
**THE PEORIA FEDERATION of TEACHERS
IFT, AFT, AFL-CIO, LOCAL 780
and
THE BOARD of EDUCATION, CITY of PEORIA,
SCHOOL DISTRICT NO. 150
2011-2014**

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AGREEMENT
BETWEEN
THE
PEORIA FEDERATION OF TEACHERS, IFT, AFT, AFL-CIO
AND
THE BOARD OF EDUCATION OF THE CITY OF PEORIA

This Agreement is made and entered into between the BOARD of EDUCATION OF THE CITY OF PEORIA, DISTRICT #150, hereinafter referred to as the "Board", and the PEORIA FEDERATION OF TEACHERS, IFT, AFT, AFL-CIO, LOCAL 780, hereinafter referred to as the "Union," on behalf of the employees in the positions identified in the bargaining unit set forth in Article I, Recognition.

All of the parties to this Agreement approach the matter in good faith and with a sincere realization that it is the desire of the Board and its staff members to work in harmony and close cooperation to see that the school system in Peoria is the finest school system possible and that staff members are given every consideration to see that their calling of providing education to Peoria students is given every chance to succeed.

It is understood by both parties that the Board has the sole responsibility, authority, and right to manage and direct on behalf of the public all the operations and activities of the School District to the full extent required by laws of the State of Illinois.

The provisions of this Agreement shall cover and be applicable to all certified personnel for whom the Union is the sole and exclusive bargaining representative as set forth in Part II, Article 1, Recognition.

PART I
AREAS OF CONSULTATION

- A. Definition – The Areas of Consultation is an organization composed of representatives from the high schools and their respective feeder elementary schools.
- B. Staff Member Covered – The term “Staff” or “Staff Member” is defined to mean a person covered by this Agreement.
- C. Membership – Staff representatives shall be Union members and shall be distributed in the following manner:
1. One representative from each high school.
 2. Two representatives to be selected from the aggregate total of elementary feeder schools within each high school district.
 3. The representatives shall be appointed by the executive committee of the current bargaining agent as they shall determine.
 4. The President of the Union shall chair the Areas of Consultation. The Executive Vice President shall be a member of Areas of Consultation as its Vice Chairman.
- D. Areas of Consultation – Time Off – Teachers who serve on the Areas of Consultation shall be permitted to take reasonable time off from their teaching duties to properly attend to necessary business of the Areas of Consultation. It should be clearly understood that this is not a major amount of time but, that there will be from time to time, some necessary help from substitutes to permit these teachers to do a thorough job on Areas of Consultation business.
- E. Superintendent Representation – The Superintendent, or his designated representatives, unless otherwise directed by action of the Board, shall represent the Board at the meetings of the Areas of Consultation. He may also have present at such meetings staff advisors so that the Areas of Consultation and the Superintendent may make use of their special talents.
- F. Areas of Consultation Recommendations – It is understood that the Areas of Consultation shall make recommendations to the Superintendent regarding administrative or Board policies relating to enhancing student achievement, teaching conditions or Board-teacher relations.
- G. Joint Meetings – All joint meetings between the Areas of Consultation and the Administration shall be closed to the public and the media, except as provided by law.
- H. Topics Referable to Negotiating Team – It is understood by both parties that the topics specified in Part II, Article II, will be referred directly to the negotiating

teams and will not be discussed under the provision set forth in Part I, unless mutually agreed to by both parties.

- I. Guests at Meetings – The number of guests of the Areas of Consultation or the Administration shall not exceed ten for each at any one meeting between the Areas of Consultation and the Administration. This limitation may be set aside by mutual agreement prior to the meeting.
- J. Areas of Consultation – In order to adequately prepare for and maximize productivity of Areas of Consultation meeting, the President of the Union and the Superintendent (or their designated representative(s)) shall meet in advance of any such meeting and determine the agenda topics, and the total number of additional individuals who will be present at each meeting. The Superintendent shall designate an individual to maintain an official record of the meeting. This record will be reviewed and agreed upon by the Union President before distribution.
- K. Strategic Communications Committee – The Board and Union agree to form a Strategic Communications Committee consisting of the Board President, Superintendent, one other person selected by the Board President, Union President, Union Vice-President, and one other person selected by the Union President. The Board and Union may each have one additional advisor present at the meeting. The Superintendent and the President of the Union (or designated representative(s)) shall meet in advance of any such meeting and determine the agenda topics and the total number of additional individuals who will be present at each meeting. Each agenda shall, at a minimum, include topics related to professional staff development and student achievement. The Superintendent shall designate an individual to maintain an official record of the meeting. This record will be reviewed and agreed upon by the Union President.

PART II
ARTICLE I
RECOGNITION

- A. Recognition of Bargaining Representative – For the purpose of Collective Bargaining, the Board recognizes the Union as the sole and exclusive bargaining representative for all certified personnel employed in District #150, in full-time and regularly employed part-time positions pursuant to the Decision and Order of April 8, 1994 by the Illinois Educational Labor Relations Board, excepting the superintendent, associate and assistant superintendents, directors, coordinators, supervisors in central administration, principals, administrative assistants, assistant principals, deans, Jr. ROTC instructors and cosmetologists.
- B. Non-Discrimination – No member of the teaching staff shall be discriminated against for any purpose or in any respect by reason of membership in the Union or for participation in the process of negotiations and resolving of grievances.

ARTICLE II
NEGOTIATIONS PROCEDURES

- A. General – This part of the Agreement spells out the negotiations process between the Union and the Board on those topics of “Scope of Negotiations.”

The Board shall not be required to bargain over matters of inherent managerial policy, which shall include but not be limited to such areas of discretion or policy as the functions of the Board, standards of service, its overall budget, the organizational structure, and selection of new employees and direction of employees. The Board, however, shall be required to bargain collectively with regard to policy matters directly affecting wages, hours and terms and conditions of employment as well as the impact thereon upon request by Union representatives.

- B. Duty to Bargain – The Board and the Union have the authority and duty to meet at reasonable times and confer in good faith with respect to wages, hours, and other terms and conditions of employment, and to execute a written contract incorporating any agreement reached by the parties.
- C. Negotiations Communication – All requests for communication with the Board shall be channeled through the Superintendent or his/her designated representative, and requests to the Union shall be made through the President of the Union or his/her designated representative.
- D. Scope of Negotiations – The Union and the Board agree that negotiations in good faith shall encompass the following: salary, fringe benefits, hours of work, and terms and conditions of employment.
- E. Power to Negotiate – It is the mutual responsibility of the Board and the Union to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, and make counter-proposals in the course of negotiations, and to reach tentative agreement which shall be submitted to the Board and Union for ratification.
- F. Negotiation Team Membership – Each party to negotiations shall select its individual negotiating representatives provided that the Board shall not select a staff member, as herein defined, as its representative. The size of each negotiating team shall be limited to twelve members.
- G. Meetings – If negotiations are requested by either party on items specified in this Agreement, such negotiations shall begin at a date mutually agreed to by the parties. Meetings shall be held as necessary at times and places agreed to by both parties. Facts, options, and proposals will be exchanged freely during the meeting or meetings in an effort to reach mutual understanding and agreement on items defined as negotiable in this Agreement.

- H. Tentative Agreements – During negotiations, tentatively agreed upon material shall be prepared for the Board and the Union and initialed prior to the adjournment of the meeting at which such agreement was reached, or at the next meeting.
- I. Final Approval – When the Union and the Board reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the members of the Union for ratification and the Board for official approval. No oral agreements or understandings are permitted, and the failure of either party to reduce to writing a proposal for final approval by the other shall preclude that party from claiming that an agreement was ever reached on that proposal.
- J. Mediation Requirement – If no agreement has been reached 45 days prior to the scheduled start of the forthcoming school year, either party may request the Illinois Educational Labor Relations Board (hereinafter, the “IELRB”) to invoke mediation, or the IELRB may invoke mediation on its own motion. If no agreement has been reached 15 days prior to the scheduled start of the forthcoming school year, the parties shall file the required notice with the IELRB.
- K. Mediation Procedures –The Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator from its staff. The mediator shall have the authority to confer separately or jointly with the parties, review pertinent data and make suggestions and recommendations for settlement, provided that the mediator shall not make public the findings of fact or the recommended terms of settlement.
- L. Written Report by Mediator – The mediator shall not issue a written report of any kind unless both parties agree to such a report. During mediation, both the Board and the Union agree to keep confidential all recommendations and reports, if any, made by the mediator, including offers by either party.

ARTICLE III NON-DISCRIMINATION

- A. Due to Union Membership – Neither the Board nor the Union shall discriminate, interfere, restrain or coerce any employee because of Union membership or Union activity or because of a lack thereof.
- B. Due to Race, Religion, Handicaps, etc. – Neither of the parties hereto shall discriminate against any staff member on account of race, color, religion, national origin, ancestry, sex, age, physical or mental handicap, marital status, sexual orientation, military status or unfavorable discharge from military service, as those terms are defined by the Illinois Human Rights Act.

ARTICLE IV
UNION SECURITY

- A. Dues Deduction – The professional dues of staff members may be deducted by the Payroll Department in accordance with the following stipulation:
1. Payroll deductions shall be available to members of any teacher organization which desires dues deductions, providing the following requirements are fulfilled:
 - a. The staff member shall give written consent for such deduction to the Payroll Department at least 21 days prior to the date of the first annual scheduled payroll deduction. Written consent for dues deductions at a time subsequent to the first annual scheduled payroll deductions shall be at least 10 days prior to the date of any subsequent deduction date.
 - b. The staff member shall indicate which organization or organizations for which he/she wishes to have dues deducted.
- B. Number of Deductions – The dues shall be deducted in an equal amount from the successive payroll checks remaining in the school year and ending with the twentieth payroll check for that school year.
- C. Responsibility – Each organization shall be responsible that the dollar amount to be deducted for each applicant is the accurate figure reported for their respective organizations. Each organization agrees to indemnify the Board of Education from claims arising from organizations using funds for political activities.
- D. Voluntary Membership – The staff member shall be entirely free to join or to abstain from joining any of the organizations.
- E. Continuing Authorization – The staff member shall give written consent for the deduction of professional organization dues. This authorization shall remain in effect from year to year until cancelled by the participating staff member. The payroll department shall be informed by the organizations involved of the amount to be deducted for the affected year.
- F. Payment – Payment shall be made to the organizations following each pay period in which deduction is in effect.
- G. Fair Share -
1. 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 non-members 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 non-members under state and federal law.

2. 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 IELRB rules.
3. Such fair share payment by non-members shall be deducted by the Board from the earnings of the non-member employees and remitted to the Union within ten (10) work days of said deduction unless required to remit a fee to the IELRB for escrow.
4. The Board shall cooperate with the Union to ascertain the names of all employee non-members 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.
5. The Union and the Board shall comply with the rules of the IELRB concerning notice, objections, and related matters contained in its fair share rules.
6. 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.
7. 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 section, or in reliance on any list, notice, certification, affidavit, or assignment furnished by the Union under any such provisions.
8. If, during the term of this Agreement, the IELRB or a court of competent jurisdiction rules any part of this Section 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 Educational Labor Board or court.

ARTICLE V PROFESSIONAL GRIEVANCE PROCEDURE

A. Definitions and Rules -

1. Definition: A grievance is any difference arising between the Board and the Union or any member of the bargaining unit with respect to the interpretation or application of the Agreement.

2. All time limits herein shall consist of school days except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all week days so that the matter may be resolved before the close of the school term or as soon as possible thereafter. School days for the purpose of the grievance procedure shall mean staff employment days. At the end of the school year and through the first day of the new school year, time limits shall be calculated using week days but excluding any legal or school holiday.
3. All grievance time limits shall be followed except by written mutual agreement between parties involved. Illness or other incapacity of the staff member shall be grounds for any necessary extension of the grievance time limits.
4. The failure of the aggrieved person to act within the prescribed time limits will act as a bar to any further appeal. If no decision has been rendered within the time indicated within a step, then the grievance shall be processed to the next step.
5. Every staff member covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without representation. Nothing contained in this Article or elsewhere in this Agreement shall be construed to prevent any individual staff member, should he/she so elect, from presenting a grievance and having it adjusted without representation of the Union; however, the Union shall have the right to be present to observe at all steps of the grievance procedure, and provided any such adjustment is consistent with the terms in this Agreement. In the event a grievance is filed so that sufficient time as indicated under all steps of the procedure cannot be provided before the last day of school and should it be necessary to pursue the grievance to all steps, then said grievance shall be resolved under the terms of this Agreement and this Article and not under the succeeding Agreement.

B. Procedure -

Step #1: Within ten (10) working days of his/her knowledge of the occurrence, the grievant shall reduce the grievance to writing and present it to his/her immediate Principal/Supervisor, as well as providing a copy of the grievance to the Director of Human Resources. The Principal/Supervisor shall respond in writing by the end of the tenth (10th) working day following the day the written grievance is presented. This time period for the presentation of the written grievance may be extended by mutual agreement by providing a written request to the Director of Human Resources with a statement of the details of the occurrence prior to the expiration of the original ten (10) days.

The immediate Principal/Supervisor for the purposes of this procedure shall be that Principal/Supervisor with primary responsibility to resolve the grievance.

Step #2: If there is not a satisfactory resolution of the grievance at Step #1 or if the immediate Principal/Supervisor fails to respond within the specified time, the grievance shall be presented to the Superintendent or his designee. Such written grievance shall be submitted within ten (10) working days of the Principal/Supervisor's reply at Step #1 or, in the absence of such reply, within ten (10) working days of the date the reply was due.

The written grievance shall state the nature of the grievance, shall note the specific clause(s) of the Agreement allegedly violated, and shall state the remedy requested.

Within ten (10) days after such written grievance is filed, the aggrieved, the representative of the aggrieved as desired, the Principal/Supervisor and the Superintendent or his designee shall meet to resolve the grievance. The Superintendent or his designee shall make a decision within ten (10) days of the second step grievance meeting and communicate the decision and the reason for it in writing to the staff member and immediate Principal/Supervisor. A copy of the written grievance and all written replies or decisions shall be submitted to the Board of Education.

The time period for replying to the written grievance may be extended by mutual agreement by providing a written request to the Union President or Business Agent with a statement of the reasons that additional time is needed.

Step #3: Binding Arbitration: In the event that the grievance has not been satisfactorily resolved at Step #2 of the Grievance Procedure, upon request of the Union, the Superintendent or his designee and the Union shall select the arbitrator from the Labor Mediation Roster maintained by the Illinois Educational Labor Relations Board. A panel of five (5) arbitrators shall be submitted to both the Union and the Administration. If the Superintendent or his designee and the Union are unable to agree upon one of the panel members to resolve the grievance, an arbitrator shall be chosen by each party alternately striking one name from the list until one name remains. The remaining name shall be the name of the arbitrator. The Union shall strike the first name, the Superintendent or his/her designee shall strike the second name, etc. The proceedings before the arbitrator shall be closed to the public.

The arbitrator shall have authority only to interpret and apply the provisions of this Agreement and only to the extent necessary to decide the submitted grievance and shall not have authority to add to, detract from, or in any way alter the provisions of this Agreement in accordance

with the Arbitration Rules and Procedures of the Illinois Uniform Arbitration Act (Ch. 710, Sec 5/1 et seq. ILCS 1992.) The decision of the arbitrator shall be binding on the parties.

Expense for the Arbitrator's services shall be borne equally by the Board and the Union.

Administration participation in the earlier levels of the grievance procedure shall not constitute a waiver of the defense that the dispute involves management prerogatives outside the scope of the Bargaining Agreement and therefore not subject to binding arbitration.

- C. No Reprisals Clause – A staff member who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation.
- D. Hearings and Conferences -
 - 1. Hearings, conferences, and binding arbitration under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons involved to attend, including witnesses entitled to be present, and will be held, insofar as possible, after regular school hours or during non-teaching time of personnel involved. When such hearings and conferences are held (at the option of the Administration) during school hours, all of the staff members whose presence is required shall be excused, with pay, for that purpose.
 - 2. It is agreed that any investigation or other handling or processing of any grievance by the grievant staff member or teacher organization representatives shall be conducted so as to result in no interference with or interruption whatsoever to the instructional program and related work activities of the staff member.
- E. Aggrieved Person Representation – The Board acknowledges the right of the Union to participate in the processing of a formal grievance at any level once the grievance is reduced to writing. No staff member shall be required to discuss any grievance if he/she desires the presence of a representative and the representative is not present.
- F. The First Step – The first step may be waived by agreement of the grievant and the Superintendent or his/her designee.
- G. Administration Cooperation – The Administration shall cooperate with the aggrieved person and his/her representative in any investigation of any formal grievance.

- H. Filing of Materials – All documents, communication and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- I. Grievance Withdrawal – A grievance may be withdrawn at any level without establishing precedent.
- J. Discipline of Teachers – An employee subject to a documented verbal warning, written disciplinary warning or suspension shall have the right to Union representation at a meeting regarding such discipline. To the extent that an employee’s conduct may result in a documented verbal warning, written disciplinary warning or suspension, such discipline shall be for cause.
- K. Removal of High School Head Coaches – Except in the case of unprofessional conduct, a bargaining unit high school athletic coach shall not be removed from a head coaching position unless the supervising administrator has informed the coach in writing of deficiencies and the coach has received an opportunity to correct deficiencies. A season shall run from the first authorized day of practice to the last date of authorized post-season play for that sport, regardless of whether or not the coach’s team participated in post-season play. The period allowed for remediation shall be no less than one half of a season. However, the remediation period for any bargaining unit member who has held the same high school head coach position for two years shall be no less than one full season. This section shall not prevent the District from eliminating any head coach position. Further, this section shall not apply to anyone who was coaching at a school the year immediately preceding that school being “restructured” (as defined by statute or State Board of Education regulations), merged or closed. Nor shall this section apply to a coach at a restructured school until that coach has commenced his/her second year as a head high school coach at the restructured school.

ARTICLE VI
UNION RIGHTS

- A. Union Bulletin Boards – The Union may use reasonable space on existing teacher bulletin boards in each school.

