

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

STAUNTON COMMUNITY UNIT SCHOOL DISTRICT #6

and the

STAUNTON FEDERATION OF TEACHERS,

LOCAL 4818, IFT/AFT, AFL/CIO

2008-2012

**RECOGNITION AGREEMENT
STAUNTON COMMUNITY UNIT BOARD OF EDUCATION
AND
STAUNTON FEDERATION OF TEACHERS**

The Board of Education of Staunton Community Unit School District #6 hereby adopts the following Agreement covering recognition of a teacher organization and the methods by which negotiations shall take place with said organization.

ARTICLE I. RECOGNITION

By virtue of satisfactory evidence submitted by the Staunton Federation of Teachers (hereinafter referred to as the "Federation" or "Union") to the Board of Education of Staunton Community Unit School District No. 6 (hereinafter referred to as the "Board") that the Federation does represent the majority of the teachers in the District, the Board hereby recognizes the Federation as the official negotiating agent for all regularly employed, full-time classroom teachers, librarians, and guidance personnel under regular contract employed by the District and all regularly employed, part-time teachers, librarians and guidance personnel teaching 50% or more of their time who are under regular contract by the District.

This recognition shall continue in effect so long as the Federation has a majority of all full-time classroom teachers, librarians and guidance personnel authorizing the Federation to negotiate for them.

ARTICLE II. PHILOSOPHY

The Board and the Federation firmly believe that the primary function of the Board and its professional staff is to assure each boy and girl attending the Staunton Schools an effective educational program within the resources of the district. The Board recognizes that teaching is a profession; the Board and Federation believe that the objectives of the educational program are realized to a high degree when mutual understanding, cooperation, and effective communications exist between the Board and its teaching staff.

ARTICLE III. PRINCIPLES

RIGHT TO JOIN OR NOT TO JOIN: It is further recognized that the teachers have the right to join, participate in, or not join the Federation, and the right to refrain from such; but membership shall not be a prerequisite for employment or continuation of employment of any employee.

ARTICLE IV. AREAS FOR DISCUSSION AND AGREEMENT

Except as validly limited by express provisions of this Agreement, the District reserves the right to unilaterally determine the standards of service to be offered by it; to set the standards of selection for employment; to direct and assign its employees and to regulate work schedules; to take disciplinary action; to relieve its employees from duty in accordance to the Illinois School

Code; to maintain the efficiency of governmental operations; to determine the methods, means and personnel by which its operations are to be conducted; to determine the content of job classifications; to allocate positions according to the Salary Schedule agreed to in this Agreement; to exercise complete control and discretion over its organization and the facilities, methods, means and technology of performing its work.

- A. **SCOPE:** The Federation and the Board agree that negotiations in good faith will encompass wages, hours and other terms and conditions of employment.
- B. **GOOD FAITH:** Good faith is defined as a mutual obligation of the educational employer and the representatives of the educational employees to meet at reasonable times, to confer and to execute a written contract providing such obligations do not compel either party to agree to a proposal or require the making of a concession.

ARTICLE V. GENERAL GUIDELINES

A. TEACHERS' FEDERATION:

1. During the term of this Agreement, employees shall not participate in a strike in whole or in part. Strike means an employee's refusal in concerted action with others to report for duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his or her absence in whole or in part from the full, faithful or proper performance of his or her duties of employment, for the purpose of including, influencing or coercing a change in the conditions, compensation, rights, privileges or obligations or public employment.
2. Meetings of the Federation shall not be held during the school day. The Board agrees that the Federation and its representatives shall have the right to use school buildings for meetings and to transact official Federation business on school property outside the teacher workday, provided that this does not interfere with or interrupt normal school operations. When special custodial service is required, then the Board may make a reasonable charge for this service.
3. The Board agrees that the Federation may maintain a bulletin board in each school building at a location agreed upon by the Principal and Federation President for posting notices of activities and other matters relating to the Federation's business as negotiating agent of the teaching staff provided all material posted shall first be approved and initialed by the President of the Federation. Materials and information posted thereon shall not be obscene, vulgar, profane, religious or defamatory. The regular district mail service shall be made available to the Federation for a reasonable volume of appropriate communications to teachers. All material through this channel shall be approved by the Superintendent or his designee.

B. 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 nonmembers of the Union, shall pay to the Union each month their fair share of the costs of the services rendered by the Union that are chargeable to nonmembers under state and federal law.
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 Labor Board rules.
3. Such fair share payment by nonmembers shall be deducted by the Board from the earnings of the nonmember employees and remitted to the Union within ten (10) work days of said deduction unless required to remit a fee to the Labor Board for escrow.
4. The Board shall cooperate with the Union to ascertain the names of all employee nonmembers of the Union from whose earnings the fair share payments shall be deducted and their work locations and shall provide the Union space to post a notice concerning fair share.
5. The Union and the Board shall comply with the rules of the Labor Board concerning notice, objections, and related matters contained in its fair share rules.
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 forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished by the Union under any such provisions. The Union shall not be responsible for the attorney's fees of any attorney for the employer other than the attorney employed and supervised or directed by the Union.
8. If, during the term of this Agreement, the Labor Board or a court of competent jurisdiction rules any part of this Article void or not enforceable, the Union and the Board agree to convene negotiations on this matter immediately for the sole purpose of bringing this Article into compliance with the standards or rulings of said Labor Board or court.

