 contract year and provided that the required number of District employees maintain participation in the District's health insurance plan, only those teachers who are covered by health insurance from another source and therefore do not participate in the District's health insurance plan shall receive \$2,200.00 for the duration of this agreement of such non-participation in the District Health Insurance Plan. In addition the Board shall pay the required 9.4% TRS and the .92 of one percent health insurance contribution on behalf of those teachers who receive the above amounts based on their non-participation in the District Health Insurance Plan. It is understood that the Union will determine and designate those teachers who have health insurance from another source by August 25 of each year for the duration of this agreement. In addition to the amounts stated above the Board of Education shall pay all increases in TRS and or TRIP Contributions so long as those combined increases do not exceed one percent (1%)

Beginning with the 2012-2013 health insurance contract renewal (October 1, 2012), it is agreed that health insurance benefits shall be provided through the Plan that currently exists, if this Plan results in a premium increase for the 2012-2013 contract year of up to 12% (11% for 2013-2014 and 2014-2015) over the prior year's premium cost. Notwithstanding anything in this subsection to the contrary, the obligation of the Board to pay the full cost of single coverage and to contribute one-half of the difference between the single premium cost and the premium cost for any dependent coverage selected by a teacher for contract years subsequent to the 2012-2013 contract year shall be limited each year to premium increases of 11% or less over the prior year's premium cost. In the event that the premium cost for any subsequent contract year increases beyond 11% of the premium cost of the prior contract year, then the Union agrees that plan benefits and/or coverage's shall be reduced, or that the plan be changed so that the premium increase for that contract year is not more than 11% or, at the option of the Union, that teacher contributions toward the cost of health insurance be increased such that the Board's cost for health insurance premiums for that contract year do not exceed the amount that the increase would have been had the premium increase from the prior contract year been 11%. For the purposes of this subsection, "contract year" shall mean the insurance contract year, October 1 through September 30.

2. After September 1, a teacher who has selected single coverage may not switch to full coverage except under one of the following circumstances.

- (a) The teacher has married;
- (b) The teacher has divorced and has dependents who are no longer covered by the former spouse's group health insurance plan;
- (c) The teacher or his spouse conceives; or
- (d) The teacher's spouse has a substantial change in-group health insurance benefits.
- (e) For other reasons deemed appropriate and equitable to the Executive Board of the Spring Valley Elementary Teacher's Association.

3. In the event that a teacher terminates his or her employment with the District for whatever reason, the insurance coverage shall terminate on the last day of the first full month after the teacher's employment with the District terminates. In addition, such terminated teachers shall have those continuation privileges that are from time to time provided by applicable law or otherwise available under the terms and conditions of the District's insurance plan(s) or programs as they may exist from time to time, the full cost of participation to be paid by the teacher.

4. The Board shall provide group term life insurance in the amount of \$25,000 to each teacher.

5. Flexible Spending Account (FSA) – In addition to the benefits stated above, the district shall pay the entire set-up and administration costs associated with the employee option Flexible Spending Account. Participation in the District FSA Plan is at the sole discretion of the employee.

C. Retirement Compensation.

1. Eligibility.

In order to be eligible for this benefit, a teacher must have taught a minimum of fifteen (15) years in the District at the time of retirement and submit written notice to the Superintendent by September 1st of the school year when their retirement plan is to begin.

2. Retirement Plan(s).

An eligible teacher may select a five-year, four-year, three-year, two-year or a one year retirement plan.

If a teacher selects either a four, three, two or one year retirement plan, the increases shall all be six (6%) percent.

If a teacher selects a five-year retirement plan, the teacher shall receive six (6%) increases in the last four years of service. The percent increase the teacher receives in the fifth from the retirement year shall be determined as follows:

(a) Using the retirement provision from the 2003-2006 Contractual Agreement, calculate cost of the teacher's retirement at ten (10) percent raises the final two (2) years of service for the retiring teacher.

(b) Apply the six (6) percent raises the final four (4) years of service for the retiring teacher, and then determine what percent raise the teacher needs in his/her fifth (5th) from the retirement year so as to equal the Board of Education cost that would have been earned under 2003-2006 agreement.