The items posted by the Union shall not be political, partisan or defamatory in nature. The Union shall present the principal with a copy of all materials to be placed on the bulletin board.
- B. Current Agreement Copies – New employees shall be provided a copy of the most current Agreement between the Union and the Board.
- C. Union – Teacher Meeting Times – The Union shall be allowed to meet with teachers in individual school buildings prior to student arrival, after student dismissal and during lunch time provided that such a meeting does not interfere with or disrupt regular school activities, at a place designated by the principal.

- D. Printing of Contract – The Union shall print and distribute copies of the contract. The Union and Board shall share equally in the cost of printing of the contract. The Board and Union shall review and approve the proofs of the contract before going to the printer.

ARTICLE VII
SALARY SCHEDULE AND REGULATIONS – FULL-TIME EMPLOYEES

A. Credit on the Salary Schedule for Previous Experience -

1. Previous teaching experience – New staff members shall receive full credit for up to seven years of prior qualified teaching experience, plus one additional year of credit for each two years of qualified teaching experience beyond seven years. The Director of Human Resources shall determine what teaching experience qualifies for credit. In extraordinary situations where finding a qualified applicant is difficult, the Director of Human Resources may make an exception after notifying the President of the PFT.
2. Credit on the salary schedule for substitute teaching experience in District #150 shall be given on the same basis as the Downstate Teachers' Retirement System does for the purpose of retirement credit. Credit shall be given for full or half service.
3. Experience other than teaching – Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources.

- B. Longevity – A teacher, upon reaching his/her 60th birthday and having 30 years of verifiable teaching experience will be granted a salary increment of \$600 each year until retirement, non-cumulative.

C. Compensation for Additional Duties -

1. Regular teachers who “double up” or use their preparation periods for teaching shall receive extra compensation for each class session at the rate of \$26.00.
2. Regular teachers who are assigned an additional academic class for a semester shall receive extra compensation for each class session at the rate of \$30.00.
3. Regular teachers who are assigned an additional period for supervision shall receive extra compensation for each period at the rate of \$24.00.
4. The hourly rate for professional development set by Board Policy shall be adjusted to \$26.00 per hour.

5. Department Chairs - To the extent that the District assigns a bargaining unit teacher to perform the duties of High School Department Chair, in support of student achievement, each teacher shall receive one period of release time per school day.
 6. Driver Education – For those staff members who instruct students in the Behind-the-Wheel portion of driver education, the hourly rate for instructional time shall be \$30.00, beginning at the time the driver's ed car is picked up and ending when it is returned, except that staff members will not be paid extra for time during the normal work day. Further, until such time as cars are stored in secure locations at each of the high schools, any staff member retrieving or returning a car shall be paid for time necessarily expended outside of the normal work day. Those staff members who perform such services shall consent to and obey all rules promulgated by the District which apply to this program, and/or to the use of automobiles under the District's control. In particular, staff members must not use automobiles for personal use, which includes travel to and from their personal residences, regardless of any past practice(s) which may have previously existed or have been claimed.
 7. Reading support teachers, in middle schools without reading coaches, shall be paid a stipend equal to 3% of BA Step 1 on the salary schedule per school year, to support student achievement.
- D. Pay Schedule Periods – Teachers shall have the opportunity to voluntarily make a once a year contribution to the Union COPE fund through payroll deduction. Payroll shall be made by direct deposit. Starting with the 2010-2011 school year there shall be twenty-six (26) pay days each year. The pay days shall be designated at the beginning of the year. Special withholding and deductions shall occur no more than twice a month.
- E. Percent Factors – Extra Pay for Extra Assignments Schedule - The actual dollar amount developed by the use of the percent factors is based on the salary amount of BA/Step 1 on the salary schedule.
- F. Differential Categories – Appendix C –
1. Those individuals involved in differential categories having a percentage range will be established on the range by the principal.
 2. The number of positions in any differential category will be determined jointly by the persons involved, the principal and the Director of Human Resources. Principals may assign individuals to the special assignment differential category upon the approval of the Director of Human Resources.

- G. Salary Schedules – The salary schedules to be effective from July 1, 2011 through June 30, 2014 are set forth in Appendix “A” which is attached to and incorporated into this Agreement. The Board paid TRS employee contribution is shown on the salary schedule. Step and lane movement as provided for in the salary schedule shall be awarded for each year of the contract.

For the 2011-2012 school year, the salary schedule shall be identical to the 2010-2011 salary schedule included in this Contract in Appendix A. All employees covered under this contract who were employed in the 2008-2009 school year and who were eligible for step movement (or longevity) but received no step movement (or longevity) in the 2009-2010 year shall be granted one additional step (or a longevity stipend) on the 2011-2012 salary schedule.

For the 2012-2013 school year, the salary schedule shall reflect a 1% increase on the base of the 2011-2012 salary schedule and such 2012-13 salary schedule is included in this Contract in Appendix A.

For the 2013-2014 school year, the salary schedule shall reflect a 1% increase on the base of the 2012-2013 salary schedule such 2013-14 salary schedule is included in this Contract in Appendix A.

Notwithstanding anything to the contrary in this Section G. teachers, who receive a 6% retirement incentive pursuant to Section L. of Article IX in 2011-12, 2012-13, and/or 2013-14 shall not receive this Section’s step, longevity and salary schedule increases in any year that such teachers receive the 6% retirement incentive.

- H. Payroll Deductions (Other) – Authorization for payroll deductions, other than those required legally and by this Agreement, shall be authorized by written consent of the professional employee on a form supplied by the Payroll Department.
- I. Temporary Military Leave – Whenever an employee is ordered to serve on temporary military duty in time of emergency, the Board will pay the difference between the employee’s regular salary and active duty pay received by the employee for a period not exceeding 30 calendar days. School employees ordered to duty in time of emergency who serve more than 30 calendar days will be placed on military leave consistent with federal law. Employees shall not be reimbursed for performing such routine military obligations as regular training sessions in the National Guard and Reserve Units of the Armed forces unless required to perform them during periods school is in session.
- J. Education Credit – When a faculty member has earned the right to a higher salary bracket by reason of increased professional training, the transfer shall be made at the beginning of the next contractual year. Certification of earned credits for this purpose shall be by transcript and must be filed in the office of the Director of Human Resources at least ten days prior to the first pay date of the

year. An exception will be allowed for a faculty member who completes a course subsequent to June 30th but before the first teacher work day of the new school year. In such a case, the transcript must be filed in the office of the Director of Human Resources no later than September 15th to qualify for lane movement.

- K. Length of Work Day - The teachers' contractual work day shall be seven hours and shall include the contractual preparation period (seven hours and a half inclusive of fifteen minutes before and after the designated school day to be used as historically has been the practice).

The Board shall provide each teacher with at least five preparation periods per week. Collaboration between building administrators(s) and staff shall contribute to the development of the building's preparation schedule. However, in the event there are insufficient 'prep teachers', preparation periods may be scheduled anytime during the contractual work day.

Special Education Release Time: Each building shall be allotted release time for special education teachers based on the total number of special education teachers in the building as of the third enrollment report. The release time shall be one day per full-time equivalent teacher and is for the purpose of student assessment in preparation for annual reviews, and/or for performing paperwork associated with special education. This release time is not for the purpose of attending Individual Education Plan (IEP) meetings.

Teachers will be given as much advance notice of meetings as practicable. Commencing with the 2010-2011 school year teachers may be required to attend one faculty meeting each month not to exceed forty-five (45) minutes in length dealing with operational and administration matters. Principals are encouraged to hold such faculty meetings during months when School Improvement Days are scheduled only if necessary to communicate operational and administrative matters that cannot be effectively communicated by other means. Additional time requirements beyond the normal contract work day commencing with the 2010-2011 school year for purposes of improving instruction and student performance are set forth in Article XII, Student Achievement.

- L. School Year and Calendar – The school year shall be comprised of 176 pupil contact days and four (4) institute days. Teachers who are asked to teach beyond the 180 day school year shall be compensated at 1/180th of their individual salary. Year round or extended school year programs shall be voluntary. The school year for the Early Childhood Center shall be comprised of 176 pupil contact days and four institute days on a modified 45/15 day model work schedule. Nothing in this Agreement shall be interpreted as precluding the District from implementing at selected other attendance centers additional year round work schedules even though acceptance of positions at such attendance centers shall be voluntary.

- M. Sick Leave Bank – Staff members may enroll in the Sick Leave Bank at the time of their initial employment with the District, but at no other time. The established rules and regulations of the Sick Leave Bank govern the use of the Bank by members of the bargaining unit and those who have left the bargaining unit; however, no teacher shall be allowed to use Sick Leave Bank days unless their individual accumulated sick leave is exhausted. Except for teachers who give written notice of intent to retire within four years, no staff member may receive benefits from the sick leave bank if the individual is eligible to receive workers' compensation benefits. No staff member may receive more than 360 days of Sick Leave Bank benefits during their employment by District 150 unless due to extraordinary circumstances a recommendation is made by the Union to allow the employee to receive more days and the recommendation is approved by the Superintendent. Teachers who give written notice of intent to retire within four years, who are eligible to receive workers' compensation benefits and who qualify for use of sick days from the sick leave bank may receive benefits from the sick leave bank for the school year in which the notice is given and all school years covered by the notice providing all workers' compensation benefits for loss of time to which the teacher is entitled are endorsed to and remitted to the District. Further, at the request of the President of the PFT, the Superintendent at his/her discretion may allow a teacher who has given written notice of intent to retire and who may qualify for workers' compensation to draw from the sick leave bank without even filing for any workers' compensation benefit. No decision regarding use of the Sick Leave Bank is subject to the grievance procedure.

Newly hired teachers shall be allowed to contribute two (2) of their anticipated sick leave days their first year of employment and another two (2) days their second year of employment.

Contributions to the sick bank shall not be deducted from perfect attendance computations.

- N. Preparation Period for High School Librarians – For two, 15 minute periods, which can be consecutive, the high school librarian shall have preparation time in the library. During the preparation time, the librarian shall have limited student/teacher contact and no classroom supervisory duties.
- O. Additional Time for a Longer Work Day – Additional time for a longer work day than the work day defined in Section K of this Article shall be a stipend based on 2/13th of the teacher's per diem rate for instructional time and the applicable hourly rate for professional development time. Additional time for a longer work year shall be a stipend based on 1/180th of the teacher's annual salary for each day beyond 180 days.
- P. Evaluation of Teachers –The parties acknowledge a need to review and revise the performance evaluation tool and procedures. The Union shall appoint not more than four teachers to meet with no more than four administrators

designated by the Superintendent to review and revise the performance evaluation tool and procedures.

The basis of professional relationships between teachers and administrators shall be one of common courtesy and mutual respect at all times.

The primary purpose of the evaluation process is to promote student achievement and school improvement by facilitating the professional growth of the teacher. Administrators and certified staff work together to clarify expectations, reflect upon and analyze instructional practice and service delivery to students, and develop professional growth plans that integrate individual and organizational goals.

The committee shall meet an appropriate amount of time in order to review, revise or develop the performance evaluation tool and procedures. The meeting times may be held as follows: during the summer with teacher compensation; outside the school day allowing for compensation; and during the school day providing substitutes, if required, for the teachers of the committee.

- Q. Remediation Compensation – Any certified teacher assigned to serve as a consulting teacher who fulfills the prescribed tasks on a timely basis shall be paid a \$1,000 stipend. The Administration shall provide written guidelines outlining the responsibilities of a consulting teacher.
- R. Personnel File – Only one official personnel file shall be kept for each employee. No other official files shall be kept pertaining to teaching personnel unless notification of such files is given the employee. All employees shall have the right to inspect their own personnel files with the exception of confidential references. All employees shall have the right to include in their personnel file any objections, in writing, to information contained therein. The Personnel Record Review Act, 820 ILCS 40, et seq. shall govern the rights and obligations of the parties with respect to a staff member's personnel file.
- S. Preparation Period for Year-Round, Kindergarten/First Grade, Multi-Age Classroom Teachers – The Board shall provide five, 45 minute preparation periods per week to any year-round, Kindergarten/First Grade, multi-age classroom teacher.
- T. Class Size – Subject to the availability of resources, the Board recognizes the goal of maintaining class sizes as follows: (1) below 22 students in k-1; (2) below 26 students in grades 2-4; (3) below 29 students in 5-8; (4) below 45 students per teacher in physical education at middle and high school levels and (5) below 29 students in secondary grades, except in classes which traditionally have been larger – for example, Washington Gifted Middle school, music, and single-sectioned subjects offered at the secondary level. Teachers who have concerns regarding class sizes may submit their concerns to a standing Class Size and Composition Committee, co-chaired by a representative of the Board and a

representative of the Union. The Committee shall meet in a timely manner upon request of either chair. The Committee shall consist of an equal number of representatives from the Board or its designees and the Union. The Union shall appoint its representatives. The Committee will address general and specific class size and composition concerns. The Committee will communicate its recommendations regarding class size and composition concerns to the appropriate building principal. The Board of Education, acting through the Superintendent, shall determine class size. Although the Board's decision shall be final, the Union shall have the right to issue a demand to bargain the impact of that decision.

- U. Release Time – Commencing with the 2010-2011 school year, the President of the PFT and two additional bargaining unit members agreed upon by the President and the Superintendent shall receive one-half day of release time. During such release time, the President and two other bargaining unit members shall work in collaboration with the Administration in promoting professional development and student achievement consistent with the guidelines found in Article XII Student Achievement, in assisting bargaining unit members with recertification and acquiring HQT status, with induction and mentoring of new teachers and such other matters as may be agreed to by the Superintendent and President of the PFT.
- V. Preparation Period Activities – During preparation periods and when teachers are not primarily engaged in classroom activities, a teacher shall be engaged in any of the following activities that the teacher may choose:
- a. Planning and preparation of educational materials.
 - b. Participating in parent/teacher meetings.
 - c. Participating in target team/problem solving team meetings.
 - d. IEP meetings.
 - e. Tutoring of students.
 - f. Assisting other staff members.
 - g. Evaluating recent educational research and devising implementation strategies.
 - h. Collaborating with colleagues.
 - i. Analysis of student achievement and behavioral data.
 - j. Preparation for differentiation of instruction.
 - k. Cross curricular collaborations.
 - l. Co-teaching instructional planning.
 - m. Engaging in other activities whose purpose is to enhance student achievement, including the professional growth of the teacher.

The administration may no more than once every six week period prescribe preparation period activities designed to enhance student achievement, including professional growth for the teacher, except that the Administration may not prescribe that a preparation period be utilized for IEP meetings. Administrators shall provide staff with timely notice of such activities.

- W. Covering Class – Should a principal be unable to find a substitute and no teacher volunteers to cover a class, the principal may direct teachers to cover a class, rotating the assignment among all those available. A teacher participating in the retirement incentive program will not be deemed available.

ARTICLE VIII
LEAVES – FULL-TIME EMPLOYEES

A. Sick Leave -

1. The normal annual allotment of sick leave for each full time staff member with 24 years of credited service or less shall be 12 days. The normal annual allotment of sick leave for each full time staff member with more than 24 years of credited service shall be 16 days. Such sick leave may accumulate to a maximum of 340 days (unless such maximum allowed accumulation is increased pursuant to Article IX K.), exclusive of the days for the current school year. Each staff member shall receive annually on or before October 1, a report of that employee's current available sick leave. All employees with Outstanding Attendance shall be eligible for an annual bonus, as follows: \$300 for use of no sick days; \$225 for use of only one sick day; \$150 for use of only two sick days; and \$75 for use of only three sick days. Bereavement and/or personal days do not count against outstanding attendance.

For every 15 work days beyond the school year established in Article VII, Section L, an employee shall receive one additional sick leave day per school year.

2. Any staff member who is appointed after the opening day of the school year shall be credited with one day of sick leave for each full month left in the school year.
3. Each year at the beginning of a staff member's term of employment, the staff member shall have immediately available for use the entire sick leave reserve for that year as defined above, except that newly appointed staff members must report for duty before being eligible for sick leave.
4. Sick leave shall be interpreted to mean personal illness, quarantine at home or serious illness or death in the staff member's immediate family or household. The immediate family for purposes of this section shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parent-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, and an individual for whom the staff member is the legal guardian.

5. Sick leave shall not be debited for official school holidays or vacations.
6. In cases of continuous illness where a staff member received compensation because of accumulated sick leave, a physician's or practitioner's certificate shall be submitted to the Human Resources Department, if the employee is absent for more than ten (10) days or as deemed necessary in other cases.
7. No staff member shall lose his/her accumulated allowance of unused sick leave by reason of having been on leave of absence or being honorably dismissed if reemployed within one calendar year from the beginning of the following school term.
8. If a teacher who reports for work misses more than one (1) hour/period within the course of a work day for reasons qualifying for sick leave, one half day shall be deducted from the teacher's accumulated sick leave. A teacher who has had one half day deducted from his/her accumulated sick leave shall not be required to provide services during that one half day.
9. Absence of up to thirty (30) working days per year due to duty-connected injury shall not be deducted from the staff member's accumulated sick leave providing he/she qualifies for benefits under Worker's Compensation. During this period, the Board shall pay the staff member's full salary.
10. Absences up to ninety (90) days per year due to injury from an assault and battery sustained while on duty as a staff member of District #150 shall not be deducted from the staff member's sick leave. During this period, the Board shall pay the staff member's full salary.
11. A full-time staff member may use as many as five (5) days of accumulated sick leave upon his/her adoption of a child or upon the birth of a child of which he is the father.
12. If a staff member receives Worker's Compensation for loss of time while receiving full salary from District #150, such compensation shall be endorsed or remitted to the Board.
13. Attendance is an essential element of every position covered by this collective bargaining agreement. Should the Director of Human Resources determine that a teacher has a questionable pattern of sick leave use or a record of excessive sick leave use during a given semester, the teacher shall be issued a letter explaining the concern and informing the teacher that should the teacher continue to have a questionable pattern of sick leave use or a record of excessive sick leave use at the end of the following semester (even if falling during a subsequent school year), the teacher will thereafter each time the teacher uses a sick leave day be

required to secure at the teacher's expense and present to the Director of Human Resources a doctor's certification or other documentation reasonably necessary to confirm the existence of reasons qualifying the absence(s) to be treated as sick leave under the Collective Bargaining Agreement. Teachers who have received an initial letter of concern and who continue to have a questionable pattern of sick leave use or a record of excessive sick leave use at the end of the following semester shall be issued another letter informing them that should they thereafter fail to present a doctor's certification or other documentation reasonably necessary to confirm the existence of reasons qualifying an absence to be treated as sick leave, the teacher shall be "docked" pay for the entire period of time for which the teacher fails to provide a doctor's certification or other confirming documents. Teachers who fail to comply with this requirement shall be "docked" pay (any sick leave charged shall be restored). Any letter issued to a teacher under this paragraph shall be removed from a teacher's personnel file immediately if it is determined by the Director of Human Resources that there has been no misuse of sick leave and in any event such a letter shall be removed once a teacher has completed one year without a questionable pattern or record of excessive sick leave use. Whenever a teacher receives a letter from the Director of Human Resources about the teacher's perceived misuse of sick leave, the teacher shall have an opportunity to meet with the Director of Human Resources and the teacher's Principal to explain why the teacher's sick leave use that has been determined to be questionable or excessive did not constitute misuse. The teacher may choose to have Union representation. Although the Director of Human Resources shall oversee the use of sick leave throughout the District to assure a uniform policy is followed, Principals shall monitor sick leave within their buildings and notify teachers and the Director of Human Resources of any perceived misuse.