9. Any employee not a member of the Union on September 23, 1992 shall be exempted from this provision until such time as he/she joins the Union or severs employment with the Board.

C. IFT/COPE PAYMENTS

1. The Employer shall deduct monthly contributions to the IFT/COPE fund from the paychecks of any employee who authorizes in writing such a donation be made.
2. The Employer shall transmit via first class U.S. mail such contributions to IFT/COPE at 700 South College, Springfield, IL 62704 within ten (10) working days of the issuance of the paycheck.
3. Employees who desire to cancel such contributions shall notify the employer and the Union in writing. Under no circumstance shall the Union or the Employer deny the right of employees to revoke the authorization of payroll deduction of IFT/COPE contribution.
4. The Employer shall transmit with the contributions all information requested by the Union to assure compliance with the Federal Election Commission and any other federal and state mandated reports.
5. The Union shall indemnify and hold harmless the Employer, its members, officers, agents, and employees from and against any forms of liability that shall arise out of, or by reason of action taken by the Employer for the purposes of complying with the above provisions of this Article. The Union shall not be responsible for the attorney's fees of any attorney for the employer other than the attorney employed and supervised or directed by the Union.

ARTICLE VI. GRIEVANCE

- A. **GRIEVANCE POLICY:** The Staunton Board recognizes that in the interest of effective personnel management, a procedure is necessary whereby its employees can be assured of a prompt, impartial and fair hearing on their grievance. Such procedures shall be available to all employees and no reprisals of any kind shall be taken against any employee initiating or participating in the grievance procedure.
- B. **DEFINED:** A grievance shall be any claim by an employee or group of employees that there is an alleged violation, misinterpretation, or misapplication of the terms of this Agreement. The grievance procedure shall not be used to address matters involving external law or subjects unrelated to the terms of this Agreement. The grievance procedure also shall not be used to grieve the non-renewal or dismissal of a probationary teacher or the dismissal or discharge of a tenured teacher. If the Federation or any employee files any claim or complaint in any form or forum other than under the grievance procedure of this Agreement, then Management shall not be required to process the same claim or set of facts through the grievance procedure.

C. **PARTY IN INTEREST:** The lodging of any grievance shall be the exclusive right of the individual employee and no employee organization shall have the right to lodge a grievance in its own behalf or to appeal any action taken on the grievance of an individual employee.

D. **GRIEVANCE PROCEDURE:**

STEP 1: Any employee having a grievance shall first discuss such grievance with his building Principal.

STEP 2: If the discussion does not resolve the grievance to the satisfaction of the employee, such employee shall have the right to lodge a written grievance with such employee=s building Principal. If such grievance is not lodged within ten (10) school days following the act or condition which is the basis of said grievance, it shall no longer exist. The written grievance shall be on a standard form supplied by the Board of Education and shall contain a concise statement of the facts upon which the grievance is based and a reference to the specific provision of the Agreement allegedly violated, misinterpreted or misapplied. A copy of such grievance shall be filed with the Superintendent. The employee shall have a right to request a hearing before the building Principal. Such hearing shall be conducted within five (5) working days after the receipt of such request. The aggrieved employee shall be advised in writing of the time, place and date of such hearing and shall have the right to be represented at such hearing by counsel or by a representative of his employee organization.

The building Principal shall take action on the written grievance within five (5) working days after the receipt of said grievance, or, if a hearing is requested, within five (5) working days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing and copies sent to the employee and the Superintendent.

STEP 3: If the action taken by the building Principal does not resolve the grievance to the satisfaction of the employee, such employee may appeal in writing to the Superintendent. Failure to file such appeal within five (5) working days from receipt of the written memorandum of the Principal's action on said grievance shall be deemed a waiver of the right to appeal. Upon request, a hearing shall be conducted by the Superintendent within five (5) working days after the receipt of the request. The aggrieved employee shall have the right to be represented at such hearing by council or by a representative of his employee organization.

The Superintendent shall take action on the appeal of the grievance within five (5) working days after the receipt of the appeal or if a hearing is requested, within five (5) working days after the conclusion of said

hearing. The action taken and the reasons for the action shall be reduced to writing and copies sent to the employee and the building Principal.

STEP 4: If the action by the Superintendent does not resolve the grievance to the satisfaction of the employee, such employee may appeal in writing to the Board. The notice of appeal shall be sent to the Superintendent and a copy filed with the Clerk of the Board. Failure to file such appeal within five (5) working days from receipt of the written memorandum of the Superintendent's action on said grievance shall be deemed a waiver of the right of appeal. The Superintendent shall place the matter on the agenda for the next regular meeting of the Board. The aggrieved employee shall have the right to be represented at such meeting by counsel or by a representative of his employee organization.

The Board shall act upon such appeal no later than its next regular meeting. Copies of the final action shall be sent to the employee, Superintendent and building Principal.

STEP 5: If the action of the Board does not resolve the grievance to the satisfaction of the employee, the employee may submit the grievance to final and binding arbitration with the consent of the Federation under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date from the Board's Step #4, then the grievance shall be deemed withdrawn.