NOTE: The "cost of the teacher retirement" and the "Board of Education cost" referenced here is the cost over and above what the bargained salary schedule amounts are for the retiring teacher in his/her final five (5) years of service.

3. Limitation.

In the event the implementation of this provision results in the Board of Education being required to pay an actuarial cost or some other additional payment to TRS, the pay increase shall be limited to the amount that is TRS creditable without additional payment by the Board.

4. Upon request the Board may agree to continue to pay, for a period of up to five (5) years, the single coverage premium (or some portion thereof) of a life and health insurance program to those teachers who agree to retire and have taught in the District fifteen (15) years or more.

D. Extra-Curricular Duties. Compensation for extracurricular duties listed on Appendix C when conducted by the District shall be compensated according to Appendix C.

E. Mileage. Teachers who are required to use their personal vehicles in the course of their employment or otherwise required to use their personal vehicle in authorized service to the School District shall be reimbursed at the I.R.S. rate.

F. Payroll Deductions. Each teacher may select up to five (5) deductions from his/her pay.

ARTICLE IX
Fair Share

A. All employees covered by this Agreement who are not members of the Union, commencing on the effective date of this Agreement, or upon their initial employment, and continuing during the term of this Agreement, and so long as they remain nonmembers of the Union, shall pay to the Union each month their fair share of the costs of the services rendered by the Union that are chargeable to nonmembers under state and federal law.

B. The Union shall certify to the Board a fair share amount not to exceed the dues uniformly required of members in conformity with federal and state law and Labor Board rules.

C. Such fair share payment by nonmembers shall be deducted by the Board from the earnings of the nonmember employees and remitted to the Union within ten (10) workdays of said deduction unless required to remit a fee to the Labor Board for escrow.

D. The Board shall cooperate with the Union to ascertain the names of all employee nonmembers of the Union from whose earnings the fair share payments shall be deducted and their work locations and shall provide the Union space to post a notice concerning fair share.

E. The Union and the Board shall comply with the rules of the Labor Board concerning notice, objections, and related matters contained in its fair share rules.

F. Upon adoption of any Union internal appeal procedure, the Union shall supply the Board with a copy. In addition, the Union shall advise the Board of subsequent changes therein.

G. The Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished by the Union under any such provisions. The Union shall not be responsible for the attorney's fees of any attorney for the employer other than an attorney employed and supervised or directed by the Union.

H. If, during the term of this Agreement, the Labor Board or a court of competent jurisdiction rules any part of this Article void or not enforceable, the Union and the Board agree to convene negotiations on this matter immediately for the sole purpose of bringing this Article into compliance with the standards or rulings of said Labor Board or court.

ARTICLE X
General Provisions

A. School Calendar. The school calendar shall be developed in cooperation with the Union. If a mutual agreement is not reached, the Board shall consider both recommendations prior to adopting the final calendar. The school calendar shall not consist of more than one hundred seventy-six (176) pupil attendance days (unless otherwise mandated by State law). Unused emergency days shall be used either:

1. To advance the closing date of the school year by the number of unused emergency days; or
2. To extend the established vacation periods by the number of unused emergency days; or
3. A combination of 1 and 2 above

B. School Early Dismissal Time. On school days immediately preceding the holidays of Christmas, Thanksgiving and Easter, the students will be dismissed at 2:00 P.M. and the teaching personnel shall not leave before the departure of students riding buses.

C. Amendment. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, Board and the Association, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to, or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. This Agreement may only be amended during its term by the parties' mutual agreement in writing.

D. Validity. If any section, paragraph, sentence, or clause of this Agreement is held invalid or unconstitutional, such decision shall not affect the remaining portion of this Agreement or any section or part thereof.

E. Duration. This Agreement shall be effective as of August 23, 2012, and shall remain in full force and effect until August 22, 2015, and shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing, on or before April 1st, of the year in which this Agreement is to expire, that it desires to modify or terminate the Agreement. In the event such notice is given, negotiations shall commence on a mutually agreeable date no later than May 15th of the year in which this Agreement is to expire.