The process described above relating to a questionable pattern of sick leave use or a record of excessive sick leave use does not preclude the District from "docking" and disciplining a teacher for an isolated misuse of sick leave when warranted.

- B. Funeral Leave - A staff member may have up to three (3) days leave with pay to attend the funeral of a parent, spouse, sibling, child, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, or an individual for whom the staff member is the legal guardian.

Sick Leave will not be charged for Funeral Leave and a staff member shall be permitted up to fifteen (15) days sick leave (from available sick leave) if they are not able to return to work due to the death of a spouse, child or parent.

If a staff member has no personal business leave days remaining, such staff member shall be allowed one (1) day of leave with pay to attend the funeral of a

person, not covered by the first and second paragraphs above providing that the cost of a substitute for the day is deducted from the compensation paid to that staff member. The deduction for the cost of substitute pay will be made even if it were not necessary for the school Board to hire a substitute for that day.

C. Sabbatical Leave for Staff Members – The main purpose of sabbatical leave shall be for professional advancement and/or educational travel.

1. Applicants who submit a program of sabbatical leave shall undertake a program of study of at least twelve (12) hours undergraduate study per semester or nine (9) hours of graduate study or the equivalent thereof. The program submitted shall be designated to enlarge the staff member's understanding of educational psychology, improve facility in teaching technique, broaden experience in special fields, or give a better understanding of problems of present day living. A transcript of credit shall be filed when the staff member returns.
2. Applicants who desire to travel must submit a complete statement of the proposed itinerary. Acceptable travel is defined as travel which will expand the staff member's experience and understanding. Before returning to duty the staff member on sabbatical leave shall submit a satisfactory summary of his/her trip together with a brief statement of the educational growth obtained through his/her experiences.
3. The purpose of sabbatical leave shall be flexible enough to provide for the specific needs of the individual and the schools. Unusual cases may be given special consideration by the General Leave Committee.
4. Eligibility – Any staff member shall be eligible for sabbatical leave upon the following conditions:
 - a. After six (6) consecutive years of full time on the job service, he/she is eligible for sabbatical leave for professional advancement or educational travel.
 - b. Thereafter, one sabbatical leave may be considered for each additional six (6) consecutive years of full time on the job service.
5. Basis of Selection -
 - a. The number of staff members on sabbatical leave at any one time shall be limited in order to preserve school efficiency and meet budget provisions, and the number of staff members on sabbatical leave in any one year shall not exceed one percent (1%) of the certified staff.

- b. A General Leave Committee will screen and evaluate requests of staff members and make recommendations to the Superintendent in accordance with guidelines determined by that committee. This committee will be composed of the Director of Human Resources, one principal and three members appointed by the Chairman of the Areas of Consultation.
 - c. When such sabbatical leaves are recommended by the General Leave Committee to the Superintendent, reasonable and equitable distribution shall be made among staff members.
 - d. Applications shall be submitted not later than the last day of the first semester.
6. Length of Leave – The sabbatical leave shall be for one or two consecutive semesters at the option of the applicant.
7. Compensation and Benefits -
- a. A staff member on sabbatical leave granted by the Board shall receive as compensation the same basic salary as if in school service, except that there shall be deducted therefrom an amount equivalent to the amount payable for substitute service.
 - b. Such salary after deduction for substitute service shall in no case be less than the minimum provided by the Illinois School Code or one-half of the staff member's basic salary whichever is greater.
 - c. For the person granted a sabbatical leave the Board shall pay the contribution due to the Illinois State Teacher's Retirement Fund based on the salary of such person for the year immediately prior to sabbatical leave.
 - d. The compensation prescribed shall be paid in the same manner and at the same time as salaries are paid to other staff members.
 - e. The regular sick leave allowance shall be credited while on sabbatical leave.
 - f. Group hospitalization and medical insurance benefits shall be the same as extended to all staff members.
 - g. Group life insurance benefits shall be the same as extended to all staff members, subject to the provisions of the District's life insurance contract.

- h. No loss of vertical steps will occur on the salary schedule because of a sabbatical leave. This means, then, the normal progression on the salary schedule will continue.
- 8. Tuition Reimbursement – A staff member on sabbatical leave shall not be eligible for tuition reimbursement during that period of time.
- 9. Report of Activities – A staff member to whom sabbatical leave has been granted shall make two written progress reports to the Superintendent of Schools. If such reports are not satisfactory, the leave may be terminated at any time upon the recommendation of the Superintendent of Schools to the Board after consultation with the General Leave Committee.
- 10. Illinois School Code and Sabbatical Leave – Provisions for sabbatical leave shall not conflict, but at all times be in accordance with present or future provisions of the Illinois State School Code.
- 11. Service on Return from Sabbatical Leave -
 - a. A staff member who accepts a sabbatical leave must signify intention of returning to the Peoria Public School system. Such service on return shall be double the period of absence. The staff member shall at his/her request be returned to the same or a similar position held at the time he/she was granted sabbatical leave.
 - b. The applicant shall enter into a legal contract with the Board which shall state that if through his/her own choice he/she does not choose to return or if he/she does not return but chooses to resign at a later date before satisfactorily completing the length of active service required by such leave, he/she shall be obligated to reimburse School District #150 all money paid to him or her while on sabbatical leave in proportion to the time served since returning from such leave.
 - c. Such money shall be due on the date the staff member would have been scheduled to return for active service or at the time of resignation.

D. Leave of Absence Without Pay -

- 1. All employees may be granted leave of absence only by action of the Board except that the Superintendent or his designee shall have authority to grant leave of absence without pay to an employee for a period not exceeding twenty (20) days in any one school year. Leave of absence for more than twenty (20) days may be granted for one or two semesters and based on the following conditions:

- a. Requests for leave shall be in writing and directed to the Superintendent.
- b. Eligibility shall be based on a minimum of two (2) continuous years of employment in the Peoria Public Schools.
- c. All leaves of absence without pay shall be limited to one school year. Further extension shall be at the discretion of the Board. No leave shall be extended beyond two (2) years.
- d. Except for parental leave, all leaves without pay should commence at the beginning of a semester and reinstatement during the school year shall be at the discretion of the Board.
- e. Salary increment or steps on the salary schedule shall not accrue.
- f. Sick leave days shall not accrue, but unused sick leave held at the start of the leave shall be available upon reinstatement.
- g. Written notice of intention to either return or resign shall be given by the employee to the Director of Human Resources prior to March 1. Failure to furnish such written notice shall constitute a notice of resignation.
- h. Employees returning to the District from a leave of absence without pay will be reassigned to the position they left, if available, or to any available position for which they are qualified.
- i. Leaves of absence without pay may be granted for study, travel, participation in exchange teaching programs, to work in an educational program sponsored by an official governmental agency (Peace Corps, Job Corps, Teacher Corps, etc.), to serve in public office, or for other good and sufficient reason.

E. Parental Leave -

- 1. A full-time staff member who has completed two consecutive school years of service from date of initial employment may elect to receive a leave of absence without pay for the purpose of childbearing or childrearing pursuant to the procedures outlined in Paragraph D.
- 2. Should there be a miscarriage, or should the death of the child occur within the period of parental leave, the staff member may, in writing, request early reinstatement. Should a position become available, the staff member shall be reinstated providing there is a position for which he/she is certified.

3. A staff member who is pregnant may continue in active employment as late into her pregnancy as she desires, provided she is able to perform all of her required functions.
4. A request to elect parental leave shall be made in writing to the Director of Human Resources at least thirty (30) days prior to the date on which the leave is to begin except in case of emergency. Parental leave shall begin prior to either the birth or adoption of a child. A physician's statement certifying pregnancy shall be submitted with such request.

F. Personal Leave -

1. A maximum of two Personal Leave Days per year, shall be granted to fulfill personal matters which cannot, through the exercise of reasonable diligence, be scheduled outside the normal work hours.
2. An employee intending to use such leave will give written notification to the building principal as soon as possible, but in any case at least 24 hours prior to the day on which such leave is to be taken except under extenuating circumstances or in an emergency situation.
3. Except under extenuating circumstances, Personal Leave days shall not be granted the day before or after a holiday or vacation periods.
4. An absence involving a misuse of such leave will be deducted at the daily rate of pay of the employee for each day of absence. Misuse of Personal Leave is subject to discipline.
5. Employees who return from leave, or employed after the opening day of school and on or before the last day of November shall be granted two days Personal Leave for that school year. Employees who return from leave, or employed between the first day of December and the last day of February shall be granted one day Personal Leave for the school year.
6. An employee having two unused personal days at the end of the school year may elect to "rollover" one of the two days to the next school year. An employee may never accumulate more than three personal days and can never use more than two personal days consecutively. Unused personal days which are not "rolled over" will, subject to the maximum accumulated sick leave allowed under this Agreement, be added to sick leave days for the following year.

- G. Military Leave - A leave of absence shall be granted employees for his/her military service, subject to the restrictions herein defined and to presentation of satisfactory evidence for physical and mental fitness to serve the Board upon return from military service. Such absence shall not affect in any way the classification of the employee. In case of a probationary employee, the period of

such absence shall not count as a part of the service required as a condition precedent to the classifying of such employees as a permanent employee of the Board. Within ninety (90) days after discharge of the employee from the armed forces of the United States, the employee shall be entitled to return to a comparable position held by him or her at the time of his/her entrance into such military service, if one is available, at the salary to which he/she would have been entitled had he/she continued in the service of the School Board. Such credit for military leave shall be limited to the minimum number of years for initial voluntary enlistment in any branch of the service and in no case shall more than four (4) years of credit be allowed for military leave.

- H. Jury Duty – The Board shall pay the regular salary to teachers called to serve as jurors or subpoenaed to appear before legal and quasi-legal review panels as witness. The teacher shall remit to the Board any per diem expenses received as part of such service.
- I. Professional Leave – With the approval of the Superintendent or his designee, employees shall be allowed to attend seminars, institutes, and/or professional meetings, etc., in the area of their expertise.
- J. Family and Medical Leave -
1. All terms used in this Section have the meaning as they are defined and used in the “Family and Medical Leave Act” and its applicable regulations.
 2. Staff members who are eligible for FMLA benefits are entitled to a total of twelve (12) work weeks of unpaid leave during any twelve-month period for one or more of the following reasons:
 - a. The birth of a child of the employee and to care for the child (expires twelve (12) months after birth);
 - b. The placement of a child with an employee for adoption or foster care (expires twelve (12) months after placement);
 - c. To care for the spouse, son, daughter, or parent of an employee, if the family member has a serious health condition;
 - d. An employee is unable to perform the functions of the position because of the employee’s own serious health condition.
 - e. In qualifying circumstances where the spouse, son or daughter or parent is a covered military member on active duty in support of a contingency operation.

- f. To care for a covered service member with a serious injury or illness which is a spouse, son or daughter or next of kin (in which situation leave may extend up to 26 weeks).
3. Leave taken for the birth or placement of a child cannot be taken intermittently or on a reduced leave schedule. Employees seeking intermittent or reduced leave based on a planned medical treatment are required to provide to the Director of Human Resources or his designee a medical certification outlining the dates on which treatment is expected and the duration of the treatment. The employee must also comply with the notice requirements of paragraph 4 below, and may be required to transfer temporarily to another position or take leave for the periods of a particular duration where the leave exceeds 20 percent of the total number of work days during the leave period.
4. All requests for leave due to a serious health condition, shall include a certification issued by a health care provider. The certification must include:
 - a. The date the condition began;
 - b. Its probable duration;
 - c. Appropriate medical facts;
 - d. A statement that the employee is unable to perform the job functions or that the employee is needed to care for a family member with a serious medical condition for a specific time.

In addition, certification of qualifying circumstances may be required in other situations in which leave is requested.

5. The Board may require the employee to obtain the opinion of a second health care provider designated by the Board and at the Board's expense. In the event of a conflict between the first and second opinions, the Board may, again at its expense, obtain a third opinion from a health care provider approved jointly by the Board and the employee, and this opinion will be final and binding.

The Board may require that an eligible employee obtain subsequent recertifications.

6. An eligible employee returning from leave has the right to be returned to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment.

7. An eligible employee will retain all accrued benefits while on leave, however, no other benefits will accrue during the period of the leave.

In addition to any remedies provided by law, if the employee fails to return from leave for a reason other than a serious health condition that would entitle the employee to a continuation of leave or other circumstances beyond the employee's control, the employee must reimburse the Board for all premiums it has paid for maintaining the health plan coverage during the period of leave. This "serious health condition" must be evidenced by a timely certification from the appropriate health care provider provided to the Director of Human Resources, which must include the points of paragraph 4. c and d above.

8. Should there be a miscarriage, or should the death of the child occur within the period of leave, the employee may, in writing, request early reinstatement. Should a position become available for which the employee is qualified, the employee shall be offered reinstatement to that position.
 9. An employee who is pregnant may continue on active employment as late into her pregnancy as she desires, provided she is able to perform all of her essential functions.
 10. An eligible employee must give notice to the Board, in writing, to the Director of Human Resources at least thirty (30) days prior to the date on which the leave is to begin of their intent to take leave in case of expected birth, placement of a son or daughter, or planned medical treatments. When circumstances require a leave to begin in less than thirty (30) days as with a premature birth, sudden changes in a serious health condition, or the availability of a child for placement, the eligible employee must give as much notice as is practicable.
 11. If an eligible employee starts a leave more than five (5) weeks before the end of the school year and the leave is of at least three (3) weeks duration and the return from leave would be during the three-week period before the end of the year or if more than five days leave is taken during the final three weeks of a year, the Board may require the employee to continue the leave until the end of the school year.
- K. Stipends for Union Officials – If requested by the Union sixty (60) calendar days in advance of the first semester and/or second semester and after consultation with the Superintendent, the President shall have the option of being released from part or all of his/her teaching assignment. The Union agrees to reimburse the Board for the cost expended for salary, including contributions to ITRS, and fringe benefits by the Board to staff this position. Reimbursement will be forwarded to the Board at the beginning of the school year. He/She shall be considered a full-time employee of the Board with respect to the ITRS (provided

ITRS recognizes his/her salary as creditable earnings), all fringe benefits, tenure status and placement on the salary schedule. Upon return from leave at the beginning of the next school year, the President shall return to the position he/she left, if available, or to any available position for which he/she is qualified. The President may apply for other positions if a vacancy exists.

- L. Stipends for Union Officers – The Board shall pay a stipend to officers of the Union, as follows: President, Vice-President, Treasurer, Secretary, Grievance Chair, Area Vice President (maximum 4), Director (maximum 5). The Union shall reimburse the Board for the full amount of the stipends, including contributions to ITRS, and associated costs. The Union shall certify to the Board 30 calendars days in advance of the first semester and/or second semester the amounts of the stipends.

The Union agrees to reimburse the Board for the cost expended for the foregoing stipends, including ITRS contributions and associated costs. Reimbursement shall be forwarded to the Board at the beginning of the school year. This program shall continue in effect only so long as ITRS recognizes the value of his/her stipend as creditable earnings.

ARTICLE IX
FRINGE BENEFITS – FULL-TIME EMPLOYEES

- A. Tax Deferred Annuity Program – Any tax-deferred program offered by a vendor to a staff member that involves the District shall comply with all federal and state rules and regulations. Commencing with the second year of this agreement, the District shall have the right to limit the number of vendors to 10 based on the highest participation during the first year of this agreement. This provision shall preclude further contributions to non-qualifying vendors, but shall not operate to require employees to withdraw funds previously invested into tax deferred programs.
- B. Group Hospital and Medical Insurance – If requested, the District shall each month pay toward health insurance on behalf of active employees the following amount:

Individual	With Spouse	Child/Children	Family
\$451.55	\$903.10	\$812.78	\$1,219.18

In no event, however, shall the District’s contribution exceed the actual premium cost. The PFT shall consider the analysis and recommendation of the insurance committee and then choose the plan and benefits for teachers.

At the commencement of a subsequent insurance plan year, if requested, the District shall pay toward health insurance for active employees the lesser of the actual premium cost for the selected category of coverage or the amount

designated above plus 50% of the amount by which the premium exceeds the amount designated above for the selected category of coverage. In no event, however, will a teacher be required to pay more than 25% of the total premium cost.

Any other provision herein notwithstanding, in no event shall the District be required to pay toward group hospital and medical insurance more than the amounts designated above. Payments made hereunder shall fulfill the District's obligation regardless of the insurance plan selected by the PFT. Should the PFT select a self-funded plan and at some point there are insufficient funds available to pay claims, the PFT shall assess its participating members an amount sufficient to cover that portion of the total claims corresponding to the bargaining unit's proportional participation in the self-funded plan, taking into account not only employees, but also dependents.