- a. Neither the Board nor the Federation shall be permitted to assert any grounds for evidence before the arbitrator which was not previously disclosed to the other party, unless it constitutes evidence on rebuttal.
- b. The arbitrator shall have no right to alter, amend, modify, nullify, ignore, enlarge, add to, delete, subtract from or change the provisions of this Agreement.
- c. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator and the American Arbitration Association shall be divided equally between the parties.
- d. If either party requests a transcript of the proceedings, that party shall bear the full costs for the transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the parties.

E. ADDITIONAL CONSIDERATIONS:

1. If the employee and the Superintendent agree, Step #1 and/or Step #2 of the grievance procedure may be bypassed and the grievance brought directly to the next step.
2. A grievance may be withdrawn or granted at any level without establishing precedent.
3. Working days as used above shall be days when school is in session and students are present.
4. If a grievance is submitted less than 10 days before the close of the current school term then the above time limits shall consist of weekdays -- Monday through Friday -- but not holidays.
5. Grievances not appealed by the employee within the designated time limits set out herein, shall preclude further appeal, provided there has been no written mutual agreement of extension.
6. If the employer's written decision has not been rendered within the time limits, then the grievance may be advanced to the next step.

ARTICLE VII. COMPLAINT

- A. **COMPLAINT:** The Staunton Board recognizes that in the interest of effective personnel management a procedure is necessary whereby its employees can be assured of a prompt, impartial and fair hearing on their complaints. Such procedures shall be available to all employees.
- B. **DEFINED:** A complaint is a disagreement involving interpretation or application of established Board policy and/or administrative rules and regulations.
- C. **PARTY IN INTEREST:** The lodging of any complaint shall be the exclusive right of the individual employee and no employee organization shall have the right to lodge a complaint on its own behalf or to appeal any action taken on the complaint of an individual employee.
- D. **COMPLAINT PROCEDURE:** The procedure for pursuing a complaint shall be the same as the first four (4) steps of pursuing a grievance in Article VI; however, any action by the Board of Education in Step 4 shall be final and not subject to further review by an arbitrator. Copies of final Board action shall be sent to the employee, building Principal and Superintendent.

ARTICLE VIII. LEAVES

- A. **PERSONAL LEAVE DAYS:** Each teacher shall be granted two (2) personal leave days, beginning July 1, 1972, each year (not cumulative) with the following conditions:
1. The first and last day of the school term and the days preceding and following vacations and school holidays shall not be recognized as "personal leave" days.
 2. A twenty-four (24) hour written notice stating the reason for the personal leave shall be given to the Principal or immediate supervisor except under extenuating circumstances.
 3. This personal leave cannot be used for any form of withholding services by an employee or employees due to misunderstanding or an impasse.
 4. Personal leave by a certified employee may be taken in half day increments with the issuance of proper twenty-four (24) hour notice. An employee may have the option of receiving the current rate of substitute pay for unused days (2 per year) or transfer unused personal leave days to sick leave days at the end of the school year (10 days to 12 days per year). All certified employees who are within four (4) years of retirement eligibility must transfer any unused personal leave days to sick leave days at the end of the school year in which they are earned.
- B. **SICK LEAVE:** The school Board shall grant their full-time teachers sick leave provisions not less in amount than ten (10) days at full pay in each school year. If any such teacher or employee does not use the full amount of annual leave thus allowed, the unused amount shall accumulate to a maximum available leave of 360 days as recorded on the school district's Employee Earnings record card. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. The School Board may require a physician's certificate or, if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence for personal illness, or as it may seem necessary in other cases. A retiring employee will have the option of selling back to the district a maximum of 40 days @ \$50 per day. This payment shall be paid post-retirement, i.e., after the employee's last day of service and after the employee receives his or her final paycheck for services. An employee may carry over a maximum of 360 earned days each year and will be given an additional 10 days for the next year.

ARTICLE IX. INSURANCE

- A. **HOSPITALIZATION INSURANCE:** The Staunton School District #6 shall pay ninety percent (90%) of a single premium on Hospital and Medical-Surgical Insurance for all full-time employees. A Joint Committee composed of three representatives of the S.F.T. and three representatives of the Administration and Board shall meet to consider ways to reduce premiums and contain insurance costs. If during the term of this contract, either

party considers changing providers, coverage, benefits or deductibles, the parties agree that any such changes shall be negotiated mid-term.

B. RULES AND REGULATIONS FOR INSURANCE:

1. A full-time employee shall be one who works complete days in the position, and the position shall be for at least nine (9) months.
2. For those teachers who resign, are not re-employed or retire at the end of a school year, the last insurance premium contribution for the School District shall be in August of that year.
3. For teachers who resign before the end of the school year and other employees who resign before the end of the fiscal year, the School District will not contribute any insurance premium after the effective date of resignation.
4. Teachers on leave of absence shall pay full insurance premiums while on leave.