AGREEMENT

BETWEEN BOARD OF EDUCATION
OF SCHOOL DISTRICT NUMBER 99,
BUREAU COUNTY, ILLINOIS

AND

THE SPRING VALLEY ELEMENTARY TEACHERS'
ASSOCIATION, AFT LOCAL 604, AFL-CIO

AUGUST 23, 2012 THROUGH AUGUST 22, 2015

This Agreement is signed and adopted this _____ day of _____, 2012.

UNION:

BOARD OF EDUCATION:

President

President

Secretary

Secretary

Spring Valley--TRs Not Included

APPENDIX A

Salary Schedule 2012 - 2013

	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32
1	30,020	30,802	31,583	32,489	33,467	36,182	37,620	38,390	39,160	39,929
2	30,683	31,465	32,246	33,153	34,131	36,846	38,284	39,054	39,824	40,593
3	31,347	32,129	32,910	33,817	34,794	37,509	38,947	39,717	40,487	41,256
4	32,010	32,792	33,573	34,480	35,458	38,173	39,611	40,381	41,151	41,920
5	32,674	33,456	34,237	35,144	36,121	38,837	40,275	41,045	41,815	42,584
6	33,338	34,120	34,901	35,807	36,785	39,500	40,938	41,708	42,478	43,247
7	34,001	34,783	35,564	36,471	37,449	40,164	41,602	42,372	43,142	43,911
8	34,665	35,447	36,228	37,135	38,112	40,827	42,265	43,035	43,806	44,574
9	35,329	36,111	36,891	37,798	38,776	41,491	42,929	43,699	44,469	45,238
10	36,416	37,198	37,979	38,885	39,863	42,578	44,016	44,786	45,556	46,325
11	37,142	37,924	38,705	39,612	40,590	43,305	44,743	45,513	46,283	47,052
12	37,869	38,651	39,432	40,339	41,316	44,031	45,469	46,239	47,010	47,778
13	38,596	39,377	40,158	41,065	42,043	44,758	46,196	46,966	47,736	48,505
14	39,322	40,104	40,885	41,792	42,769	45,485	46,923	47,693	48,463	49,232
15	41,237	42,019	42,800	43,707	44,684	47,399	48,837	49,607	50,378	51,146
16	42,026	42,808	43,589	44,496	45,474	48,189	49,627	50,397	51,167	51,936
17	42,816	43,598	44,379	45,286	46,263	48,979	50,417	51,187	51,957	52,726
18	43,606	44,388	45,169	46,075	47,053	49,768	51,206	51,976	52,746	53,515
19	44,395	45,177	45,958	46,865	47,843	50,558	51,996	52,766	53,536	54,305
20	45,728	46,510	47,291	48,198	49,175	51,890	53,328	54,099	54,869	55,638
21	46,518	47,300	48,080	48,987	49,965	52,680	54,118	54,888	55,658	56,427
22	47,307	48,089	48,870	49,777	50,754	53,470	54,908	55,678	56,448	57,217
23	48,425	49,207	49,988	50,895	51,872	54,587	56,025	56,795	57,565	58,334
24					52,662	55,920	56,815	57,585	58,355	59,124