- C. Insurance Committee – An Insurance Committee shall consist of three bargaining unit members to be appointed by the President of the Union, three administrators appointed by the Superintendent, and a representative of each of the other bargaining units. Each member of the Union serving on the Committee shall be currently enrolled in a District-sponsored health insurance plan. As chairperson of the Committee, the Director of Human Resources shall be responsible for scheduling meetings and assuring that all appropriate written information is available for the meetings. The Committee shall meet as often as necessary, but no less than every other month. The Committee shall not engage in collective bargaining, but rather collaboration and consensus building. The Committee shall consider a wide range of views and opinions related to the provision of health insurance coverage for District employees.

The Committee shall have access to all District accounting data relating to the health insurance plan, all master policies, documents describing benefit coverage or claim procedures and experience, and other pertinent documents generated by the District's insurance brokers, any third party administrator or representative of any insurance company providing coverage. The District's insurance brokers shall supply these materials to the Committee. All parties shall take whatever steps are necessary to promote the confidentiality of the individual plan participants as required by the Americans With Disabilities Act, HIPAA and other applicable statutes.

The Committee may utilize the services of other consultants to interpret data generated by the various reports.

The Committee shall consider all options for providing employee health insurance coverage, taking into account, without limitation, benefit designs and options, cost savings, cost containment options, managed care, preventative and wellness programs, and the like. The Insurance Committee shall from time to time request the District to solicit bids for the District's group hospital and medical insurance, but shall take no action, nor recommend any action, that would

constitute a breach of contract, that would tend to disadvantage any vendor, or that would have the likely affect of discouraging vendors from bidding on the District's group hospital and medical insurance.

The Committee shall consider, but not by way of limitation, the following:

- Additions to and modification of the benefits currently in effect.
- Selection of insurance (health, vision, dental and excessive life) and stop loss reinsurance carriers.
- Selection of third party administrators.
- Selection of managed care network and brokers.
- Management of accumulated reserves.
- Selection of funding mechanisms for coverage, including fully funded conventional plans.
- Establishment of premium levels for single and dependent coverage.
- Multiple insurance options from which employees may choose.

Consensus recommendations reached by the Insurance Committee shall be forwarded to the Board for consideration. However, for the duration of this Agreement the Union may select the insurance plan for its bargaining unit members.

- D. Dental Insurance – Eighty percent (80%) of the cost of group dental insurance coverage for regular, full-time staff members and their dependents, if requested, will be paid by the District. Such coverage shall require a \$50 deductible per person to a maximum annual claim limit of \$1,000 per person.

The parties agree that regular, full-time staff members must be enrolled in the medical insurance program under Article IX, Section C, to receive dental insurance benefits, and that dental insurance benefits include dependent coverage.

- E. Group Life Insurance – All regular, full-time staff members will be insured at Board expense for \$50,000 of group term life insurance. In addition, the Board shall allow at the time of retirement each regular, full-time staff member and retiree, subject to acceptance by the insurance company, to purchase additional life insurance. The additional coverage shall be purchased at a group rate and may be purchased to a maximum additional coverage of \$100,000.

- F. Tuition Reimbursement – Staff members shall be reimbursed the cost of tuition subject to the following conditions and limitations:
1. Prior written approval for tuition reimbursement from the Director of Human Resources is required.
 2. Staff members must be in good standing with the District and not on leave from their jobs.
 3. Requests shall be in writing and shall state the course name and number, summary of the course, name of college offering the course, number of semester hours of credit, an explanation of how the course promotes professional development and will enhance student achievement, together with such additional information as may be reasonably requested.
 4. Staff members seeking course approval must indicate in writing the intent of remaining a full-time staff member in Peoria School District #150 for a minimum of one complete school year after earning tuition reimbursement.
 5. Courses must be taken at an NCATE or North Central, The Higher Learning Commission accredited college or university.
 6. The course must be successfully completed with a grade of “C” or better.
 7. The course must lead to an advanced degree in the field of education or in a subject matter area regularly taught at the District, certification, highly qualified status or additional endorsement in an area of emphasis within the District or the Director of Human Resources in the exercise of his/her discretion must determine that the class will contribute in a meaningful way toward professional development and enhance student achievement.
 8. The Director of Human Resources may deny approval for compressed courses, on–line delivery, CD-ROM, video or correspondence courses if the Director is not convinced the course has sufficient rigor to warrant approval.
 9. Participation in the course may not interfere with performance of the staff member’s school duties.
 10. Undergraduate courses will be approved only if taken at the request of the District or the Director of Human Resources in the exercise of his/her discretion determines that the class will primarily serve the interests of the District.
 11. Staff members may not receive any reimbursement for more than twelve semester hours of credit in any given year commencing with the summer semester course work as posted on the college transcript(s). Courses for which the teacher receives no tuition reimbursement may, however, at the discretion of the Director of Human Resources be approved for lane change, providing written approval is obtained prior to the teacher taking the course and all the criteria set forth in this section are met.

12. Except for those seeking approval of graduate level courses in an approved course of study leading to Master's degree in the field of education or in a subject matter area regularly taught at the District, tuition will be reimbursed for no more than three approved hours per year up to an amount equal to the per hour rate currently charged by Illinois State University, but shall not in any case exceed the actual tuition charged by the school attended. For approved hours in excess of three hours per year, the rate of reimbursement shall be the lesser of 70% of the Illinois State University rate or the actual tuition charged.
13. Staff members seeking approval of graduate level classes in an approved course of study leading to a Master's degree in the field of education or subject matter area regularly taught at the District may be reimbursed for up to six (6) hours per year in an amount equal to the per hour rate currently charged by Illinois State University, but shall not in any case exceed the actual tuition charged by the school attended.
14. No more than six (6) hours will be approved per school semester and no more than nine (9) hours for the summer.

Approval or disapproval of tuition reimbursement requests shall be in writing. Request forms shall be available from building Principals and the Director of Human Resources. The form shall be designed to solicit all required information and the applicant's declaration of intent to remain at the District for at least one year. Staff members and their union representative shall be afforded the opportunity to present rationale for why any course denied should be approved to the Director of Human Resources.

Reimbursements to staff members for prior approved classes shall be paid within sixty (60) days after all required documentation has been received by the Director of Human Resources.

Graduate courses commencing after execution of this Agreement that are submitted by one individual that are approved shall be approved for other similarly situated individuals. Approval of an undergraduate course for one individual shall not constitute a precedent.

Lane Movement

All courses approved for reimbursement are also approved for lane change to the Master's lane. Generally, for movement on the salary schedule beyond the Master's lane, the courses must meet all of the criteria for tuition reimbursement, be part of a course of study approved by an accredited institution at the graduate level, and be in the field of education or in a subject matter area regularly taught in the District. Courses that do not meet the criteria set forth in the preceding sentence

may nevertheless qualify for lane movement beyond the Master's lane if after consultation with the teacher and/or the teacher's union representative the Director of Human Resources in the exercise of his/her discretion determines that an exception is warranted because of clear benefit to students. Regardless, for individuals on the Master's lane or beyond credit for only one undergraduate course can be used for movement from one lane to the next lane and written approval from the Director of Human Resources must be obtained before enrolling in the course; those teachers who have successfully completed approved undergraduate courses prior to ratification of this Agreement by both parties shall receive credit for lane movement for such courses in addition to credit for one undergraduate course per lane change under this restriction.

- G. Professional Credit for In-Service Staff Development Activities – District #150 staff members may earn credit on the salary schedule for participation in staff development activities sponsored by the District. Such activities shall take place outside normal school hours and the additional hours referenced in Article XII and participants shall not receive pay or other credit for participating. Credit will be awarded in semester hour increments whereby one (1) credit hour will be awarded for every fifteen (15) hours of formal participation.
- H. Tax Sheltered Retirement – The Board will pay to the Illinois Teachers' Retirement System, on behalf of each teacher, an amount not to exceed nine percent (9%) of the teacher's salary. No federal income tax will be withheld on these amounts paid by the Board to the Illinois Teachers' Retirement System. The amounts paid by the Board are included in the teachers' salary schedule.
- I. Flexible Benefit Account – The District shall make available a Flexible Benefit Account to members of the bargaining unit. The annual date of the Flexible Benefit Account shall to the extent permitted by law be adjusted to correspond with the insurance plan year.
- J. Retirement Insurance Program – Employees meeting the minimum requirements of age and creditable service in Illinois set forth in a. through d. and the additional conditions set forth in this section shall qualify for the Retirement Insurance Program.
 - a. 30 years of creditable service in Illinois at age 55
 - b. 20 years of creditable service in Illinois at age 57
 - c. 10 years of creditable service in Illinois at age 60
 - d. 5 years of creditable service in Illinois at age 62

Except as noted below, retirees may not participate in the District's plan, but may enroll in the Teachers' Retirement Health Plan (TRIP). For those employees enrolled in TRIP, the Board will pay toward insurance coverage the lesser of the amount paid on behalf of active employees or the actual amount of the TRIP

individual premium. If, however, a retiree or a future retiree who submitted prior to March 1, 2006 an irrevocable notice of intent to retire has a spouse or dependent (which includes full time students under the age of 26 and children to the age of 30 if in military service), such retiree or future retiree may remain in the District's plan until June 30, 2010. Further, if such a retiree or future retiree who submitted an irrevocable notice of intent to retire prior to March 1, 2006 still has a dependent, the retiree or future retiree may continue in the District's plan until that retiree or future retiree no longer has such a dependent.

A surviving spouse of a retiring employee shall be permitted to continue in the group insurance program provided he/she pays the full premium, the retiring employee was qualified for and actually participating in the group insurance program at the time of death and the carrier permits participation of such a surviving spouse. The surviving spouse's participation in the group insurance program will terminate the earlier of the date when the retiring employee would under the conditions set forth here no longer have been permitted to participate or the date when the surviving spouse is first eligible for Medicare.

For all retirees qualifying for District contribution toward health insurance coverage following retirement, the District will contribute an additional \$500 annually toward the cost of dependent health care. The Board's obligation hereunder shall continue until the retiree is Medicare eligible.

- K. Teacher Retirement System – The District shall allow sick leave to accumulate to 340 days, exclusive of the days for the current school year. If the State of Illinois Teachers' Retirement System increases the number of unused accumulated sick leave days allowed for additional creditable service, then the number of days that employees shall be allowed to accumulate shall increase in the amount which TRS will recognize.
- L. Retirement Incentive – The District will pay a retiring teacher a retirement incentive subject to the following terms:
1. The teacher's retirement must not give rise to an early retirement option penalty payable by the Board of Education.
 2. The teacher must have at the time of retirement at least 10 years of actual full time service to the District immediately preceding retirement. For purposes of this Section L, an employee working 50% of the normal work day in each of two different certified positions shall be deemed to be engaged in full time service.
 3. To qualify for the retirement incentive, the teacher must retire no later than the end of the first year during which the teacher can retire without the District incurring an early retirement option penalty, except that a teacher who does not have at least 10 years of actual service to the District at that date, shall nevertheless qualify for the retirement incentive providing the

teacher retires as soon as the teacher has 10 years of actual service to the District.

4. The teacher must refrain from participating in the District's health insurance plan following retirement except as provided for in Article IX.J.
5. For the 2011-2012 school year only, if a teacher gives the Board a notice of retirement by March 1st four years prior to the year the teacher plans to retire, the Board shall pay him/her a 6% retirement incentive inclusive of any and all other increases in compensation for each of his/her remaining four years of service. Commencing with the 2012-2013 school year, if a teacher gives the Board a notice of retirement by March 1st three years prior to the year the teacher plans to retire, the Board shall pay him/her a 6% retirement incentive inclusive of any and all other increases in compensation for each of his/her remaining three years of service. If a teacher gives the Board a notice of retirement by March 1st two years prior to the year the teacher plans to retire, the Board shall pay him/her a 6% retirement incentive inclusive of any and all other increases in compensation for each of his/her remaining two years of service. If a teacher gives the Board a notice of retirement by March 1st one year prior to the year the teacher plans to retire, the Board shall pay him/her a 6% retirement incentive inclusive of any and all other increases in compensation for his/her last year of service. The 6% retirement incentive shall be computed on the teacher's salary schedule amount, including TRS payable by the Board, any Edison stipend, Extended Day stipend and Responsibility Factor. The computation shall not be based on any extracurricular increment, longevity or hourly pay. For those teachers who qualify for and choose to retire at the end of the first semester of a given year, the annual date for notice shall be October 1st and the incentive year shall run from January 1st through December 31st.
6. In no event, and notwithstanding any other provision herein, shall the District be obligated to pay any retirement incentive if such payment would subject the District to a penalty payable to TRS, whether based on current law or a change in the law. The District agrees that in determining whether or not the 6% cap has been exceeded to exempt compensation that is by statute and TRS rules exempt, but shall be entitled to strictly construe the statute and TRS rules. Retiring teachers will be subject to having money withheld from pay as necessary to avoid exceeding the 6% cap. Teachers shall not be asked nor expected to perform additional duties if the compensation authorized for such additional duties would result in the teacher's compensation exceeding the 6% cap. Retiring teachers and the District shall attempt to avoid any increase in excess of the 6% cap.
7. In the event a teacher has already received a retirement incentive payment and because of unforeseen circumstances beyond the teacher's

control, the teacher subsequent to applying for the retirement incentive utilized so many sick leave days that the teacher would not at the time of the announced retirement date have enough sick leave to be recognized for service credit in order for the District to avoid a penalty, then the teacher may elect to either continue to work until the earliest date that the teacher could retire without the District incurring a penalty or reimburse the District the amount of all retirement incentive paid, not to exceed the amount of the penalty incurred by the District. If the teacher's election results in the District incurring a penalty, then to the extent the District is entitled to reimbursement, the District may withhold some or all of the amount it is due from any remaining paychecks. To the extent the District fails to withhold the amount that is due from any remaining paycheck, the teacher shall pay the balance directly to the District. Additionally, should TRS allow a teacher who otherwise meets the conditions set forth in this paragraph M, but is confronted with such unforeseen circumstances as discussed above, to retire with a discounted annuity, then the teacher may elect to do so and retain the retirement incentive provided the District incurs no penalty.

- M. National Board Certification Stipend – The Board shall pay a stipend to each teacher who acquires a National Board Certificate equal to \$1,000 per year for each year the teacher maintains such certification to a maximum of ten years or until recertification, whichever occurs first. The teacher must recertify in order to continue to be eligible for the stipend. This also applies to Speech Language Pathologists who hold the Certificate of Clinical Competence (CCC) from the American Speech – Language – Hearing Association (ASHA) and to Social Workers who have attained an ACSW certified social worker designation. The parties agree that employees receiving a stipend hereunder shall use their superior qualifications to contribute toward the desired outcome of enhanced student achievement. It shall be expected and accepted that the Administration shall call upon such employees to be educational leaders so that the educational community can benefit from the employee's talent and skills.

- N. Supplies – Teachers may submit to the building principal requests for materials needed to support instructional activities. The principal shall reimburse teachers for the purchase of approved requests for materials consistent with funds allocated to and/or received by the building principal for such purposes up to \$100 per teacher.

- O. Retirement Dental Program – For those retirees who qualify for the Retirement Insurance Program set forth in this Article IX, the Board shall until expiration of this Agreement pay 80% of the cost of group dental insurance coverage for the retiree's individual coverage. The Board reserves the right to review and modify or terminate the retirement dental program and to thereafter deny the benefit to all current and future retirees upon expiration of this Agreement, subject to its duty to bargain in good faith.

- P. Mileage – The District will pay 45¢ per mile for required mileage authorized in advance.

ARTICLE X
RELEASED TIME FOR TEACHER – AREAS OF CONSULTATION

- A. Chairman – The Chairman of the Areas of Consultation shall be free to leave the building during preparation periods and after the students have been released for the day except on days when parent-teacher conferences or faculty meetings are held.
- B. Members – Each member of the Areas of Consultation will be released ten (10) half days during the school year to attend official Areas of Consultation meetings without loss of pay. The Board shall pay the cost of substitute services. In addition, each Areas of Consultation member will be released upon the request of the Areas of Consultation Chairman, a maximum of five (5) days to attend Areas of Consultation business at no loss in pay except that the total number of days released for all members of Areas of Consultation combined under this provision shall not exceed forty (40) during a school year. The Board shall pay the cost of substitute service.
- C. Member Organizations – In addition to the above, at the request of the Areas of Consultation Chairman, the Union shall be granted released time equivalent to a total of five (5) days for each of its members on the Areas of Consultation. The staff member released under this provision shall suffer no loss in pay. However, the Union shall pay the District an amount equal to the cost of substitute service pursuant to such released time.
- D. Minimum Time – All released time shall be requested for a minimum of one-half (1/2) day at a time.
- E. Responsibility – It shall be the joint responsibility of the Areas of Consultation Chairman and Director of Human Resources to ensure that no staff member shall be absent from class on released time to such an extent that the education of his/her students suffers.

ARTICLE XI
VACANCIES, TRANSFERS, REDUCTIONS IN FORCE AND NON-RENEWALS

Vacancies

- A. Notice of Vacancy – The Administration will post a list of all vacancies daily on the bulletin board in the foyer of the Administration Building and on its website. No vacancy shall be filled before it is posted. Posting of the vacancy must be accomplished ten (10) school days prior to the filling of such vacancy except in areas of demonstrated need.

- B. Within a Building – The building principal has the authority to make reassignments that involve no changes in classification within his/her own staff before declaring positions vacant. The principal shall complete reassignments within his/her school within fifteen (15) days after he/she is notified of the potential vacancy. After completing any reassignments, the principal shall notify the Director of Human Resources of any vacancy which remains.

Voluntary Transfers

- A. Eligibility – Any staff member who has completed his/her second probationary year with District #150 shall be eligible to apply for transfer.
- B. Applications
1. Applications for transfer will be submitted to the Director of Human Resources, with a copy to the Principal. Forms for applying for transfers may be obtained from the principal's office or the Human Resources office.
 2. All transfer applications will normally apply only to the subsequent school year. However, a transfer may be made at any time should it be deemed in the best interest of the School District.
 3. Transfer applications for the upcoming school year must be submitted no later than July 15 each year. These applications will remain in effect until the following October 1.
- C. Criteria – Criteria for evaluating transfer requests will include:
1. Years of teaching experience.
 2. Subject or grade level.
 3. Type of teaching certificate.
 4. Number of transfer requests from the same school.
 5. Number of transfer requests in the District.
 6. Extracurricular supervisory needs of a particular building.
 7. The best interests of students.