ARTICLE X. GENERAL PROVISIONS

- A. The President of the Staunton Federation of Teachers will have an opportunity to meet with the Superintendent of Staunton Community Unit School one week prior to regular meetings of the Board of Education to discuss potential items for the agenda for Board meetings.
- B. In an attempt to keep Federation informed, an agenda of all regular and special meetings of the Board will be provided for the President of the Federation.
- C. The Federation is invited to any meeting and, upon following Proper Procedure, may speak at any meeting.
- D. The building Principals shall assign all extra duty assignments. An effort shall be made to give advance notice to the employee of their assignment. The employee shall be allowed to make adjustments or substitutes for their assignment, subject to the approval of the building Principal.
- E. An attempt shall be made to employ a substitute when an employee is absent a half day or more from their teaching assignment.
- F. The Board shall have sufficient copies of the Negotiation Agreement printed and delivered to the Federation and to the Superintendent for each of their groups. The cost of printing shall be equally shared by the Federation and the Board.
- G. The administration shall develop a maintenance form and make available to the faculty.

- H. An opportunity will be provided for two (2) meetings between the administration and three (3) Federation representatives -- one (1) each semester.
- I. Two (2) unit faculty meetings may be used at the end of the first and third quarters for the purpose of teachers recording grades.
- J. Teachers will be allowed to leave school when students are dismissed on eves of holidays that include weekends.
- K. Preparation time shall be defined as the time received by teachers that shall be spent in their classroom area for the purposes of counseling and/or evaluating students, visiting with parents, preparing for class lessons and/or meeting other educational objectives established by the administrator.
- L. Attendance at school activities, such as graduation exercises, is a part of a teacher's professional responsibilities. The Union will encourage its members to voluntarily attend as many school activities as possible in which they do not have any assigned responsibilities. At the beginning of each school year the Union President and the Superintendent shall send a joint letter to all teachers advising them of this responsibility and encouraging their participation.
- M. The President of the Union may consult with the Superintendent of Schools relative to the development of the future school calendar.
- N. Parent-Teacher Conference shall be held two nights each year. In addition, beginning with the 2009-2010 school year, one open house will be held each year at night. The open house shall be held within the first ten (10) days of the school year and shall be scheduled from 5:30-7:30 p.m. On the day of each night conference and open house, school will have an early dismissal.
- O. The Board will notify the Union President of all certified job openings one (1) week prior to the closing of receipt of applications.
- P. The Board will reimburse employees for all Superintendent-approved mileage at the current IRS rate not to exceed 60.504 per mile.

ARTICLE XI. COMPENSATION

A. SALARIES:

1. The Salary Schedule shall be as set forth in Appendix Schedule A, which is attached hereto and incorporated into the Agreement.
2. Salary Increases for Additional Training:

- a. Salary will be determined by training and experience as of September 1 of year taught. Transcript is to be in office of Superintendent by September 15.
- b. Only courses that are required in securing the bachelor's or master's degree and that are approved by the Superintendent and/or Board will be credited for salary purposes, except that (1), (2), (3) and (4) of salary schedule might be work in keeping with the position held or sought if approved by the Superintendent and/or Board.
- c. It shall be the policy of the Board of Education to NOT accept toward salary increase: (a) correspondence courses and online courses, unless pre-approved by the Superintendent, nor (b) more than four (4) semester hours earned during any one (1) semester while teaching school.

3. Placement on the Salary Schedule

The Board shall recognize up to eight (8) years of a newly hired teacher's previous TRS creditable service for purposes of placement on the salary schedule, and may, at its discretion, recognize additional previous TRS creditable service for purposes of placement on the salary schedule when circumstances warrant.

B. ADDITIONAL PAY:

1. The attached Additional Pay compensation schedule shall be as set forth in Appendix Schedule B, which is attached hereto and incorporated into this Agreement.
2. When additional pay is granted for out-of-class activities, it is expected that teachers will carry the usual teaching load.
 - a. Regular teaching includes in addition to the regular class activities:
 - (1.) Occasional assignments to duties at games and other class activities.
 - (2.) Serving as club sponsor.
 - (3.) Work on committees, surveys and reports.
 - (4.) School public relations work, etc.
 - b. Added *INCREMENTS* if teachers carry teaching loads equivalent to other teachers. Amount of each percent increment is figured as a percent of base salary.
3. Early Bird Classes: Teachers assigned to an early bird class shall be compensated at 1/8 of his/her base salary (the calculation excludes TRS). The District, in its sole discretion, retains the right to establish and eliminate early bird classes.

4. The Board may, in its sole discretion, extend the employment contract of a guidance counselor(s) for a maximum of an additional five (5) days prior to the beginning of any school year and/or an additional five (5) days after the end of any school year. The guidance counselor shall be paid his/her daily per diem base salary rate for each day said employment contract is extended.
5. The Board may, in its sole discretion, appoint a certified teacher to serve as a Lead Teacher, a non-administrative role, for the purpose of providing oversight and leadership at school buildings that do not have a building principal physically located in that building. The Lead Teacher shall perform his/her assigned teaching duties and perform assigned administrative duties during the school year, but these administrative duties shall not include evaluating teachers or imposing student discipline. The Lead Teacher shall work an extended contract that includes performing assigned duties three (3) weeks prior to the start of each school year and three (3) weeks after the end of each school year. The teacher shall be compensated \$7,500.00 (includes TRS) for each year he/she performs the Lead Teacher duties. The Board may terminate the Lead Teacher position when it determines that position is no longer necessary.