Spring Valley--Board-Paid TRs Included

APPENDIX A

Salary Schedule 2012 - 2013

	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32
1	33,134	33,997	34,859	35,860	36,939	39,936	41,523	42,373	43,223	44,072
2	33,867	34,730	35,592	36,593	37,672	40,669	42,256	43,106	43,956	44,804
3	34,599	35,462	36,324	37,325	38,404	41,401	42,988	43,838	44,688	45,537
4	35,332	36,195	37,057	38,058	39,137	42,134	43,721	44,571	45,421	46,269
5	36,064	36,927	37,789	38,790	39,869	42,866	44,453	45,303	46,153	47,002
6	36,797	37,660	38,522	39,523	40,602	43,598	45,186	46,036	46,886	47,734
7	37,529	38,392	39,254	40,255	41,334	44,331	45,918	46,768	47,618	48,467
8	38,261	39,125	39,987	40,988	42,066	45,063	46,651	47,501	48,350	49,199
9	38,994	39,857	40,719	41,720	42,799	45,796	47,383	48,233	49,083	49,932
10	40,194	41,057	41,919	42,920	43,999	46,996	48,583	49,433	50,283	51,132
11	40,996	41,859	42,721	43,722	44,801	47,798	49,385	50,235	51,085	51,934
12	41,798	42,661	43,523	44,524	45,603	48,600	50,187	51,037	51,887	52,736
13	42,600	43,463	44,325	45,326	46,405	49,402	50,989	51,839	52,689	53,538
14	43,402	44,265	45,127	46,128	47,207	50,204	51,791	52,641	53,491	54,340
15	45,515	46,378	47,240	48,241	49,320	52,317	53,904	54,754	55,604	56,453
16	46,387	47,250	48,112	49,113	50,192	53,189	54,776	55,626	56,476	57,325
17	47,258	48,122	48,983	49,984	51,063	54,060	55,648	56,497	57,347	58,196
18	48,130	48,993	49,855	50,856	51,935	54,932	56,519	57,369	58,219	59,068
19	49,001	49,865	50,726	51,727	52,806	55,803	57,391	58,240	59,090	59,939
20	50,472	51,335	52,197	53,198	54,277	57,274	58,861	59,711	60,561	61,410
21	51,344	52,207	53,069	54,070	55,149	58,146	59,733	60,583	61,433	62,282
22	52,215	53,079	53,940	54,941	56,020	59,017	60,605	61,454	62,304	63,153
23	53,449	54,312	55,174	56,175	57,254	60,251	61,838	62,688	63,538	64,387
24					58,125	61,722	62,710	63,560	64,409	65,258

* Only one vertical step advancement is permitted in any year.

* Teachers with 20 through 24 years of actual certified full-time teaching experience within District #99 receive longevity in the total amount of \$500 and those with 25 or more years receive longevity in the total amount of \$1000.

Spring Valley--TRS Not Included

APPENDIX A

Salary Schedule 2013 - 2014

	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32
1	30,470	31,264	32,056	32,977	33,969	36,725	38,184	38,966	39,748	40,528
2	31,143	31,937	32,730	33,650	34,642	37,398	38,858	39,640	40,421	41,202
3	31,817	32,611	33,403	34,324	35,316	38,072	39,532	40,313	41,095	41,875
4	32,491	33,284	34,077	34,997	35,990	38,746	40,205	40,987	41,768	42,549
5	33,164	33,958	34,751	35,671	36,663	39,419	40,879	41,660	42,442	43,222
6	33,838	34,631	35,424	36,345	37,337	40,093	41,552	42,334	43,115	43,896
7	34,511	35,305	36,098	37,018	38,010	40,766	42,226	43,007	43,789	44,570
8	35,185	35,979	36,771	37,692	38,684	41,440	42,899	43,681	44,463	45,243
9	35,858	36,652	37,445	38,365	39,357	42,113	43,573	44,355	45,136	45,917
10	36,962	37,756	38,548	39,469	40,461	43,217	44,676	45,458	46,240	47,020
11	37,699	38,493	39,286	40,206	41,198	43,954	45,414	46,196	46,977	47,758
12	38,437	39,231	40,023	40,944	41,936	44,692	46,151	46,933	47,715	48,495
13	39,174	39,968	40,761	41,681	42,673	45,429	46,889	47,671	48,452	49,233
14	39,912	40,706	41,498	42,419	43,411	46,167	47,626	48,408	49,190	49,970
15	41,855	42,649	43,442	44,362	45,354	48,110	49,570	50,352	51,133	51,914
16	42,657	43,451	44,243	45,164	46,156	48,912	50,371	51,153	51,935	52,715
17	43,458	44,252	45,045	45,965	46,957	49,713	51,173	51,954	52,736	53,517
18	44,260	45,054	45,846	46,767	47,759	50,515	51,974	52,756	53,538	54,318
19	45,061	45,855	46,648	47,568	48,560	51,316	52,776	53,557	54,339	55,119
20	46,414	47,208	48,000	48,921	49,913	52,669	54,128	54,910	55,692	56,472
21	47,215	48,009	48,802	49,722	50,714	53,470	54,930	55,711	56,493	57,274
22	48,017	48,810	49,603	50,524	51,516	54,272	55,731	56,513	57,294	58,075
23	49,151	49,945	50,737	51,658	52,650	55,406	56,866	57,647	58,429	59,209
24					53,452	56,759	57,667	58,449	59,230	60,011