- D. Filling Vacancies – Present staff members of District #150 will be given preferential consideration for any vacancies which occur. However, decisions shall be based upon what is in the best interests of the District and the students.
- E. Final Decision – The final decision on a voluntary transfer application shall be made by the Director of Human Resources. Unsuccessful applicants for a specific vacancy will be notified.

Involuntary Transfers

- A. Involuntary Transfer – An involuntary transfer shall mean the transfer of a staff member from one building to another not initiated by the staff member. Assignments within a building are the responsibility of the principal. The Superintendent or his designee has the authority to make an involuntary transfer for the following reasons:

1. Reduction of enrollment.
2. Physical plant limitations.
3. Program changes – including, but not limited to, the closing of a school, implementation of a plan to restructure a school or a significant change in school schedule and/or calendar. However, a change in school schedule and/or calendar shall not authorize the Administration to make an involuntary transfer.
4. Budget limitations.
5. Changes in boundaries.
6. Reasonable recommendations of the building principal.
7. Other sound educational reasons.

The reason for the involuntary transfer shall be in writing to the staff member affected. All involuntary transfers will be made in accordance with the Illinois School Code.

- B. Seniority – For purposes of reductions in force and involuntary transfers, leaves granted by the Board shall not disrupt continuous seniority. Unpaid leave, except sabbatical leave, shall not count toward seniority accrual.
- C. Displaced by Program Change – Notwithstanding any other provision of this Article, any tenured teacher displaced as a result of a program change, shall have the right to apply for his/her top three

choices of posted vacancies that he/she is certified and qualified to teach. Interviews will be guaranteed for these three positions. The interviewing principals will make their recommendation to the Superintendent or his/her designee. In the event the individual is recommended for more than one of the three positions, the teacher shall select his/her preference. In the event the individual is not recommended for any of the three positions, the Superintendent or his/her designee shall offer them one of the three positions. If four or more displaced teachers select the same three positions, the three most senior teachers will be given preferential treatment and granted the three interviews. Those remaining teachers will then apply for their next top three choices following the previously stated process. Interviews and recommendations must be made by June 30.

- D. Selection for Involuntary Transfer – Staff members will be selected for involuntary transfer according to the following criteria which are listed in the order to be followed:
- a. Staff qualified to teach in a department with the least continuous District seniority.
 - b. According to the least academic preparation as evidenced by salary schedule lane placement.
 - c. According to teaching experience within the content area.

Since there may be some unusual teaching combinations which are necessary to offer a comprehensive program in a school, retention of teachers to fill these positions may be necessary. Such exceptions require the approval of the Director of Human Resources.

- E. Preference – Teachers involuntarily transferred shall be given preferential consideration for any vacancy of their choice. A teacher not assigned to a position by July 15, may be placed by the Director of Human Resources or given the opportunity to resign. A staff member involuntarily transferred has the right to challenge the transfer based upon a violation of this Article.

Notice of Non-Renewal – Non-tenured staff who did not teach for the District during the 2008-2009 school year who receive a notice of non-renewal have no right to future employment in the District regardless of the summative evaluation rating of the non-tenured staff person. Following non-renewal, the former staff person may reapply for employment with the District, but shall be entitled to no preference.

Non-tenured staff who did teach for the District during the 2008-2009 school year who receive a notice of non-renewal shall in any event have

no right to future employment in the District regardless of the summative evaluation rating of the non-tenured staff person more than one calendar year from the beginning of the following school term.

ARTICLE XII STUDENT ACHIEVEMENT

Given the critical need to improve student achievement, particularly in the areas of math and reading, during the 2009-2010 school year, the District and the Union shall form a Joint Committee to develop a plan for enhancing student achievement. Committee membership will include at least two central office administrators and one principal and at least two officers of the Union and another member of the bargaining unit chosen by the Union President. The Joint Committee may include other members approved by the Superintendent and the Union President. The Joint Committee will meet at least once each week commencing the week of January, 18th, 2010 and continuing through the month of May 2010. The Joint Committee shall render a progress report to the Board and to the membership no later than March 12, 2010 and a second progress report no later than May 14, 2010. The Joint Committee will decide the frequency of its meetings during the 2010-2011 school year and thereafter. The purpose of the Joint Committee will be to improve instruction, student performance and instructional leadership. The Joint Committee shall operate by consensus. The Joint Committee's work will also be based on the premise that the relationship between teachers and students, teachers and administrators, and other stakeholders is essential. The Joint Committee will seek to establish professional learning environments that have the attributes of what is sometimes referred to as Innovation Zones. The Joint Committee shall evaluate the potential for increasing student achievement by:

- A. Implementing an instructional program which operates on a 12-month calendar basis.
- B. Lengthening the school days.
- C. Modifying the schedule.
- D. Restructuring teacher compensation to allow recognition for excellence.

Any recommendation that leads to changes in terms or conditions of employment not already authorized by this Agreement will upon demand result in interim bargaining.

Commencing with the start of the 2011-2012 school year, bargaining unit members may be required to work two hours each month beyond the normal work day for purposes of improving instruction and student performance. In the absence of any different recommendation from the Joint Committee, the additional time will be utilized in either thirty minute or one hour increments. Although scheduling of the additional time may vary from attendance center to attendance center, there shall be predictability so that teachers have time to make necessary arrangements. The Joint Committee is encouraged to consider such other blocks of time that it finds will be more conducive to meeting the Joint Committee's objectives. Should the Joint Committee recommend and the School Board approve, additional time outside the normal contract day and beyond the two hours referenced above may be scheduled for bargaining unit members to

address the need to improve student performance. In such an event, bargaining unit members shall receive professional pay of \$26 per hour.

In designing a plan, the Joint Committee shall adhere to the following guidelines:

1. All bargaining unit members shall participate.
2. Prompt attendance shall be mandatory.
3. In the event that one or more teachers at any school are excused or released early for any reason, such an occurrence shall not create a precedent.
4. The designated periods of additional time shall not be interrupted or diluted.
5. The additional time shall not be used for conventional lesson planning. Teachers shall not schedule meetings with students or parents during the additional time.
6. The building Universal Leadership Teams and Targeted Teams shall play an active role in planning the most productive use of the additional time.
7. Among the prime uses of the additional time will be data assessment, analysis of best practices, sharing classroom management strategies, response to intervention discussions, peer review, problem solving and professional learning.
8. Training as to how to obtain maximum benefit from the additional time shall be provided to building staff, including administrators and Universal Leadership Team members.
9. Training of the entire staff shall be instituted during the 2009-2010 school year utilizing the meeting times provided for below.

The Superintendent will emphasize to principals and other administrators that successful implementation of the plan is a critical element of meeting the District's mission. Principals, working with teachers within their attendance centers, must in order to be deemed to have performed satisfactorily provide the educational leadership required for the plan to succeed.

ARTICLE XIII
REGULARLY EMPLOYED PART-TIME EMPLOYEES
RIGHTS AND BENEFITS

- A. Salary/Credit for Previous Experience – Regularly employed part-time teachers will be placed on the appropriate lane of the salary schedule (Appendix A) and placement will, at a minimum, reflect years of teaching experience up to five (5) years. In its sole discretion, the District may award additional steps on the salary schedule.
- B. Preferential Consideration – Regularly employed part-time staff members shall be given preferential consideration in hiring for a full-time teaching position prior to the Board employing an applicant from outside the District.
- C. Paid Preparation Period – Each regularly employed part-time staff member shall receive a paid preparation period equal to 45 minutes multiplied by the percent of time for which the individual was hired to teach.
- D. Sick Leave Schedule – Part-time staff members shall receive sick days based upon the following schedule:

0-10% = 1 day	11-20% = 2 days	21-30% = 4 days
31-40% = 5 days	41-50% = 6 days	51-60% = 7 days
61-70% = 8 days	71-80% = 10 days	81-99% = 11 days

The sick day is defined as one day of the part-time staff member's workdays on the day of his/her absence. No partial sick days are allowed. Sick days shall accumulate to thirty (30) days.

- E. Funeral Leave – A part-time staff member may have up to three (3) days leave with pay to attend the funeral of a parent, spouse, sibling, child, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, or an individual for whom the staff member is the legal guardian.

Sick Leave will not be charged for Funeral Leave and a staff member would be permitted up to fifteen (15) days sick leave (from available sick leave) if they were not able to return to work due to the death of a spouse, child, or parent.

- F. Leave of Absence Without Pay – All staff members may be granted leave of absence only by action of the Board except that the Superintendent or his designee shall have authority to grant leave of absence without pay to a staff member for a period not exceeding twenty (20) days in any one school year.

Leave of absence for more than twenty (20) days may be granted for one or two semesters and based on the following conditions:

- 1. Requests for leave shall be in writing and directed to the Superintendent.

2. Eligibility shall be based on a minimum of two (2) continuous years of employment in the Peoria Public Schools.
3. All leaves of absence without pay shall be limited to one school year. Further extension shall be at the discretion of the Board. No leave shall be extended beyond two (2) years.
4. Except for parental leave, all leaves without pay should commence at the beginning of a semester and reinstatement during the school year shall be at the discretion of the Board.
5. Salary increment or steps on the salary schedule shall not accrue.
6. Sick leave days shall not accrue, but unused sick leave held at the start of the leave shall be available upon reinstatement.
7. Written notice of intention of either return or resignation shall be given by the staff member to the Director of Human Resources prior to March 1. Failure to furnish such written notice shall constitute notice of resignation.
8. Staff members returning to the District from a leave of absence without pay will be reassigned to the position they left, if available, or to any available position for which they are qualified.
9. Leaves of absence without pay may be granted for study, travel, participation in exchange teaching programs, to work in an educational program sponsored by an official governmental agency (Peace Corps, Job Corps, Teacher Corps, etc.), to serve in public office, or for other good and sufficient reason.

G. Parental Leave -

1. A part-time staff member who has completed two (2) consecutive school years of service from date of initial employment may elect to receive leave of absence without pay for the purpose of childbearing or childrearing pursuant to the procedures outlined in Paragraph E.
2. Should there be a miscarriage, or should the death of the child occur within the period of parental leave, the staff member may, in writing, request early reinstatement. Should a position become available, the staff member shall be reinstated provided there is a position for which he/she is certified.

H. Military Leave – A leave of absence shall be granted staff members for his/her military service, subject to the restrictions herein defined and to presentation of satisfactory evidence for physical and mental fitness to serve the District upon return from military service. Such absence shall not affect in any way the

classification of the staff member. Within ninety (90) days after discharge of the staff member from the armed forces of the United States, the staff member shall be entitled to return to a comparable position held by him or her at the time of his/her entrance into such military service, if one is available, at the salary to which he/she would have been entitled had he/she continued in the service of the School District. Such credit for military leave shall be limited to the minimum number of years for initial voluntary enlistment in any branch of the service and in no case shall more than four (4) years of credit be allowed for military leave.

- I. Jury Duty – The Board shall pay the regular salary to part-time staff members called to serve as jurors or subpoenaed to appear before legal and quasi-legal review panels as a witness. The staff member shall remit to the District any per diem expenses received as part of such service.
- J. Professional Leave – With the approval of the Superintendent or his designee, part-time staff members shall be allowed to attend seminars, institutes, and/or professional meetings, etc., in the area of their expertise.
- K. Tax Sheltered Retirement – The Board will pay to the Illinois Teachers' Retirement System, on behalf of each-part-time staff member, any increase in compensation from the 2000-2005 Teachers' Salary Schedule in an amount not to exceed nine (9%) of the staff member's salary. No federal income tax will be withheld on these amounts paid by the Board to the Illinois Teachers' Retirement System. The amounts paid by the Board are included in the staff member's salary schedule
- L. Flexible Benefit Account – The District shall make available a Flexible Benefit Account to members of the bargaining unit. The annual date of the Flexible Benefit Account shall be from January 1 to the following December 31.
- M. Medical Insurance – A part-time staff member employed for 60% or more full-time equivalents shall have the option of purchasing District medical insurance for single individual coverage at his or her expense.
- N. Restriction – Part-time classroom teachers shall comprise no more than 12.5% of the total full-time equivalency of all classroom Teachers employed by the District.
- O. Study Hall and Lunch Room Monitors – To the extent permitted by law, the District may hire non-certified personnel to act as Study Hall and Lunch Room Monitors.

ARTICLE XIV EFFECTS OF AGREEMENT

- A. Full Force and Effect – If any section, paragraph, sentence or clause of this agreement is or becomes in violation of law or is declared invalid, illegal, or

unconstitutional by a court of competent jurisdiction, then such section, paragraph, sentence or clause shall be automatically deleted from this Agreement, but the remaining sections, paragraphs, sentences, and clauses shall remain in full force and effect for the duration of this Agreement if not affected by the deleted section, paragraph, sentence or clause.

- B. Negotiations with Other Organizations – The Board agrees that during the existence of this agreement it will not negotiate or deal directly with any teacher organization or its representatives other than the Areas of Consultation, or with any individual staff member on these topics.
- C. Other Topics – The approval and implementation of Committee Reports and Recommendations to the Superintendent and other matters included in the Memoranda of Understanding, and other matters not included within this Agreement shall be resolved in accordance with Part I of this Agreement.
- D. Supplemental Negotiations – The terms and conditions set forth in this Agreement represent the full and complete and only understanding between the parties hereto. The terms and conditions of this Agreement may be modified by alteration, change, additions to, or deletion only through the voluntary mutual consent of the parties in a written amendment hereto. It is further understood that the provisions of this Agreement are binding on both parties.
- E. No-Strike Clause – During the term of this Agreement and pursuant to the Illinois Educational Labor Relations Act, the Union agrees that under no circumstances will it or any of its member organizations authorize, sanction, condone or acquiesce in nor will any member of the various organizations it represents take part in any strike, withholding of services, or work stoppage of any kind or nature. Strikes, withholding of services and work stoppage shall be deemed to include, but not limited to: slow-downs, sit-ins, concerted mass sickness, or any curtailment of work or interference with the operations of the school hours. The Union further agrees that it will not engage in any sanction activities or other types of boycott.

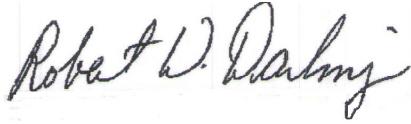
The Board shall have the right to discipline any staff member for taking part in any illegal strike.

- F. Indemnification – The Union agrees to indemnify, defend and save harmless the School District from any and all claims arising out of the use of school mails to deliver Union mail and announcements.

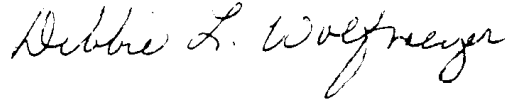
ARTICLE XV
DURATION OF AGREEMENT

The term of this Agreement shall be from July 1, 2011 to June 30, 2014.

Dated this 21st day of June, 2011.



For the Peoria Federation of Teachers
IFT, AFT, AFL-CIO, Local 780



For the Board of Education
School District #150

Peoria Public Schools
Teacher Salary Schedule
2011-2012

STEP	INDEX	B.A	TRS	B.A.	B.A. +15	TRS	B.A. +15
		1.00	PAID	TOTAL	1.04	PAID	TOTAL
1	1.0000	31,087.21	3,074.56	34,161.77	32,330.70	3,197.54	35,528.24
2	1.0325	32,097.54	3,174.48	35,272.02	33,381.45	3,301.46	36,682.91
3	1.0650	33,107.88	3,274.40	36,382.28	34,432.19	3,405.38	37,837.57
4	1.0975	34,118.21	3,374.33	37,492.54	35,482.94	3,509.30	38,992.24
5	1.1300	35,128.55	3,474.25	38,602.80	36,533.69	3,613.22	40,146.91
6	1.1625	36,138.88	3,574.17	39,713.05	37,584.44	3,717.14	41,301.58
7	1.1950	37,149.22	3,674.10	40,823.32	38,635.18	3,821.06	42,456.24
8	1.2275	38,159.55	3,774.02	41,933.57	39,685.93	3,924.98	43,610.91
9	1.2600	39,169.88	3,873.94	43,043.82	40,736.68	4,028.90	44,765.58
10	1.2925	40,180.22	3,973.86	44,154.08	41,787.43	4,132.82	45,920.25
11	1.3250	41,190.55	4,073.79	45,264.34	42,838.18	4,236.74	47,074.92
12	1.3575	42,200.89	4,173.71	46,374.60	43,888.92	4,340.66	48,229.58
13	1.3900	43,211.22	4,273.63	47,484.85	44,939.67	4,444.58	49,384.25
14	1.4225	44,221.56	4,373.56	48,595.12	45,990.42	4,548.50	50,538.92
****15	1.4375	44,687.86	4,419.67	49,107.53	46,475.38	4,596.46	51,071.84
****16	1.4525	45,154.17	4,465.79	49,619.96	46,960.34	4,644.42	51,604.76
****17	1.4675	45,620.48	4,511.91	50,132.39	47,445.30	4,692.39	52,137.69
****18	1.4825	46,086.79	4,558.03	50,644.82	47,930.26	4,740.35	52,670.61
19	1.4975	46,553.10	4,604.15	51,157.25	48,415.22	4,788.31	53,203.53
20	1.5125	47,019.41	4,650.27	51,669.68	48,900.18	4,836.28	53,736.46
21	1.5275	47,485.71	4,696.38	52,182.09	49,385.14	4,884.24	54,269.38
22	1.5425	47,952.02	4,742.50	52,694.52	49,870.10	4,932.20	54,802.30
23	1.5575	48,418.33	4,788.62	53,206.95	50,355.06	4,980.17	55,335.23
24	1.5725	48,884.64	4,834.74	53,719.38	50,840.02	5,028.13	55,868.15
25	1.5875	49,350.95	4,880.86	54,231.81	51,324.98	5,076.09	56,401.07
26		49,350.95	4,880.86	54,231.81	51,324.98	5,076.09	56,401.07
27		49,350.95	4,880.86	54,231.81	51,324.98	5,076.09	56,401.07
28		49,350.95	4,880.86	54,231.81	51,324.98	5,076.09	56,401.07
29		49,350.95	4,880.86	54,231.81	51,324.98	5,076.09	56,401.07
30		49,350.95	4,880.86	54,231.81	51,324.98	5,076.09	56,401.07
31		49,350.95	4,880.86	54,231.81	51,324.98	5,076.09	56,401.07

Experience Other Than Teaching:
Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university.