C. MEALS ALLOWANCE AND APPROVED CLINICS AND CONFERENCES:

For approved conferences and clinics the Board shall pay a meal allowance of no more than \$25.00 per day during the 2008-2009 and 2009-2010 school years and no more than \$28.00 per day thereafter upon presentation of receipts. The Board, upon presentation of receipts, shall reimburse teachers up to \$200 for approved conferences and clinics.

D. RETIREMENT:

An employee tendering an irrevocable letter of resignation in conformance with the following conditions shall be eligible for a retirement incentive in up to each of his or her final four years of teaching service subject to the following conditions:

- 1) The teacher shall have a minimum of twenty (20) years of continuous full-time service in the School District by the intended date of retirement.
- 2) The teacher shall be at least sixty (60) years of age or will have at least thirty-five (35) years of creditable service upon his or her last day of service to the District and will not retire under the statutory Early Retirement Option causing the District to have to pay a penalty or other monies constituting a contribution or surcharge to the Teachers' Retirement System.
- 3) The teacher shall have tendered to the Board a binding, irrevocable resignation in order to receive the incentive. The teacher's notice may be given up to four (4) years prior to retirement or by September 1st of the year up to and including the school year of retirement. For the 2008-2009 school year, notice shall be

provided by November 1, 2008. The pre-retirement period may be from one (1) to four (4) years in length depending upon the date the letter of resignation is received by the Board and the specified date of retirement.

In exchange for the teacher's binding, irrevocable resignation, the District agrees to remove the teacher from the salary schedule and for each year of eligibility the teacher's total, reportable creditable earnings will be increased by six percent (6%) over the teacher's previous year's total, reportable creditable earnings. The calculation each year may be rounded down to the nearest \$5.00 to avoid possible TRS penalties.

Examples:

A teacher applies for the award one year before retirement. The teacher's total, reportable creditable earnings for the 2007-2008 were \$40,000. The teacher's final year total, reportable creditable earnings will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$).

A teacher applies for the award three years before retirement. The teacher's total, reportable creditable earnings for the 2007-2008 school year were \$40,000. The teacher's first year total, reportable creditable earnings will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$). The teacher's second year total, reportable creditable earnings will be \$44,944 ($\$42,400 \times 1.06 = \$44,944$). The teacher's final year total, reportable creditable earnings will be \$47,640 ($\$44,944 \times 1.06 = \$47,640$).

If a teacher has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the teacher's six percent (6%) increase shall be reduced by the amount of the extra duty compensation.

Example:

A teacher applies for the award three years before retirement. The teacher's total, reportable creditable earnings for the 2007-2008 school year were \$40,000. The teacher's first year total, reportable creditable earnings will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$). The teacher's second year total, reportable creditable earnings will be \$44,944 ($\$42,400 \times 1.06 = \$44,944$). The teacher ceases to perform an extra duty assignment in his or her final year of employment for which he or she would have been paid \$2,000. The teacher's final year total, reportable creditable earnings will be \$45,520 ($\$44,944 - \$2,000 \times 1.06 = \$45,520$).

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra duties or TRS reportable duties not currently being performed without the consent of the employee.

If a teacher fails to complete the pre-retirement period, leaves the District prior to the designated retirement date or otherwise retires under the statutory Early Retirement

Option causing the District to have to pay a penalty or other monies constituting a contribution or surcharge to the Teachers' Retirement System, the District shall be entitled to damages for breach of contract against the Teacher in an amount equal to the retirement award payment received by Teacher, including tax and retirement withholdings. Upon complete reimbursement, the teacher shall be entitled to any general wage increase, which would have been applicable during the pre-retirement period.

In the event the retirement award provided for in this article would cause the District to have to pay a penalty or other monies constituting a contribution or surcharge to the Teachers' Retirement System, or would conflict with any state statute or final rule or regulation promulgated by the Teachers' Retirement System, the provisions of this section shall become void and the parties agree to reopen this agreement and attempt to midterm bargain changes necessary to correct any defect created by this incentive.

Teachers should not rely upon the continuation of this retirement incentive award payment program in subsequent collective bargaining agreements. Unless the parties agree to continue this Section in a subsequent collective bargaining agreement, the forgoing benefits will be denied to those who have not applied for such benefits prior to the expiration of this agreement.

In no event will a teacher who is less than four (4) years from retirement eligibility receive an increase in total, reportable TRS creditable earnings in excess of six percent (6%) of the prior year's total, reportable TRS creditable earnings, unless any of the statutory exceptions enacted by P.A. 94-1057 to The Illinois Pension Code become applicable.

The District may, in its sole discretion, limit the number of teachers who retire under the statutory Early Retirement Option in any year to 10% of those teachers who are eligible for the Early Retirement Option. In the event of any limitation upon the statutory Early Retirement Option, the teacher with the greatest District seniority shall have the participation option.

- E. The Board shall pay an hourly substitute teacher pay rate for internal substitution of one high school teacher for another high school teacher during the school day.
- F. Reimbursement for Approved Study: Beginning May 1, 2009, certified staff may apply for annual tuition reimbursement at the rate of \$300 annually for approved college courses successfully completed as follows:
 - 1. Courses must be in the subject area taught by the teacher.
 - 2. Courses must be deemed as being of apparent benefit to the District and have the written approval of the Superintendent prior to enrollment in the course.
 - 3. Courses must be successfully completed and the employee must have received a grade of a "C" or better in the college course.