Spring Valley--Board-Paid TRS Included

APPENDIX A

Salary Schedule 2013 - 2014

	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32
1	33,631	34,507	35,382	36,398	37,493	40,535	42,146	43,009	43,872	44,733
2	34,375	35,251	36,126	37,142	38,237	41,279	42,890	43,752	44,615	45,477
3	35,118	35,994	36,869	37,885	38,980	42,022	43,633	44,496	45,359	46,220
4	35,862	36,738	37,613	38,629	39,724	42,766	44,377	45,239	46,102	46,963
5	36,605	37,481	38,356	39,372	40,467	43,509	45,120	45,983	46,845	47,707
6	37,349	38,225	39,099	40,115	41,211	44,252	45,863	46,726	47,589	48,450
7	38,092	38,968	39,843	40,859	41,954	44,996	46,607	47,470	48,332	49,194
8	38,835	39,711	40,586	41,602	42,697	45,739	47,350	48,213	49,076	49,937
9	39,579	40,455	41,330	42,346	43,441	46,483	48,094	48,957	49,819	50,681
10	40,797	41,673	42,548	43,564	44,659	47,701	49,312	50,174	51,037	51,899
11	41,611	42,487	43,362	44,378	45,473	48,515	50,126	50,989	51,851	52,713
12	42,425	43,301	44,176	45,192	46,287	49,329	50,940	51,803	52,665	53,527
13	43,239	44,115	44,990	46,006	47,101	50,143	51,754	52,617	53,479	54,341
14	44,053	44,929	45,804	46,820	47,915	50,957	52,568	53,431	54,293	55,155
15	46,198	47,074	47,949	48,965	50,060	53,102	54,713	55,576	56,438	57,300
16	47,083	47,959	48,834	49,850	50,945	53,987	55,598	56,460	57,323	58,184
17	47,967	48,843	49,718	50,734	51,829	54,871	56,482	57,345	58,208	59,069
18	48,852	49,728	50,603	51,619	52,714	55,756	57,367	58,230	59,092	59,954
19	49,736	50,613	51,487	52,503	53,598	56,640	58,251	59,114	59,977	60,838
20	51,229	52,106	52,980	53,996	55,091	58,133	59,744	60,607	61,470	62,331
21	52,114	52,990	53,865	54,881	55,976	59,018	60,629	61,492	62,354	63,216
22	52,999	53,875	54,750	55,766	56,861	59,903	61,514	62,376	63,239	64,100
23	54,251	55,127	56,002	57,018	58,113	61,155	62,766	63,628	64,491	65,352
24					58,997	62,648	63,650	64,513	65,376	66,237

* Only one vertical step advancement is permitted in any year.

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Spring Valley--TRs Not Included