***c. To be placed in the M.A.+60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A.+75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A. and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

Peoria Public Schools
Teacher Salary Schedule
2011-2012

STEP	INDEX	M.A.	TRS	M.A.	M.A. +15	TRS	M.A. +15
		1.08	PAID	TOTAL	1.12	PAID	TOTAL
1	1.0000	33,574.19	3,320.52	36,894.71	34,817.68	3,443.50	38,261.18
2	1.0325	34,665.35	3,428.44	38,093.79	35,949.25	3,555.42	39,504.67
3	1.0650	35,756.51	3,536.35	39,292.86	37,080.82	3,667.33	40,748.15
4	1.0975	36,847.67	3,644.27	40,491.94	38,212.40	3,779.24	41,991.64
5	1.1300	37,938.83	3,752.19	41,691.02	39,343.97	3,891.16	43,235.13
6	1.1625	39,029.99	3,860.11	42,890.10	40,475.55	4,003.07	44,478.62
7	1.1950	40,121.15	3,968.02	44,089.17	41,607.12	4,114.99	45,722.11
8	1.2275	41,212.31	4,075.94	45,288.25	42,738.70	4,226.90	46,965.60
9	1.2600	42,303.48	4,183.86	46,487.34	43,870.27	4,338.81	48,209.08
10	1.2925	43,394.64	4,291.77	47,686.41	45,001.85	4,450.73	49,452.58
11	1.3250	44,485.80	4,399.69	48,885.49	46,133.42	4,562.64	50,696.06
12	1.3575	45,576.96	4,507.61	50,084.57	47,264.99	4,674.55	51,939.54
13	1.3900	46,668.12	4,615.52	51,283.64	48,396.57	4,786.47	53,183.04
14	1.4225	47,759.28	4,723.44	52,482.72	49,528.14	4,898.38	54,426.52
****15	1.4550	48,850.44	4,831.36	53,681.80	50,659.72	5,010.30	55,670.02
****16	1.4875	49,941.60	4,939.27	54,880.87	51,791.29	5,122.21	56,913.50
****17	1.5200	51,032.76	5,047.19	56,079.95	52,922.87	5,234.12	58,156.99
****18	1.5350	51,536.38	5,097.00	56,633.38	53,445.13	5,285.78	58,730.91
19	1.5500	52,039.99	5,146.81	57,186.80	53,967.40	5,337.43	59,304.83
20	1.5650	52,543.60	5,196.61	57,740.21	54,489.66	5,389.08	59,878.74
21	1.5800	53,047.22	5,246.42	58,293.64	55,011.93	5,440.73	60,452.66
22	1.5950	53,550.83	5,296.23	58,847.06	55,534.19	5,492.39	61,026.58
23	1.6100	54,054.44	5,346.04	59,400.48	56,056.46	5,544.04	61,600.50
24	1.6250	54,558.05	5,395.85	59,953.90	56,578.72	5,595.69	62,174.41
25	1.6400	55,061.67	5,445.65	60,507.32	57,100.99	5,647.35	62,748.34
26	1.6550	55,565.28	5,495.46	61,060.74	57,623.25	5,699.00	63,322.25
27	1.6700	56,068.89	5,545.27	61,614.16	58,145.52	5,750.65	63,896.17
28	1.6850	56,572.50	5,595.08	62,167.58	58,667.78	5,802.30	64,470.08
29		56,572.50	5,595.08	62,167.58	58,667.78	5,802.30	64,470.08
30		56,572.50	5,595.08	62,167.58	58,667.78	5,802.30	64,470.08
31		56,572.50	5,595.08	62,167.58	58,667.78	5,802.30	64,470.08

Experience Other Than Teaching:
Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.
 **b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university.
 ***c. To be placed in the M.A.+60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A.+75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.
 ****d. The index factors for steps 15-17 apply only to lanes M.A. and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

Peoria Public Schools
Teacher Salary Schedule
2011-2012

STEP	INDEX		M.A.+30	TRS	M.A.+30	M.A. +45	TRS	M.A. +45
			1.16	PAID	TOTAL	1.20	PAID	TOTAL
1	1.0000	1.0000	36,061.16	3,566.49	39,627.65	37,304.65	3,689.47	40,994.12
2	1.0325	1.0325	37,233.15	3,682.40	40,915.55	38,517.05	3,809.37	42,326.42
3	1.0650	1.0650	38,405.14	3,798.31	42,203.45	39,729.45	3,929.28	43,658.73
4	1.0975	1.0975	39,577.13	3,914.22	43,491.35	40,941.86	4,049.19	44,991.05
5	1.1300	1.1300	40,749.11	4,030.13	44,779.24	42,154.26	4,169.10	46,323.36
6	1.1625	1.1625	41,921.10	4,146.04	46,067.14	43,366.66	4,289.01	47,655.67
7	1.1950	1.1950	43,093.09	4,261.95	47,355.04	44,579.06	4,408.91	48,987.97
8	1.2275	1.2275	44,265.08	4,377.86	48,642.94	45,791.46	4,528.82	50,320.28
9	1.2600	1.2600	45,437.07	4,493.77	49,930.84	47,003.86	4,648.73	51,652.59
10	1.2925	1.2925	46,609.05	4,609.68	51,218.73	48,216.26	4,768.64	52,984.90
11	1.3250	1.3250	47,781.04	4,725.59	52,506.63	49,428.66	4,888.54	54,317.20
12	1.3575	1.3575	48,953.03	4,841.50	53,794.53	50,641.07	5,008.45	55,649.52
13	1.3900	1.3900	50,125.02	4,957.41	55,082.43	51,853.47	5,128.36	56,981.83
14	1.4225	1.4225	51,297.01	5,073.33	56,370.34	53,065.87	5,248.27	58,314.14
****15	1.4550	1.4550	52,468.99	5,189.24	57,658.23	54,278.27	5,368.18	59,646.45
****16	1.4875	1.4875	53,640.98	5,305.15	58,946.13	55,490.67	5,488.08	60,978.75
****17	1.5200	1.5200	54,812.97	5,421.06	60,234.03	56,703.07	5,607.99	62,311.06
****18	1.5525	1.5525	55,984.96	5,536.97	61,521.93	57,915.47	5,727.90	63,643.37
19	1.5675	1.5850	56,525.87	5,590.47	62,116.34	59,127.87	5,847.81	64,975.68
20	1.5825	1.6000	57,066.79	5,643.96	62,710.75	59,687.44	5,903.15	65,590.59
21	1.5975	1.6150	57,607.71	5,697.46	63,305.17	60,247.01	5,958.49	66,205.50
22	1.6125	1.6300	58,148.63	5,750.96	63,899.59	60,806.58	6,013.83	66,820.41
23	1.6275	1.6450	58,689.54	5,804.45	64,493.99	61,366.15	6,069.17	67,435.32
24	1.6425	1.6600	59,230.46	5,857.95	65,088.41	61,925.72	6,124.52	68,050.24
25	1.6575	1.6750	59,771.38	5,911.45	65,682.83	62,485.29	6,179.86	68,665.15
26	1.6725	1.6900	60,312.30	5,964.95	66,277.25	63,044.86	6,235.20	69,280.06
27	1.6875	1.7050	60,853.21	6,018.44	66,871.65	63,604.43	6,290.54	69,894.97
28	1.7025	1.7200	61,394.13	6,071.94	67,466.07	64,164.00	6,345.88	70,509.88
29	1.7175	1.7350	61,935.05	6,125.44	68,060.49	64,723.57	6,401.23	71,124.80
30		1.7500	61,935.05	6,125.44	68,060.49	65,283.14	6,456.57	71,739.71
31		1.7500	61,935.05	6,125.44	68,060.49	65,283.14	6,456.57	71,739.71

Experience Other Than Teaching:
Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university.

***c. To be placed in the M.A.+60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A.+75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A. and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

Peoria Public Schools
Teacher Salary Schedule
2011-2012

		***			**		
STEP	INDEX	M.A.+60	TRS	M.A.+60	M.A. +75/Dr.	TRS	M.A. +75/Dr.
		1.24	PAID	TOTAL	1.28	PAID	TOTAL
1	1.0000	38,548.14	3,812.45	42,360.59	39,791.63	3,935.43	43,727.06
2	1.0325	39,800.95	3,936.35	43,737.30	41,084.86	4,063.33	45,148.19
3	1.0650	41,053.77	4,060.26	45,114.03	42,378.08	4,191.23	46,569.31
4	1.0975	42,306.58	4,184.16	46,490.74	43,671.31	4,319.14	47,990.45
5	1.1300	43,559.40	4,308.07	47,867.47	44,964.54	4,447.04	49,411.58
6	1.1625	44,812.21	4,431.97	49,244.18	46,257.77	4,574.94	50,832.71
7	1.1950	46,065.03	4,555.88	50,620.91	47,551.00	4,702.84	52,253.84
8	1.2275	47,317.84	4,679.78	51,997.62	48,844.22	4,830.74	53,674.96
9	1.2600	48,570.66	4,803.69	53,374.35	50,137.45	4,958.64	55,096.09
10	1.2925	49,823.47	4,927.59	54,751.06	51,430.68	5,086.55	56,517.23
11	1.3250	51,076.29	5,051.50	56,127.79	52,723.91	5,214.45	57,938.36
12	1.3575	52,329.10	5,175.40	57,504.50	54,017.14	5,342.35	59,359.49
13	1.3900	53,581.92	5,299.31	58,881.23	55,310.36	5,470.25	60,780.61
14	1.4225	54,834.73	5,423.21	60,257.94	56,603.59	5,598.15	62,201.74
****15	1.4550	56,087.54	5,547.11	61,634.65	57,896.82	5,726.05	63,622.87
****16	1.4875	57,340.36	5,671.02	63,011.38	59,190.05	5,853.96	65,044.01
****17	1.5200	58,593.17	5,794.92	64,388.09	60,483.28	5,981.86	66,465.14
****18	1.5525	59,845.99	5,918.83	65,764.82	61,776.50	6,109.76	67,886.26
19	1.5850	61,098.80	6,042.73	67,141.53	63,069.73	6,237.66	69,307.39
20	1.6000	61,677.02	6,099.92	67,776.94	63,666.61	6,296.69	69,963.30
21	1.6150	62,255.25	6,157.11	68,412.36	64,263.48	6,355.72	70,619.20
22	1.6300	62,833.47	6,214.29	69,047.76	64,860.35	6,414.75	71,275.10
23	1.6450	63,411.69	6,271.48	69,683.17	65,457.23	6,473.79	71,931.02
24	1.6600	63,989.91	6,328.67	70,318.58	66,054.10	6,532.82	72,586.92
25	1.6750	64,568.14	6,385.85	70,953.99	66,650.98	6,591.85	73,242.83
26	1.6900	65,146.36	6,443.04	71,589.40	67,247.85	6,650.88	73,898.73
27	1.7050	65,724.58	6,500.23	72,224.81	67,844.73	6,709.91	74,554.64
28	1.7200	66,302.80	6,557.41	72,860.21	68,441.60	6,768.94	75,210.54
29	1.7350	66,881.02	6,614.60	73,495.62	69,038.48	6,827.97	75,866.45
30	1.7500	67,459.25	6,671.79	74,131.04	69,635.35	6,887.01	76,522.36
31	1.7500	67,459.25	6,671.79	74,131.04	69,635.35	6,887.01	76,522.36

Experience Other Than Teaching:
Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.
 **b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university.
 ***c. To be placed in the M.A.+60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A.+75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.
 ****d. The index factors for steps 15-17 apply only to lanes M.A. and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

Peoria Public Schools
Teacher Salary Schedule
2012-2013

STEP	INDEX	B.A	TRS	B.A.	B.A. +15	TRS	B.A. +15
		1.00	PAID	TOTAL	1.04	PAID	TOTAL
1	1.0000	31,398.08	3,105.30	34,503.38	32,654.00	3,229.51	35,883.51
2	1.0325	32,418.52	3,206.22	35,624.74	33,715.26	3,334.47	37,049.73
3	1.0650	33,438.96	3,307.15	36,746.11	34,776.51	3,439.43	38,215.94
4	1.0975	34,459.39	3,408.07	37,867.46	35,837.77	3,544.39	39,382.16
5	1.1300	35,479.83	3,508.99	38,988.82	36,899.02	3,649.35	40,548.37
6	1.1625	36,500.27	3,609.91	40,110.18	37,960.28	3,754.31	41,714.59
7	1.1950	37,520.71	3,710.84	41,231.55	39,021.53	3,859.27	42,880.80
8	1.2275	38,541.14	3,811.76	42,352.90	40,082.79	3,964.23	44,047.02
9	1.2600	39,561.58	3,912.68	43,474.26	41,144.04	4,069.19	45,213.23
10	1.2925	40,582.02	4,013.60	44,595.62	42,205.30	4,174.15	46,379.45
11	1.3250	41,602.46	4,114.52	45,716.98	43,266.55	4,279.11	47,545.66
12	1.3575	42,622.89	4,215.45	46,838.34	44,327.81	4,384.06	48,711.87
13	1.3900	43,643.33	4,316.37	47,959.70	45,389.06	4,489.02	49,878.08
14	1.4225	44,663.77	4,417.29	49,081.06	46,450.32	4,593.98	51,044.30
****15	1.4375	45,134.74	4,463.87	49,598.61	46,940.13	4,642.43	51,582.56
****16	1.4525	45,605.71	4,510.45	50,116.16	47,429.94	4,690.87	52,120.81
****17	1.4675	46,076.68	4,557.03	50,633.71	47,919.75	4,739.31	52,659.06
****18	1.4825	46,547.65	4,603.61	51,151.26	48,409.56	4,787.75	53,197.31
19	1.4975	47,018.62	4,650.19	51,668.81	48,899.37	4,836.20	53,735.57
20	1.5125	47,489.60	4,696.77	52,186.37	49,389.18	4,884.64	54,273.82
21	1.5275	47,960.57	4,743.35	52,703.92	49,878.99	4,933.08	54,812.07
22	1.5425	48,431.54	4,789.93	53,221.47	50,368.80	4,981.52	55,350.32
23	1.5575	48,902.51	4,836.51	53,739.02	50,858.61	5,029.97	55,888.58
24	1.5725	49,373.48	4,883.09	54,256.57	51,348.42	5,078.41	56,426.83
25	1.5875	49,844.45	4,929.67	54,774.12	51,838.23	5,126.85	56,965.08
26		49,844.45	4,929.67	54,774.12	51,838.23	5,126.85	56,965.08
27		49,844.45	4,929.67	54,774.12	51,838.23	5,126.85	56,965.08
28		49,844.45	4,929.67	54,774.12	51,838.23	5,126.85	56,965.08
29		49,844.45	4,929.67	54,774.12	51,838.23	5,126.85	56,965.08
30		49,844.45	4,929.67	54,774.12	51,838.23	5,126.85	56,965.08
31		49,844.45	4,929.67	54,774.12	51,838.23	5,126.85	56,965.08

Experience Other Than Teaching:
Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university.