4. The employee must be an employee of the District at the time the course work is completed.
5. The employee will be reimbursed upon presentation of grades, course completion and proof of payment of the college course to the Superintendent.

ARTICLE XII. DURATION OF AGREEMENT

- A. This revised Agreement shall be effective as of August 19, 2008, and shall continue in effect through June 30, 2012.
- B. This Agreement constitutes the full and complete agreement of the parties and may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties in a written, signed amendment to this Agreement. The Federation agrees that all negotiable items have been discussed during the negotiations leading to this Agreement, and agrees that negotiations will not have to be reopened on any item, whether contained in this Agreement or not, nor will negotiations be reopened on the impact of any permissible management action, during the life of this Agreement. The operating of schools and the direction of staff are vested exclusively in the School Board.
- C. This Agreement is signed this 5th day of ~~October~~^{January, 2009}, 2008.

In Witness Whereof:

For the Board of Education,
Staunton Community Unit
School District No. 6

Tom J. Allen
President
Rita J. Zeller
Secretary

For the Staunton Federation
of Teachers

Bruce A. Malone
President
Kari Crank
Secretary

APPENDIX B
STAUNTON COMMUNITY UNIT SCHOOL DISTRICT NO. 6
Revisions to Additional Pay Compensation Schedule
2008 – 2012

1. High School Coaching:

a. Football-Boys:

Head Coach	10%
Assistant	6%

b. Basketball-Boys:

Head Coach	10%
Assistant	6%

c. Basketball-Girls:

Head Coach	10%
Assistant	6%

d. Baseball-Boys:

Head Coach	6%
Assistant	4%

e. Track-Boys & Girls:

Head Coach	6%
Assistant	4%

f. Volleyball-Girls:

Head Coach	10%
Assistant	6%

g. Softball-Girls:

Head Coach	6%
Assistant	4%

h. Golf-Boys & Girls:

Head Coach 6%

Assistant 4%

i. Soccer-Boys:

Head Coach 6%

Assistant 4%

j. Soccer-Girls:

Head Coach 6%

Assistant 4%

k. Cross Country-Boys & Girls (to be added to list of minor sports)

Head Coach 4%

Assistant 3%

2. Elementary Coaching:

a. Basketball-Boys:

Eighth Grade 6%

Seventh Grade 6%

b. Basketball-Girls:

Eighth Grade 6%

Seventh Grade 6%

c. Baseball-Boys:

Head Coach 4%

Assistant 3%

d. Track-Boys:

Head Coach 4%

e. Track-Girls:

Head Coach 4%

f. Volleyball-Girls:

Eighth Grade 6%

Seventh Grade 6%

3. Longevity Pay for Coaching: Eliminated as percentages are paid on salary schedule placement and not base rate.

4. Dramatics: \$2,300

5. Red Roses: \$1,300

6. Band Instructor: 10% (Evening & Weekend Stipend)

7. Vocal Music Instructor: \$1,000

8. FHA Sponsor: \$175

9. FFA Sponsor: \$1,100

10. Band Instructor: 10% (Summer Stipend)

11. Year Book: (1 teacher) \$2,500

12. Junior Sponsors: (2 teachers) \$400 each

13. Senior Sponsors: (2 teachers) \$400 each

14. Soph. Sponsors: (2 teachers) \$400 each

15. Fresh. Sponsors: (2 teachers) \$400 each

16. Student Council: (2 teachers) \$700 each

17. Sr. High Cheer: (2 teachers) \$1,750 each

Sr. High Cheer: (1 teacher) \$3,000

18. Jr. High Cheer. Sponsor: \$1,200

19. Jr. High Pep Club Sponsor: \$500

20. High School Scholastic Bowl:

2 Seasons \$2,100

- | | |
|--|----------------------|
| 1 Season | \$1,600 |
| 21. Art Club Sponsor: | \$300 |
| 22. Jr. High Scholastic Bowl: | \$1,300 |
| 23. Saturday Detention/Homebound Instruction/Pre-Approved District Summer In-Services/Summer Mentor Workshops: | \$22.50 per hour |
| 24. After School Driver Education/Summer Driver Education: | \$22.50 per hour |
| 25. Internal Classroom Substitutes: | 1/7 of daily sub-pay |
| 26. High School Athletic Director | \$5,500 |
| 27. Jr. High Athletic Director: | \$2,800 |
| 28. Quest Sponsor: (1 teacher) | \$600 |
| 29. Mentoring: | \$300 |
| 30. High School Dean of Students: | \$1,200 per period |

MEMORANDUM OF AGREEMENT:
MEDICAL REIMBURSEMENT ARRANGEMENT

The Board shall reimburse covered charges applied toward the deductibles of participants in the Staunton Community Unit School District No. 6 Group Health Insurance Plan up to a maximum of \$1,500.00 per participant or \$3,000.00 per covered family per calendar year. Doctor office visits will be applied toward the participant and/or family deductible, and will be reimbursed less a \$20.00 per visit participant co-pay. Prescriptions will also be applied toward the participant and/or family deductible, and will be reimbursed less the participant's co-pay per the Health Insurance Plan's prescription formulary. Participants' co-pays shall be \$10.00 for generic prescriptions; \$25.00 for preferred prescriptions; and \$50.00 for non-preferred prescriptions. Pharmacy receipts showing expenses and the name of the prescription are required for reimbursement, and shall be processed by and pursuant to the guidelines and timetables established by the District's Third Party Claims Administrator. Staunton Community Unit School District No. 6 shall serve exclusively as the Administrator for the Medical Reimbursement Arrangement and shall have the sole right to unilaterally develop and implement rules and regulations governing the administration of the Arrangement subject only to the provisions outlined herein.