APPENDIX A

Salary Schedule 2014 - 2015

	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32
1	30,851	31,654	32,457	33,389	34,394	37,184	38,662	39,453	40,245	41,035
2	31,533	32,336	33,139	34,071	35,076	37,866	39,344	40,135	40,927	41,717
3	32,215	33,018	33,821	34,753	35,758	38,548	40,026	40,817	41,608	42,399
4	32,897	33,700	34,503	35,435	36,439	39,230	40,708	41,499	42,290	43,081
5	33,579	34,382	35,185	36,117	37,121	39,912	41,390	42,181	42,972	43,763
6	34,261	35,064	35,867	36,799	37,803	40,594	42,072	42,863	43,654	44,445
7	34,943	35,746	36,549	37,481	38,485	41,276	42,754	43,545	44,336	45,127
8	35,625	36,428	37,231	38,163	39,167	41,958	43,436	44,227	45,018	45,809
9	36,307	37,110	37,913	38,845	39,849	42,640	44,118	44,909	45,700	46,491
10	37,424	38,228	39,030	39,962	40,967	43,757	45,235	46,026	46,818	47,608
11	38,171	38,974	39,777	40,709	41,713	44,504	45,982	46,773	47,564	48,355
12	38,917	39,721	40,524	41,456	42,460	45,251	46,728	47,520	48,311	49,101
13	39,664	40,468	41,270	42,202	43,207	45,997	47,475	48,266	49,058	49,848
14	40,411	41,214	42,017	42,949	43,954	46,744	48,222	49,013	49,805	50,595
15	42,379	43,182	43,985	44,917	45,921	48,712	50,190	50,981	51,772	52,563
16	43,190	43,994	44,796	45,728	46,733	49,523	51,001	51,792	52,584	53,374
17	44,002	44,805	45,608	46,540	47,544	50,335	51,813	52,604	53,395	54,186
18	44,813	45,617	46,419	47,351	48,356	51,146	52,624	53,415	54,207	54,997
19	45,624	46,428	47,231	48,163	49,167	51,958	53,435	54,227	55,018	55,808
20	46,994	47,798	48,600	49,532	50,537	53,327	54,805	55,596	56,388	57,178
21	47,805	48,609	49,412	50,344	51,348	54,139	55,616	56,408	57,199	57,989
22	48,617	49,421	50,223	51,155	52,160	54,950	56,428	57,219	58,011	58,801
23	49,765	50,569	51,372	52,304	53,308	56,099	57,576	58,368	59,159	59,949
24					54,120	57,468	58,388	59,179	59,971	60,761

Spring Valley--Board-Paid TRs Included

APPENDIX A

Salary Schedule 2014 - 2015

	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32
1	34,052	34,939	35,824	36,853	37,962	41,042	42,673	43,547	44,420	45,292
2	34,804	35,691	36,577	37,606	38,715	41,795	43,426	44,299	45,173	46,045
3	35,557	36,444	37,330	38,359	39,467	42,547	44,179	45,052	45,925	46,798
4	36,310	37,197	38,083	39,111	40,220	43,300	44,931	45,805	46,678	47,550
5	37,063	37,950	38,835	39,864	40,973	44,053	45,684	46,558	47,431	48,303
6	37,815	38,702	39,588	40,617	41,726	44,806	46,437	47,310	48,184	49,056
7	38,568	39,455	40,341	41,370	42,478	45,558	47,190	48,063	48,936	49,809
8	39,321	40,208	41,094	42,122	43,231	46,311	47,942	48,816	49,689	50,561
9	40,074	40,961	41,846	42,875	43,984	47,064	48,695	49,568	50,442	51,314
10	41,307	42,194	43,080	44,108	45,217	48,297	49,928	50,802	51,675	52,547
11	42,131	43,018	43,904	44,933	46,041	49,121	50,752	51,626	52,499	53,372
12	42,955	43,842	44,728	45,757	46,865	49,945	51,577	52,450	53,324	54,196
13	43,779	44,666	45,552	46,581	47,690	50,770	52,401	53,274	54,148	55,020
14	44,604	45,491	46,376	47,405	48,514	51,594	53,225	54,098	54,972	55,844
15	46,776	47,663	48,548	49,577	50,686	53,766	55,397	56,270	57,144	58,016
16	47,671	48,558	49,444	50,473	51,582	54,661	56,293	57,166	58,040	58,912
17	48,567	49,454	50,340	51,368	52,477	55,557	57,188	58,062	58,935	59,807
18	49,463	50,350	51,235	52,264	53,373	56,453	58,084	58,957	59,831	60,703
19	50,358	51,245	52,131	53,160	54,268	57,348	58,980	59,853	60,727	61,599
20	51,870	52,757	53,643	54,671	55,780	58,860	60,491	61,365	62,238	63,110
21	52,765	53,652	54,538	55,567	56,676	59,756	61,387	62,260	63,134	64,006
22	53,661	54,548	55,434	56,463	57,571	60,651	62,282	63,156	64,029	64,902
23	54,929	55,816	56,702	57,730	58,839	61,919	63,550	64,424	65,297	66,169
24					59,735	63,431	64,446	65,319	66,193	67,065

* Only one vertical step advancement is permitted in any year.