***c. To be placed in the M.A.+60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A.+75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A. and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

Peoria Public Schools
Teacher Salary Schedule
2012-2013

STEP	INDEX	M.A.	TRS	M.A.	M.A. +15	TRS	M.A. +15
		1.08	PAID	TOTAL	1.12	PAID	TOTAL
1	1.0000	33,909.93	3,353.73	37,263.66	35,165.85	3,477.94	38,643.79
2	1.0325	35,012.00	3,462.72	38,474.72	36,308.74	3,590.97	39,899.71
3	1.0650	36,114.07	3,571.72	39,685.79	37,451.63	3,704.00	41,155.63
4	1.0975	37,216.14	3,680.71	40,896.85	38,594.52	3,817.04	42,411.56
5	1.1300	38,318.22	3,789.71	42,107.93	39,737.41	3,930.07	43,667.48
6	1.1625	39,420.29	3,898.71	43,319.00	40,880.30	4,043.10	44,923.40
7	1.1950	40,522.36	4,007.70	44,530.06	42,023.19	4,156.14	46,179.33
8	1.2275	41,624.43	4,116.70	45,741.13	43,166.08	4,269.17	47,435.25
9	1.2600	42,726.51	4,225.69	46,952.20	44,308.97	4,382.20	48,691.17
10	1.2925	43,828.58	4,334.69	48,163.27	45,451.86	4,495.23	49,947.09
11	1.3250	44,930.65	4,443.69	49,374.34	46,594.75	4,608.27	51,203.02
12	1.3575	46,032.73	4,552.68	50,585.41	47,737.64	4,721.30	52,458.94
13	1.3900	47,134.80	4,661.68	51,796.48	48,880.53	4,834.33	53,714.86
14	1.4225	48,236.87	4,770.67	53,007.54	50,023.42	4,947.37	54,970.79
****15	1.4550	49,338.94	4,879.67	54,218.61	51,166.31	5,060.40	56,226.71
****16	1.4875	50,441.02	4,988.67	55,429.69	52,309.20	5,173.43	57,482.63
****17	1.5200	51,543.09	5,097.66	56,640.75	53,452.09	5,286.47	58,738.56
****18	1.5350	52,051.74	5,147.97	57,199.71	53,979.58	5,338.63	59,318.21
19	1.5500	52,560.39	5,198.28	57,758.67	54,507.07	5,390.80	59,897.87
20	1.5650	53,069.03	5,248.58	58,317.61	55,034.55	5,442.97	60,477.52
21	1.5800	53,577.68	5,298.89	58,876.57	55,562.04	5,495.14	61,057.18
22	1.5950	54,086.33	5,349.19	59,435.52	56,089.53	5,547.31	61,636.84
23	1.6100	54,594.98	5,399.50	59,994.48	56,617.02	5,599.48	62,216.50
24	1.6250	55,103.63	5,449.80	60,553.43	57,144.51	5,651.65	62,796.16
25	1.6400	55,612.28	5,500.11	61,112.39	57,671.99	5,703.82	63,375.81
26	1.6550	56,120.93	5,550.42	61,671.35	58,199.48	5,755.99	63,955.47
27	1.6700	56,629.58	5,600.72	62,230.30	58,726.97	5,808.16	64,535.13
28	1.6850	57,138.23	5,651.03	62,789.26	59,254.46	5,860.33	65,114.79
29		57,138.23	5,651.03	62,789.26	59,254.46	5,860.33	65,114.79
30		57,138.23	5,651.03	62,789.26	59,254.46	5,860.33	65,114.79
31		57,138.23	5,651.03	62,789.26	59,254.46	5,860.33	65,114.79

Experience Other Than Teaching:
Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

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****d. The index factors for steps 15-17 apply only to lanes M.A. and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

Peoria Public Schools
Teacher Salary Schedule
2012-2013

STEP	INDEX		M.A.+30	TRS	M.A.+30	M.A. +45	TRS	M.A. +45
			1.16	PAID	TOTAL	1.20	PAID	TOTAL
1	1.0000	1.0000	36,421.77	3,602.15	40,023.92	37,677.70	3,726.36	41,404.06
2	1.0325	1.0325	37,605.48	3,719.22	41,324.70	38,902.22	3,847.47	42,749.69
3	1.0650	1.0650	38,789.19	3,836.29	42,625.48	40,126.75	3,968.58	44,095.33
4	1.0975	1.0975	39,972.90	3,953.36	43,926.26	41,351.27	4,089.68	45,440.95
5	1.1300	1.1300	41,156.60	4,070.43	45,227.03	42,575.80	4,210.79	46,786.59
6	1.1625	1.1625	42,340.31	4,187.50	46,527.81	43,800.32	4,331.90	48,132.22
7	1.1950	1.1950	43,524.02	4,304.57	47,828.59	45,024.85	4,453.00	49,477.85
8	1.2275	1.2275	44,707.73	4,421.64	49,129.37	46,249.37	4,574.11	50,823.48
9	1.2600	1.2600	45,891.43	4,538.71	50,430.14	47,473.90	4,695.22	52,169.12
10	1.2925	1.2925	47,075.14	4,655.78	51,730.92	48,698.42	4,816.32	53,514.74
11	1.3250	1.3250	48,258.85	4,772.85	53,031.70	49,922.95	4,937.43	54,860.38
12	1.3575	1.3575	49,442.56	4,889.92	54,332.48	51,147.47	5,058.54	56,206.01
13	1.3900	1.3900	50,626.26	5,006.99	55,633.25	52,372.00	5,179.64	57,551.64
14	1.4225	1.4225	51,809.97	5,124.06	56,934.03	53,596.52	5,300.75	58,897.27
****15	1.4550	1.4550	52,993.68	5,241.13	58,234.81	54,821.05	5,421.86	60,242.91
****16	1.4875	1.4875	54,177.39	5,358.20	59,535.59	56,045.57	5,542.96	61,588.53
****17	1.5200	1.5200	55,361.09	5,475.27	60,836.36	57,270.10	5,664.07	62,934.17
****18	1.5525	1.5525	56,544.80	5,592.34	62,137.14	58,494.62	5,785.18	64,279.80
19	1.5675	1.5850	57,091.13	5,646.37	62,737.50	59,719.15	5,906.28	65,625.43
20	1.5825	1.6000	57,637.46	5,700.40	63,337.86	60,284.31	5,962.18	66,246.49
21	1.5975	1.6150	58,183.78	5,754.43	63,938.21	60,849.48	6,018.07	66,867.55
22	1.6125	1.6300	58,730.11	5,808.47	64,538.58	61,414.64	6,073.97	67,488.61
23	1.6275	1.6450	59,276.44	5,862.50	65,138.94	61,979.81	6,129.87	68,109.68
24	1.6425	1.6600	59,822.76	5,916.53	65,739.29	62,544.98	6,185.76	68,730.74
25	1.6575	1.6750	60,369.09	5,970.56	66,339.65	63,110.14	6,241.66	69,351.80
26	1.6725	1.6900	60,915.42	6,024.60	66,940.02	63,675.31	6,297.55	69,972.86
27	1.6875	1.7050	61,461.74	6,078.63	67,540.37	64,240.47	6,353.45	70,593.92
28	1.7025	1.7200	62,008.07	6,132.66	68,140.73	64,805.64	6,409.34	71,214.98
29	1.7175	1.7350	62,554.39	6,186.69	68,741.08	65,370.80	6,465.24	71,836.04
30		1.7500	62,554.39	6,186.69	68,741.08	65,935.97	6,521.13	72,457.10
31		1.7500	62,554.39	6,186.69	68,741.08	65,935.97	6,521.13	72,457.10

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university.

***c. To be placed in the M.A.+60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A.+75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A. and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

Peoria Public Schools
Teacher Salary Schedule
2012-2013

		***			**		
STEP	INDEX	M.A.+60	TRS	M.A.+60	M.A. +75/Dr.	TRS	M.A. +75/Dr.
		1.24	PAID	TOTAL	1.28	PAID	TOTAL
1	1.0000	38,933.62	3,850.57	42,784.19	40,189.54	3,974.79	44,164.33
2	1.0325	40,198.96	3,975.72	44,174.68	41,495.70	4,103.97	45,599.67
3	1.0650	41,464.30	4,100.86	45,565.16	42,801.86	4,233.15	47,035.01
4	1.0975	42,729.65	4,226.01	46,955.66	44,108.02	4,362.33	48,470.35
5	1.1300	43,994.99	4,351.15	48,346.14	45,414.18	4,491.51	49,905.69
6	1.1625	45,260.33	4,476.29	49,736.62	46,720.34	4,620.69	51,341.03
7	1.1950	46,525.67	4,601.44	51,127.11	48,026.50	4,749.87	52,776.37
8	1.2275	47,791.02	4,726.58	52,517.60	49,332.66	4,879.05	54,211.71
9	1.2600	49,056.36	4,851.72	53,908.08	50,638.82	5,008.23	55,647.05
10	1.2925	50,321.70	4,976.87	55,298.57	51,944.98	5,137.41	57,082.39
11	1.3250	51,587.05	5,102.01	56,689.06	53,251.14	5,266.59	58,517.73
12	1.3575	52,852.39	5,227.15	58,079.54	54,557.30	5,395.77	59,953.07
13	1.3900	54,117.73	5,352.30	59,470.03	55,863.46	5,524.95	61,388.41
14	1.4225	55,383.07	5,477.44	60,860.51	57,169.62	5,654.13	62,823.75
****15	1.4550	56,648.42	5,602.59	62,251.01	58,475.78	5,783.31	64,259.09
****16	1.4875	57,913.76	5,727.73	63,641.49	59,781.94	5,912.49	65,694.43
****17	1.5200	59,179.10	5,852.87	65,031.97	61,088.10	6,041.67	67,129.77
****18	1.5525	60,444.44	5,978.02	66,422.46	62,394.26	6,170.85	68,565.11
19	1.5850	61,709.79	6,103.16	67,812.95	63,700.42	6,300.04	70,000.46
20	1.6000	62,293.79	6,160.92	68,454.71	64,303.27	6,359.66	70,662.93
21	1.6150	62,877.80	6,218.68	69,096.48	64,906.11	6,419.28	71,325.39
22	1.6300	63,461.80	6,276.44	69,738.24	65,508.95	6,478.90	71,987.85
23	1.6450	64,045.80	6,334.19	70,379.99	66,111.80	6,538.52	72,650.32
24	1.6600	64,629.81	6,391.95	71,021.76	66,714.64	6,598.14	73,312.78
25	1.6750	65,213.81	6,449.71	71,663.52	67,317.48	6,657.77	73,975.25
26	1.6900	65,797.82	6,507.47	72,305.29	67,920.33	6,717.39	74,637.72
27	1.7050	66,381.82	6,565.23	72,947.05	68,523.17	6,777.01	75,300.18
28	1.7200	66,965.83	6,622.99	73,588.82	69,126.01	6,836.63	75,962.64
29	1.7350	67,549.83	6,680.75	74,230.58	69,728.86	6,896.25	76,625.11
30	1.7500	68,133.83	6,738.50	74,872.33	70,331.70	6,955.88	77,287.58
31	1.7500	68,133.83	6,738.50	74,872.33	70,331.70	6,955.88	77,287.58

Experience Other Than Teaching:
Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.
 **b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university.
 ***c. To be placed in the M.A.+60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A.+75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.
 ****d. The index factors for steps 15-17 apply only to lanes M.A. and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

Peoria Public Schools
Teacher Salary Schedule
2013-2014

STEP	INDEX	B.A.	TRS	B.A.	B.A. +15	TRS	B.A. +15
		1.00	PAID	TOTAL	1.04	PAID	TOTAL
1	1.0000	31,712.06	3,136.35	34,848.41	32,980.54	3,261.81	36,242.35
2	1.0325	32,742.70	3,238.29	35,980.99	34,052.41	3,367.82	37,420.23
3	1.0650	33,773.34	3,340.22	37,113.56	35,124.28	3,473.83	38,598.11
4	1.0975	34,803.99	3,442.15	38,246.14	36,196.15	3,579.84	39,775.99
5	1.1300	35,834.63	3,544.08	39,378.71	37,268.01	3,685.84	40,953.85
6	1.1625	36,865.27	3,646.01	40,511.28	38,339.88	3,791.85	42,131.73
7	1.1950	37,895.91	3,747.94	41,643.85	39,411.75	3,897.86	43,309.61
8	1.2275	38,926.55	3,849.87	42,776.42	40,483.62	4,003.87	44,487.49
9	1.2600	39,957.20	3,951.81	43,909.01	41,555.48	4,109.88	45,665.36
10	1.2925	40,987.84	4,053.74	45,041.58	42,627.35	4,215.89	46,843.24
11	1.3250	42,018.48	4,155.67	46,174.15	43,699.22	4,321.90	48,021.12
12	1.3575	43,049.12	4,257.60	47,306.72	44,771.09	4,427.91	49,199.00
13	1.3900	44,079.76	4,359.53	48,439.29	45,842.95	4,533.91	50,376.86
14	1.4225	45,110.41	4,461.46	49,571.87	46,914.82	4,639.92	51,554.74
****15	1.4375	45,586.09	4,508.51	50,094.60	47,409.53	4,688.85	52,098.38
****16	1.4525	46,061.77	4,555.56	50,617.33	47,904.24	4,737.78	52,642.02
****17	1.4675	46,537.45	4,602.60	51,140.05	48,398.95	4,786.70	53,185.65
****18	1.4825	47,013.13	4,649.65	51,662.78	48,893.65	4,835.63	53,729.28
19	1.4975	47,488.81	4,696.69	52,185.50	49,388.36	4,884.56	54,272.92
20	1.5125	47,964.49	4,743.74	52,708.23	49,883.07	4,933.49	54,816.56
21	1.5275	48,440.17	4,790.78	53,230.95	50,377.78	4,982.41	55,360.19
22	1.5425	48,915.85	4,837.83	53,753.68	50,872.49	5,031.34	55,903.83
23	1.5575	49,391.53	4,884.87	54,276.40	51,367.19	5,080.27	56,447.46
24	1.5725	49,867.21	4,931.92	54,799.13	51,861.90	5,129.19	56,991.09
25	1.5875	50,342.90	4,978.96	55,321.86	52,356.61	5,178.12	57,534.73
26		50,342.90	4,978.96	55,321.86	52,356.61	5,178.12	57,534.73
27		50,342.90	4,978.96	55,321.86	52,356.61	5,178.12	57,534.73
28		50,342.90	4,978.96	55,321.86	52,356.61	5,178.12	57,534.73
29		50,342.90	4,978.96	55,321.86	52,356.61	5,178.12	57,534.73
30		50,342.90	4,978.96	55,321.86	52,356.61	5,178.12	57,534.73
31		50,342.90	4,978.96	55,321.86	52,356.61	5,178.12	57,534.73

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university.

***c. To be placed in the M.A.+60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A.+75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A. and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

Peoria Public Schools
Teacher Salary Schedule
2013-2014

STEP	INDEX	M.A.	TRS	M.A.	M.A. +15	TRS	M.A. +15
		1.08	PAID	TOTAL	1.12	PAID	TOTAL
1	1.0000	34,249.02	3,387.26	37,636.28	35,517.51	3,512.72	39,030.23
2	1.0325	35,362.12	3,497.35	38,859.47	36,671.83	3,626.88	40,298.71
3	1.0650	36,475.21	3,607.43	40,082.64	37,826.15	3,741.04	41,567.19
4	1.0975	37,588.30	3,717.52	41,305.82	38,980.46	3,855.21	42,835.67
5	1.1300	38,701.40	3,827.61	42,529.01	40,134.78	3,969.37	44,104.15
6	1.1625	39,814.49	3,937.69	43,752.18	41,289.10	4,083.53	45,372.63
7	1.1950	40,927.58	4,047.78	44,975.36	42,443.42	4,197.70	46,641.12
8	1.2275	42,040.68	4,157.87	46,198.55	43,597.74	4,311.86	47,909.60
9	1.2600	43,153.77	4,267.95	47,421.72	44,752.06	4,426.02	49,178.08
10	1.2925	44,266.86	4,378.04	48,644.90	45,906.38	4,540.19	50,446.57
11	1.3250	45,379.96	4,488.12	49,868.08	47,060.70	4,654.35	51,715.05
12	1.3575	46,493.05	4,598.21	51,091.26	48,215.02	4,768.51	52,983.53
13	1.3900	47,606.14	4,708.29	52,314.43	49,369.34	4,882.68	54,252.02
14	1.4225	48,719.24	4,818.38	53,537.62	50,523.65	4,996.84	55,520.49
****15	1.4550	49,832.33	4,928.47	54,760.80	51,677.97	5,111.00	56,788.97
****16	1.4875	50,945.42	5,038.55	55,983.97	52,832.29	5,225.17	58,057.46
****17	1.5200	52,058.52	5,148.64	57,207.16	53,986.61	5,339.33	59,325.94
****18	1.5350	52,572.25	5,199.45	57,771.70	54,519.37	5,392.02	59,911.39
19	1.5500	53,085.99	5,250.26	58,336.25	55,052.14	5,444.71	60,496.85
20	1.5650	53,599.72	5,301.07	58,900.79	55,584.90	5,497.40	61,082.30
21	1.5800	54,113.46	5,351.88	59,465.34	56,117.66	5,550.09	61,667.75
22	1.5950	54,627.19	5,402.68	60,029.87	56,650.42	5,602.78	62,253.20
23	1.6100	55,140.93	5,453.49	60,594.42	57,183.19	5,655.47	62,838.66
24	1.6250	55,654.67	5,504.30	61,158.97	57,715.95	5,708.17	63,424.12
25	1.6400	56,168.40	5,555.11	61,723.51	58,248.71	5,760.86	64,009.57
26	1.6550	56,682.14	5,605.92	62,288.06	58,781.47	5,813.55	64,595.02
27	1.6700	57,195.87	5,656.73	62,852.60	59,314.24	5,866.24	65,180.48
28	1.6850	57,709.61	5,707.54	63,417.15	59,847.00	5,918.93	65,765.93
29		57,709.61	5,707.54	63,417.15	59,847.00	5,918.93	65,765.93
30		57,709.61	5,707.54	63,417.15	59,847.00	5,918.93	65,765.93
31		57,709.61	5,707.54	63,417.15	59,847.00	5,918.93	65,765.93

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university.

***c. To be placed in the M.A.+60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A.+75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A. and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

Peoria Public Schools
Teacher Salary Schedule
2013-2014

STEP	INDEX		M.A.+30	TRS	M.A.+30	M.A. +45	TRS	M.A. +45
			1.16	PAID	TOTAL	1.20	PAID	TOTAL
1	1.0000	1.0000	6,785.99	3,638.17	40,424.16	38,054.47	3,763.63	41,818.10
2	1.0325	1.0325	37,981.53	3,756.41	41,737.94	39,291.24	3,885.94	43,177.18
3	1.0650	1.0650	39,177.08	3,874.65	43,051.73	40,528.01	4,008.26	44,536.27
4	1.0975	1.0975	40,372.62	3,992.89	44,365.51	41,764.78	4,130.58	45,895.36
5	1.1300	1.1300	41,568.17	4,111.13	45,679.30	43,001.55	4,252.90	47,254.45
6	1.1625	1.1625	42,763.71	4,229.37	46,993.08	44,238.32	4,375.21	48,613.53
7	1.1950	1.1950	43,959.26	4,347.61	48,306.87	45,475.09	4,497.53	49,972.62
8	1.2275	1.2275	45,154.80	4,465.85	49,620.65	46,711.86	4,619.85	51,331.71
9	1.2600	1.2600	46,350.35	4,584.10	50,934.45	47,948.63	4,742.17	52,690.80
10	1.2925	1.2925	47,545.89	4,702.34	52,248.23	49,185.41	4,864.49	54,049.90
11	1.3250	1.3250	48,741.44	4,820.58	53,562.02	50,422.18	4,986.80	55,408.98
12	1.3575	1.3575	49,936.98	4,938.82	54,875.80	51,658.95	5,109.12	56,768.07
13	1.3900	1.3900	51,132.53	5,057.06	56,189.59	52,895.72	5,231.44	58,127.16
14	1.4225	1.4225	52,328.07	5,175.30	57,503.37	54,132.49	5,353.76	59,486.25
****15	1.4550	1.4550	53,523.61	5,293.54	58,817.15	55,369.26	5,476.08	60,845.34
****16	1.4875	1.4875	54,719.16	5,411.78	60,130.94	56,606.03	5,598.39	62,204.42
****17	1.5200	1.5200	55,914.70	5,530.02	61,444.72	57,842.80	5,720.71	63,563.51
****18	1.5525	1.5525	57,110.25	5,648.26	62,758.51	59,079.57	5,843.03	64,922.60
19	1.5675	1.5850	57,662.04	5,702.83	63,364.87	60,316.34	5,965.35	66,281.69
20	1.5825	1.6000	58,213.83	5,757.41	63,971.24	60,887.16	6,021.80	66,908.96
21	1.5975	1.6150	58,765.62	5,811.98	64,577.60	61,457.97	6,078.25	67,536.22
22	1.6125	1.6300	59,317.41	5,866.55	65,183.96	62,028.79	6,134.71	68,163.50
23	1.6275	1.6450	59,869.20	5,921.12	65,790.32	62,599.61	6,191.16	68,790.77
24	1.6425	1.6600	60,420.99	5,975.70	66,396.69	63,170.42	6,247.62	69,418.04
25	1.6575	1.6750	60,972.78	6,030.27	67,003.05	63,741.24	6,304.07	70,045.31
26	1.6725	1.6900	61,524.57	6,084.84	67,609.41	64,312.06	6,360.53	70,672.59
27	1.6875	1.7050	62,076.36	6,139.41	68,215.77	64,882.87	6,416.98	71,299.85
28	1.7025	1.7200	62,628.15	6,193.99	68,822.14	65,453.69	6,473.44	71,927.13
29	1.7175	1.7350	63,179.94	6,248.56	69,428.50	66,024.51	6,529.89	72,554.40
30		1.7500	63,179.94	6,248.56	69,428.50	66,595.33	6,586.34	73,181.67
31		1.7500	63,179.94	6,248.56	69,428.50	66,595.33	6,586.34	73,181.67

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university.