Employees and their dependants must be members of the Staunton Community Unit School District No. 6 Group Health Insurance Plan to be eligible to receive the reimbursements provided through the Medical Reimbursement Arrangement discussed herein.

Effective January 1, 2009, Staunton CUSD No. 6 will create a Health Savings Arrangement in addition to the Health Reimbursement Arrangement wherein the School District will contribute \$62.50 per month for each employee enrolled in the Group Health Insurance Plan who elects this option.

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Employees and their dependants must be members of the Staunton Community Unit School District No. 6 Group Health Insurance Plan to be eligible to receive the reimbursements provided through the Medical Reimbursement Arrangement discussed herein.

Effective January 1, 2009, Staunton CUSD No. 6 will create a Health Savings Arrangement in addition to the Health Reimbursement Arrangement wherein the School District will contribute \$62.50 per month for each employee enrolled in the Group Health Insurance Plan who elects this option.

STAUNTON COMMUNITY UNIT DISTRICT #0
Salary Schedule for Certified Staff
2008-2009

STEP	B.A.	M.A.	M.A. + 8 U.	M.A. + 16 U.
1	33,233	34,970	36,434	37,303
2	33,878	35,770	37,236	38,104
3	34,519	36,568	38,035	38,903
4	37,853	40,265	41,868	42,816
5	38,578	41,068	42,765	43,713
6	45,118	48,286	50,126	51,213
7	45,946	49,319	51,154	52,242
8	46,782	50,347	52,186	53,273
9	47,616	51,376	53,214	54,304
10	48,444	52,404	54,244	55,331
11	49,276	53,437	55,273	56,362
12	50,111	54,468	56,305	57,392
13	50,941	55,495	57,331	58,421
14	51,774	56,527	58,363	59,452
15	52,607	57,559	59,392	60,481
16	53,439	58,592	60,423	61,512
17	54,270	59,620	61,450	62,540
18	55,104	60,652	62,481	63,571
19	55,935	61,682	63,512	64,600
20	56,769	62,714	64,540	65,630
21	57,601	63,744	65,571	66,661
22	58,436	64,775	66,600	67,688
23	59,269	65,805	67,630	68,720
24	60,102	66,836	68,659	69,751
25	60,934	67,866	69,687	70,780
26	61,768	68,899	70,717	71,811
27	62,600	69,930	71,749	72,842
28		70,961	72,781	73,872
29			73,811	74,903
30				75,934

*B.A. - Add \$150.00 per unit (4 semester hours) for graduate work toward M.A. Maximum of 7 units.

*M.A. - Add \$100.00 per unit for graduate work beyond M.A. in field of education or field taught.

1985-86 School Year: Teachers are frozen at the 1984-85 experience level.

Step 27 on B.A. - 10 of 15 years must be in Staunton Schools. Step 28 on M.A. - 12 of 20 years must be in Staunton Schools.

Step 29 on M.A. + 8 U. - 15 of 25 years must be in Staunton Schools. Step 30 on M.A. + 16 U. - 19 of 30 years must be in Staunton Schools.

BOARD PAID TRS FOR ALL TENURED TEACHERS - (Does not include Teachers Health Insurance)

BOARD PAID TRS FOR NON-TENURED TEACHERS AS FOLLOWS: (Does not include Teachers Health Insurance)

First Year of Probationary Teaching Service - Teacher pays 9.4% Second Year of Probationary Teaching Service - Teacher pays 9.4% Third Year of Probationary Teaching Service - Board pays 5% & Teacher pays 4.4% Fourth Year of Probationary Teaching Service - Board pays 9.4%

*This does not apply to any units earned after August 19, 1999, as there will no longer be additional pay for any units earned after August 19, 1999.

Stanton Community Unit District #10
Salary Schedule for Certified Staff
2009-2010

STEP	B.A.	M.A.	M.A. + 8 U.	M.A. + 16 U.
1	34,396	36,194	37,710	38,608
2	35,064	37,022	38,539	39,437
3	35,727	37,848	39,366	40,265
4	39,178	41,674	43,334	44,314
5	39,928	42,505	44,262	45,243
6	46,697	49,976	51,880	53,005
7	47,554	51,045	52,945	54,071
8	48,420	52,110	54,013	55,138
9	49,283	53,174	55,076	56,204
10	50,140	54,238	56,143	57,268
11	51,001	55,308	57,207	58,334
12	51,865	56,374	58,275	59,401
13	52,724	57,438	59,338	60,466
14	53,586	58,506	60,405	61,532
15	54,449	59,573	61,471	62,598
16	55,310	60,642	62,538	63,665
17	56,170	61,707	63,601	64,729
18	57,033	62,775	64,668	65,796
19	57,893	63,841	65,735	66,861
20	58,756	64,909	66,799	67,927
21	59,617	65,975	67,866	68,994
22	60,481	67,042	68,931	70,057
23	61,343	68,108	69,997	71,125
24	62,205	69,175	71,062	72,192
25	63,066	70,242	72,126	73,258
26	63,930	71,310	73,192	74,324
27	64,791	72,377	74,260	75,391
28		73,445	75,329	76,458
29			76,394	77,524
30				78,591

*B.A. - Add \$150.00 per unit (4 semester hours) for graduate work toward M.A. Maximum of 7 units.