* Teachers with 20 through 24 years of actual certified full-time teaching experience within District #99 receive longevity in the total amount of \$500 and those with 25 or more years receive longevity in the total amount of \$1000.

APPENDIX B
SALARY REDUCTION CONTRIBUTIONS

Each employee may designate a portion of his/her compensation for each contract year as salary reduction contributions to the extent an employee so elects to pay the employee's share of the cost of coverage under any existing Board sponsored health, medical, dental, prescription plan, or hospitalization insurance plan for employees; provided, however, that salary reduction contributions for any employee shall not exceed _____ dollars (\$_____) in any contract year. This amount may be adjusted by the Board if there is a change in the cost of the particular type of coverage selected by an employee. An employee may not change coverages during a contract year because of a change in the cost of coverages.

Salary reduction contributions shall reduce the employee's compensation ratably on each payday during the contract year.

An employee's initial benefit election shall be made as part of his Application to Participate. Thereafter, an employee may change his benefit election for a subsequent contract year by providing written notice thereof to the Board on a form acceptable to the Board at least fifteen (15) days prior to the first day of the contract year for which such change is to be effective. An employee's benefit election for any contract year shall be irrevocable during the contract year, except for the automatic adjustment provided hereinabove and except that in the event that there is a change in an employee's marital status or number of dependents or there is a termination of employment of the employee's spouse, an employee shall be entitled to change his benefit election in a manner that is consistent with such change in marital, dependent, or employment status, by providing written notice thereof to the Board, on a form acceptable to the Board. Any such change shall be effective for the latter of (a) the first day of the first calendar month beginning not less than thirty (30) days after the date such employee's written notice is received by the Board or; (b) the first day of the first calendar month in which such change occurs.

Appendix C

ACTIVITY	NUMBER	2012-13	2013-14	2014-15
Jazz Band	1	2,108	2,140	2,167
Swing Choir	1	1,533	1,556	1,575
Musical	1 per event	1,394	1,414	1,432
Athletic Director	(c) 1	1,523	1,546	1,565
Intramurals	4	840	853	864
5th & 6th Basketball	(a) 1	1,738	1,764	1,786
7th Basketball	1	2,793	2,835	2,871
8th Basketball	1	2,793	2,835	2,871
7th Volleyball	1	2,793	2,835	2,871
8th Volleyball	1	2,793	2,835	2,871
Track	2 to 4	1,754	1,780	1,802
Track Helpers	(b) per event	21	22	22
Cheerleading	1	2,003	2,033	2,058
Student Council	1	1,105	1,122	1,136
Science Fair	2	455	462	467
Scholastic Bowl	2	2,793	2,835	2,871
Special Olympics	2	418	424	430
Speech Contest	2	1,754	1,780	1,802
Young Authors	1	210	213	216
Ticket Taker	per event	64	65	66
Scorekeeper	per event	64	65	66
Score Board	per event	64	65	66
Hall Guard	per event	64	65	66
8th trip Bus Chaperone	per trip	29	30	30
Summer School	per hour	36	36	37
Kindergarten Registration	2	54	55	55
Acting Principal	per day	71	72	73
Detention	per hour	36	36	37
Meet & Greet	per homeroom teacher	105	106	107
Mentoring	(d) Maximum six (6)	508	515	522

(a) If there are 2 coaches or sponsors, they will each be paid 68.48 percent of the salary.

(b) Up to 10 Track Helpers will be allowed for the two home meets.

(c) At the Superintendent's discretion, a \$250 bonus may be awarded during the 2013-14 and 2014-15 school years.

(d) This must be a tenured teacher (trained mentor) mentoring a beginning teacher in order for that teacher to move from a provisional certificate to a standard teaching certificate. This stipend is for (1) mentoring cycle of 1-2 years, if funded through ISBE.