***c. To be placed in the M.A.+60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A.+75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A. and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

Peoria Public Schools
Teacher Salary Schedule
2013-2014

STEP	INDEX	***			**		
		M.A.+60	TRS	M.A.+60	M.A. +75/Dr.	TRS	M.A. +75/Dr.
		1.24	PAID	TOTAL	1.28	PAID	TOTAL
1	1.0000	39,322.95	3,889.08	43,212.03	40,591.44	4,014.53	44,605.97
2	1.0325	40,600.95	4,015.47	44,616.42	41,910.66	4,145.01	46,055.67
3	1.0650	41,878.95	4,141.87	46,020.82	43,229.88	4,275.48	47,505.36
4	1.0975	43,156.94	4,268.26	47,425.20	44,549.10	4,405.95	48,955.05
5	1.1300	44,434.94	4,394.66	48,829.60	45,868.32	4,536.42	50,404.74
6	1.1625	45,712.93	4,521.05	50,233.98	47,187.55	4,666.90	51,854.45
7	1.1950	46,990.93	4,647.45	51,638.38	48,506.77	4,797.37	53,304.14
8	1.2275	48,268.93	4,773.85	53,042.78	49,825.99	4,927.84	54,753.83
9	1.2600	49,546.92	4,900.24	54,447.16	51,145.21	5,058.31	56,203.52
10	1.2925	50,824.92	5,026.64	55,851.56	52,464.43	5,188.78	57,653.21
11	1.3250	52,102.91	5,153.03	57,255.94	53,783.65	5,319.26	59,102.91
12	1.3575	53,380.91	5,279.43	58,660.34	55,102.88	5,449.73	60,552.61
13	1.3900	54,658.91	5,405.82	60,064.73	56,422.10	5,580.20	62,002.30
14	1.4225	55,936.90	5,532.22	61,469.12	57,741.32	5,710.67	63,451.99
****15	1.4550	57,214.90	5,658.61	62,873.51	59,060.54	5,841.15	64,901.69
****16	1.4875	58,492.89	5,785.01	64,277.90	60,379.76	5,971.62	66,351.38
****17	1.5200	59,770.89	5,911.40	65,682.29	61,698.98	6,102.09	67,801.07
****18	1.5525	61,048.89	6,037.80	67,086.69	63,018.21	6,232.56	69,250.77
19	1.5850	62,326.88	6,164.19	68,491.07	64,337.43	6,363.04	70,700.47
20	1.6000	62,916.73	6,222.53	69,139.26	64,946.30	6,423.25	71,369.55
21	1.6150	63,506.57	6,280.86	69,787.43	65,555.17	6,483.47	72,038.64
22	1.6300	64,096.42	6,339.20	70,435.62	66,164.04	6,543.69	72,707.73
23	1.6450	64,686.26	6,397.54	71,083.80	66,772.91	6,603.91	73,376.82
24	1.6600	65,276.10	6,455.87	71,731.97	67,381.79	6,664.13	74,045.92
25	1.6750	65,865.95	6,514.21	72,380.16	67,990.66	6,724.34	74,715.00
26	1.6900	66,455.79	6,572.54	73,028.33	68,599.53	6,784.56	75,384.09
27	1.7050	67,045.64	6,630.88	73,676.52	69,208.40	6,844.78	76,053.18
28	1.7200	67,635.48	6,689.22	74,324.70	69,817.27	6,905.00	76,722.27
29	1.7350	68,225.33	6,747.55	74,972.88	70,426.14	6,965.22	77,391.36
30	1.7500	68,815.17	6,805.89	75,621.06	71,035.01	7,025.43	78,060.44
31	1.7500	68,815.17	6,805.89	75,621.06	71,035.01	7,025.43	78,060.44

Experience Other Than Teaching:
Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university.

***c. To be placed in the M.A.+60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A.+75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A. and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

SALARY SCHEDULE FOR
 COUNSELORS, PSYCHOLOGISTS AND SOCIAL WORKERS
 EFFECTIVE July 1, 2011

RESPONSIBILITY FACTOR MULTIPLIER TO
 BE APPLIED TO SALARY SCHEDULE PLACEMENT

Title			Responsibility Factor (Years)			Work Year
	1	2	3	4	5	
Resident counselor	1.12	1.14	1.16	1.18	1.20	190 days
Psychologists	1.12	1.14	1.16	1.18	1.20	190 days
Social workers	1.12	1.14	1.16	1.18	1.20	190 days
Transitional Specialist	1.12	1.14	1.16	1.18	1.20	215 days
Speech Pathologists	1.10	1.12	1.14	1.16	1.18	180 days

Regulations:

When a staff member is moved to a classification of higher pay, he will be placed at the lowest experience step which will cause his responsibility factor to be higher than the one in his former classification.

When a staff member is moved to a classification of lower pay, he will be placed at that experience step which will cause his responsibility factor to be closest to the one in his former classification.

Placement on the responsibility factor scale for a speech pathologist shall reflect the number of years that speech pathologist has worked for the District since receiving the Type 73 certificate.

APPENDIX C 2011-2014

Qualifications for selection on Appendix C shall be set by the individual Principal. Posting, consideration and selection for a vacant position – title in appendix C shall occur in the following sequence and manner:

1. No District posting shall be required by an Appendix C position if the Principal fills a vacant position among the qualified certified staff within a building.
2. District posting shall occur for any vacant position not filled under No. 1 above. Posting shall include all certified and non-certified staff members in the District. Preferential consideration for an interview shall be given to certified applicants.
3. If a District certified applicant is not selected for a vacant position, non-certified applicants shall be considered for interviews and selection.
4. If a non-certified applicant is not selected for a vacant position, the District shall have the right to select an applicant from candidates who are not employees of District #150 so long as the outside candidate is IHSA certified, if it is required to hold the Appendix C position.
5. Non-District certified selections and non-certified selections must be approved by the Superintendent.
6. The posting period shall be 10 school days. Nothing in this section shall preclude the parties to the agreement from changing the posting period by mutual agreement.
7. All employees now employed under Appendix C (certified, non-certified, or non-District employees) shall be grandfathered in on the date this agreement is signed by the parties.
8. Stipend for Athletic Director - The District shall assign a separate individual bargaining unit member to perform the duties of Athletic Director at each high school. Such member shall be paid a stipend equal to \$8,000 (apportioned pro rata) per school year and receive three periods of release time and one preparation period per school day.

APPENDIX C

PEORIA PUBLIC SCHOOLS
EXTRA PAY FOR EXTRA ASSIGNMENTS*
2011-2014

POSITION-TITLE	PERCENT
HIGH SCHOOL	
Bandmaster (HS)	10-13 Individuals placed on range by principal
Boys Head Baseball	12-17 “ “ “ “ “ “
(1) Assistant	8-11 “ “ “ “ “ “
(1) Assistant	8-11 “ “ “ “ “ “
Boys Head Basketball	21-25 “ “ “ “ “ “
(1)First Assistant	11-16 “ “ “ “ “ “
(1)Second Assistant	10-13 “ “ “ “ “ “
(1)Third Assistant	7-9 “ “ “ “ “ “
Boys Cross Country	8-11 “ “ “ “ “ “
Boys Head Football	21-25 “ “ “ “ “ “
(2) First Assistants	11-16 “ “ “ “ “ “
(4) Assistant	10-13 “ “ “ “ “ “
Boys – Intramurals	18 To be used exclusively for intramurals
Boys – soccer	12-15 Individuals placed on range by principal
(1) Assistant	8-11 “ “ “ “ “ “
Boys Head Swimming	12-17 “ “ “ “ “ “
(1) Assistant	8-11 “ “ “ “ “ “
Boys Tennis	8-11 “ “ “ “ “ “
Boys Head Track	12-17 “ “ “ “ “ “
(2) Assistants	8-11 “ “ “ “ “ “
Boys Head Wrestling	12-17 “ “ “ “ “ “
(2) Assistants ***	8-11 “ “ “ “ “ “
Cheerleading	18 Maximum per school
Chess	4 Per school
Choral	9-12 Individuals placed on range by principal
Class Sponsor – Jr. & Sr.	5 “ “ “ “ “ “
Class Sponsor – Fresh. & Soph.	3 “ “ “ “ “ “
Contest Play	5 “ “ “ “ “ “
Debate Head	9-12 Individuals placed on range by principal
(1)Assistant	7-9 “ “ “ “ “ “
Drama – Non-competition	5 Per play, 2 plays per school
Girls – Intramurals	18 To be used exclusively for intramurals
Girls Head Basketball	21-25 Individuals placed on range by principal
(1) First Assistant	11-16 “ “ “ “ “ “
(1) Assistant	10-13 “ “ “ “ “ “
Girls Cross Country	8-11 “ “ “ “ “ “
Girls Soccer	12-15 “ “ “ “ “ “
(1) Assistant	8-11 “ “ “ “ “ “

ALL PERCENTAGE AMOUNTS ARE MAXIMUM PER SCHOOL

*The actual dollar amount developed by the use of the percent factors is based on the base amount of the salary schedule, Step 1, B.A.

HIGH SCHOOL PRINCIPALS NOTE: Should a school elect to have an assistant girls cross-country coach, a mandatory reduction of 9% in the intramurals would be necessary. Should a high school elect to add any other coaches for freshman girls sports, then a mandatory reduction of 9% in intramurals would take place for each additional coach.

***A second wrestling assistant will be appointed only if needed.

(Continued) 2011-2014 Extra Pay for Extra Assignments*

POSITION-TITLE	PERCENT	
HIGH SCHOOL (continued)		Individuals placed on range by principal
Girls Head Softball	12-17	“ “ “ “ “ “
(1) Assistant	8-11	“ “ “ “ “ “
(1) Assistant	8-11	“ “ “ “ “ “
Girls Head Swimming	12-17	“ “ “ “ “ “
(1) Assistant	8-11	“ “ “ “ “ “
Girls Tennis	8-11	“ “ “ “ “ “
Girls Head Track	12-17	“ “ “ “ “ “
(1) Assistant	8-11	“ “ “ “ “ “
Girls Head Volleyball	12-15	“ “ “ “ “ “
(1) Assistant	8-11	“ “ “ “ “ “
(1) Assistant	8-11	“ “ “ “ “ “
Golf	8-11	“ “ “ “ “ “
Individual Events	2.0	Per individual event
1. Dramatic Interpretation		
2. Humorous Interpretation		
3. Dramatic Duet Acting		
4. Humorous Duet Acting		
5. Verse Reading		
6. Prose Reading		
7. Extemporaneous Speaking		
8. Radio Speaking		
9. Oratory		
10. Oratorical Declamation		
11. Original comedy		
12. Special Occasion Speaking		
13. Impromptu		
Newspaper – Business	7	1 per school
Newspaper – Editorial	10	1 per school
Orchestra (High School)	6-12	Individuals placed on range by principal
Pom-Pon Sponsor	4	
Reader’s Theater	2.5	
Scholastic Bowl	7-9	Individuals placed on range by principal
Set Construction	6	
Skills USA	4	
Special Assignment	4	Limit of 4 per High School
Stage Crew	6	
Student Council	6	And 1 hour released time
Ticket Manager	11	
Video Studio Sponsor	10	
Yearbook – Business	7	1 per school
Yearbook – Editorial	12	1 per school

ALL PERCENTAGE AMOUNTS ARE MAXIMUM PER SCHOOL

*The actual dollar amount developed by the use of the percent factors is based on the base amount of the salary schedule, Step 1, B.A.

(Continued) 2011-2014 Extra Pay for Extra Assignments*

POSITION-TITLE	PERCENT	
MIDDLE/ROOSEVELT MAGNET SCHOOLS		
Boys Basketball	6	
Boys Softball **	3	
Boys Track **	1	
Boys Intramural	2	
Cheerleading	6	Per school (3% per season)
Chess	1	
Girls Basketball	6	
Girls Softball **	3	
Girls Volleyball	2	
Girls Track **	1	
Safety Patrol	3	Maximum per school
Scholar's Cup	3	Maximum per school
Band	1	
Orchestra	1	
Chorus	1	
Academic Competitions/Service	3	Maximum 4 events per school
1. Scholastic Bowl		
2. Mathcounts		
3. Odyssey of the Mind		
4. Future Problem Solving		
5. Speech/Declamation		
6. Newspaper		
7. Student Council		
8. Yearbook		
9. Other		

In the event a teacher is used in the middle schools to maintain the clock/score board and official record book for games, such activity shall be voluntary and shall be paid at least \$10 by the school per day's event(s). The principal shall have the flexibility to use other volunteers besides bargaining unit members.

ROOSEVELT MAGNET SCHOOL (ONLY)

Band	6	Maximum per school
Choral	5	Maximum per school
Flag Corps	2	Maximum per school
Orchestra	5	Maximum per school
Drama	3	Maximum per school
Dance	4	Maximum per school
Fine Arts Supervisor	4	Maximum per school
Cheerleading	6	
Chess Primary ***	1	

Non-certified employees who are currently performing primary/middle school positions listed in schedule C may remain in such positions at the rate of compensation set forth in Schedule C. When such employees vacate their positions, the District will fill such positions in accordance with the procedure set forth on page 51.

ALL PERCENTAGE AMOUNTS ARE MAXIMUM PER SCHOOL

*The actual dollar amount developed by the use of the percent factors is based on the base amount of the salary schedule, Step 1, B.A.

**Fall and Spring program changes may be initiated by the Middle School Athletic Committee.

***Primary schools shall pay a 1% increment for a chess club sponsor who takes players to an outside competition.

(Continued) 2011-2014 Extra Pay for Extra Assignments*

POSITION-TITLE	PERCENT	
<u>Primary School</u>		
Academic/Service Clubs	3	Maximum 2 events per school
Newspaper		
Student Council		
Yearbook		
Drama		
Other		
*** Chess Primary	1	

ALL PERCENTAGE AMOUNTS ARE MAXIMUM PER SCHOOL

* The actual dollar amount developed by the use of the percent factors is based on the base amount of the salary schedule, Step 1, B.A.

*** Primary schools shall pay a 1% increment for a chess club sponsor who takes players to an outside competition.

MEMORANDA OF UNDERSTANDING
From 2009-2011 Contract Book

Counseling for Middle/Primary Schools

The Board should move toward providing appropriate counseling services for middle and primary schools. This statement should be included in the District's strategic plan. The addition of a counselor in these schools would reduce the principal's work load, provide a resource for the classroom teacher, enhance the student's welfare, and contribute toward school improvement.

Board Policy 5114

Board Policy 5114, subparagraph d, shall contain the following language: . . . and false accusation made against school personnel and/or a fellow student." The purpose of this language is to "codify" the past practice of disciplining students who make false accusations.

Enhancement of Student Learning

In the event that the Board has the opportunity to expand student instruction services through the provision of major additional financial resources for this purpose, the Administration and the Union agree to work collaboratively to design and implement a program to enhance the learning of students.

Counseling Services for High Schools

The committee for counselor services recommends the following items be considered by a joint committee for determining the role of the secondary school counselor. These recommendations are primarily taken from the Recommended Practices and procedures for Counselors as determined by the State Board of Education.

The functions of District #150 High School Counselors should include, but not be limited to, the following categories:

1. Individual Counseling
2. Group Counseling
3. Group Guidance
4. Appraisal
5. Consultation
6. Coordination, Liaison, and Referral
7. Program Development
8. Public Relations
9. Professional Renewal

Administrators who assign clerical tasks, supervisory, and quasi-administrative responsibilities to counselors can negatively affect staff morale and may deny more needed services to students and staff. With this understanding, the following are examples of duties that should be curtailed or eliminated from a counselor's responsibility:

1. Routine Attendance
2. Involving Counselors in Disciplinary Action
3. Reassignment non-Counselor Responsibilities (home room/hall/cafeteria supervision, daily substitute teaching)

The counselor should have no routine student supervision responsibilities different from or in addition to those shared by all faculty members on a short-term, rotating basis.

Other factors that shall be jointly studied to increase the effectiveness of a counseling staff could include, but not be limited to, the following:

1. Counseling offices should be separate and located away from the administration offices.
2. The counselor student ratio should be a maximum of 1 to 300. (good programs throughout the State go no higher than 1 to 280). Schools characterized by high concentrations of negative factors (e.g. poverty, unemployment, absenteeism, low achievement) need the lowest possible counselor/student ratio.
3. The District should move toward the development of a separate college and career counselor at each high school.

Interim Bargaining

In the event that the Teacher Tenure Act is repealed or substantially changed by legislative action, the parties agree to interim bargaining on a "just cause" provision to provide job security for certificated personnel.