*M.A. - Add \$100.00 per unit for graduate work beyond M.A. in field of education or field taught.

1985-86 School Year: Teachers are frozen at the 1984-85 experience level.

Step 27 on B.A. - 10 of 15 years must be in Staunton Schools. Step 28 on M.A. - 12 of 20 years must be in Staunton Schools.
 Step 29 on M.A. + 8 U. - 15 of 25 years must be in Staunton Schools. Step 30 on M.A. + 16 U. - 19 of 30 years must be in Staunton Schools.

BOARD PAID TRS FOR ALL TENURED TEACHERS - (Does not include Teachers Health Insurance)

BOARD PAID TRS FOR NON-TENURED TEACHERS AS FOLLOWS: (Does not include Teachers Health Insurance)

First Year of Probationary Teaching Service - Teacher pays 9.4% Second Year of Probationary Teaching Service - Teacher pays 9.4% Third Year of Probationary Teaching Service - Board pays 5% & Teacher pays 4.4% Fourth Year of Probationary Teaching Service - Board pays 9.4%

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STAUNTON COMMUNITY UNIT DISTRICT #0
Salary Schedule for Certified Staff
2010-2011

STEP	B.A.	M.A.	M.A. + 8 U.	M.A. + 16 U.
1	35,600	37,461	39,029	39,960
2	36,291	38,317	39,888	40,817
3	36,977	39,173	40,744	41,674
4	40,549	43,132	44,850	45,865
5	41,325	43,993	45,811	46,827
6	48,332	51,725	53,696	54,860
7	49,219	52,832	54,798	55,963
8	50,114	53,933	55,903	57,067
9	51,008	55,035	57,004	58,171
10	51,895	56,136	58,108	59,272
11	52,786	57,243	59,210	60,376
12	53,681	58,347	60,315	61,480
13	54,570	59,448	61,414	62,582
14	55,462	60,553	62,520	63,686
15	56,354	61,658	63,623	64,789
16	57,246	62,765	64,727	65,893
17	58,136	63,867	65,827	66,995
18	59,029	64,972	66,931	68,099
19	59,919	66,076	68,035	69,201
20	60,813	67,181	69,137	70,305
21	61,704	68,284	70,241	71,409
22	62,598	69,389	71,343	72,510
23	63,490	70,492	72,447	73,615
24	64,382	71,596	73,549	74,719
25	65,274	72,700	74,651	75,822
26	66,167	73,806	75,754	76,926
27	67,058	74,910	76,859	78,030
28		76,015	77,965	79,134
29			79,068	80,238
30				81,342

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1985-86 School Year: Teachers are frozen at the 1984-85 experience level.

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BOARD PAID TRS FOR ALL TENURED TEACHERS - (Does not include Teachers Health Insurance)

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STAUNTON COMMUNITY UNIT DISTRICT #0
Salary Schedule for Certified Staff
2011-2012

STEP	B.A.	M.A.	M.A. + 8 U.	M.A. + 16 U.
1	37,024	38,959	40,591	41,558
2	37,743	39,850	41,484	42,450
3	38,456	40,740	42,374	43,341
4	42,171	44,858	46,644	47,700
5	42,978	45,752	47,643	48,700
6	50,265	53,794	55,844	57,055
7	51,187	54,945	56,990	58,202
8	52,119	56,091	58,139	59,350
9	53,048	57,237	59,284	60,498
10	53,970	58,381	60,432	61,643
11	54,897	59,533	61,578	62,791
12	55,828	60,681	62,727	63,939
13	56,752	61,826	63,871	65,085
14	57,680	62,975	65,020	66,233
15	58,608	64,125	66,167	67,381
16	59,535	65,275	67,316	68,529
17	60,461	66,421	68,460	69,675
18	61,390	67,571	69,609	70,823
19	62,316	68,719	70,757	71,969
20	63,245	69,868	71,903	73,117
21	64,172	71,015	73,051	74,265
22	65,101	72,165	74,197	75,410
23	66,030	73,312	75,345	76,559
24	66,958	74,460	76,491	77,707
25	67,885	75,608	77,637	78,855
26	68,814	76,759	78,784	80,003
27	69,741	77,907	79,933	81,151
28		79,056	81,084	82,299
29			82,231	83,447
30				84,596

*B.A. - Add \$150.00 per unit (4 semester hours) for graduate work toward M.A. Maximum of 7 units.

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9.4% Third Year of Probationary Teaching Service - Board pays 5% & Teacher pays 4.4% Fourth Year of Probationary

Teaching Service - Board pays 9.4%

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