

2025 – 2028

AGREEMENT

BETWEEN

**THORNTON FRACTIONAL TOWNSHIP
HIGH SCHOOL DISTRICT #215**

&

LOCAL 683

AMERICAN FEDERATION OF TEACHERS



Thornton Fractional
SCHOOL DISTRICT 215

THORNTON FRACTIONAL TWP HIGH SCHOOL DISTRICT #215

BOARD OF EDUCATION

AND

SUPERINTENDENT OF SCHOOLS

Jacqueline Terrazas	Board President
Dominique Newman	Board Vice-President
Millie Myers	Board Secretary
Vanessa Calderon-Miranda	Board Member
Charlotte Guyton	Board Member
Cynthia Perkins	Board Member
Glenn Williams	Board Member
John Robinzine	Superintendent

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ARTICLE I – PREAMBLE

The Board and the Union recognize and pledge that quality education for the children of District #215 is our primary objective and common interest. This contract shall be effective with the first teacher attendance day of the 2025-2026 school term and shall continue through June 30, 2028. Teachers who begin work on or after the 1st of July shall receive salary benefits of this agreement and its addenda for the ensuing year.

This contract, reached as a result of collective bargaining, represents full and complete settlement between the parties and supersedes all the previous contracts between the parties. It is agreed that any matters relating to the current contract shall not be open for negotiations except as the parties may specifically agree thereto. All terms and conditions of employment not covered by this settlement shall continue to be subject to the Board's direction and control provided the Union shall be notified in advance of any changes affecting the Union and its members, given the reason for the change and provided an opportunity to negotiate the matter.

ARTICLE II – LEGAL BASIS

The Union recognizes that the Board has full authority and responsibility under the laws of the State of Illinois, for making decisions as to the employment, tenure or discharge of any of its licensed employees. The Union recognizes the Administration's right to direct the operation of the school.

ARTICLE III – RECOGNITION

- A. The Board recognizes the Union as the sole collective bargaining agent for all regularly employed licensed staff defined as the following, even if titles change: licensed classroom teachers, division leaders, deans, English learner specialists, mental health specialists, school counselors, social workers, librarian/media specialists, speech pathologists, school nurses, school psychologists, transition specialist, career development coordinator/counselor, early college program coordinator, and additional licensed, non-administrative positions concerning salaries, fringe benefits, and working conditions.
- B. Union members may authorize the board to deduct union dues and COPE contributions from payroll on a regular basis and remit monthly. Such authorization may be terminated by the individual giving thirty-day written notice to both parties. The Administration will provide a dues deduction list to the Union President by the first day of the school year and by the final day of each grading period. The Union members and/or Local 683 of the AFT agree to save and hold harmless the Board from any and all liabilities incurred as a result of this paragraph.

- C. Any employee may join any employee organization of his/her/their own choosing.
- D. The Union agrees not to strike, nor to picket in any manner which would tend to disrupt the operation of any public secondary school in District No. 215. The benefit of any and all decisions which result from negotiations shall apply equally to all regularly employed licensed personnel, who are members of the bargaining unit.
- E. All new licensed employees shall receive a copy of the Illinois tenure law (105 ILCS 5/24-11) upon hire.

ARTICLE IV – FAIR PRACTICES

- A. The parties affirm their policy of nondiscrimination by reasons of race, gender, gender identity, sexual orientation, socioeconomic status, ability, home or first language, religion, national origin, immigration status, age, physical appearance, marital status or Union activities.
- B. The parties agree to take no action inconsistent with or in violation of the terms of this Agreement.
- C. Only one (1) official personnel file shall be kept for every employee.
 - 1. Each employee may have access for examination purposes, at reasonable times, to all of the material in his/her/their official personnel file.
 - 2. Every employee shall have the right to have dissenting explanatory material attached to any document on file.
 - 3. An employee shall be notified in writing when any material is added to his/her/their file which relates to the evaluation of his/her/their performance.
 - 4. Reasonable request by employees for copies of material appearing in their files will be honored by the administration.
 - 5. No employee or school officer shall remove any material from the official employee personnel file without notification to the employee in writing and approval by both the employee and the superintendent.
 - 6. Except for Board-ordered remediation documentation, disciplinary materials which are more than four (4) years old shall be removed from an employee's official personnel file. The responsibility to review the file and request the removal of such materials shall rest with the affected employee.

ARTICLE V – NEGOTIATIONS

- A. This agreement shall remain in effect for the period specified in Article I and shall continue in effect from year to year thereafter unless either party notifies the other in writing prior to the 1st of April if possible, of its intention to revise, modify or amend this Agreement.
- B. If any provisions of this agreement are or shall be at any time contrary to law, then such provisions shall not be applicable, enforced or performed except to the extent permitted by law. All other provisions not contrary to law shall continue in effect.
- C. The Union may hold meetings after school hours in any district building by prior arrangement with the building principal. The Union may use employees' mail boxes for distribution of Union materials. A bulletin board at each building shall be provided for Union use. The Union shall pay the school cost of school materials used for Union purposes.
- D. Board/Union Communications
 - 1. Upon reasonable request, the parties agree to share information such as budgetary requirements, allocations, financial resources and any other available information which might be relevant to the success of the negotiations.
 - 2. At least twenty-four (24) hours prior to each regular Board meeting a copy of the Superintendent's Report and the minutes to be approved will be shared with the Union president and the executive vice-president.
 - 3. The president of the Union or his/her/their designated representative shall be given written notice of any regular or special meetings of the Board identical to that received by the Board members.
 - 4. The administration along with the president and vice president(s) of the Union will meet as mutually agreed in order to discuss items of concern or interest as they relate to the educational program of the district or the negotiated agreement in effect at the time.
- E. Performance Evaluation Reform Act (PERA) Joint Committee - District 215's PERA Joint Committee will meet in good faith to reach agreement on the evaluation instrument by majority vote. Should the parties not reach agreement because of a tie, they shall present their final offers to the Board of Education at the last meeting before February 1st of that year. The Superintendent, as a member of the Committee, shall vote representing the will of the Board of Education.
 - 1. The Superintendent or designee shall provide the union president, upon request, a list of licensed staff members whose performance evaluations were not completed by the mutually agreed upon due date.

- F. Reduction in Force (RIF) Joint Committee - District 215's RIF Joint Committee will meet in good faith to reach agreement by majority vote. Should the parties not reach agreement because of a tie, they shall present their final offers to the Board of Education at the last meeting before February 1st of that year. The Superintendent, as a member of the Committee, shall vote representing the will of the Board of Education.

ARTICLE VI – DISCIPLINE

- A. Progressive Discipline – Employees shall be disciplined for just cause. The Board agrees to abide by the tenets of progressive discipline including: oral reprimand, written reprimand, suspension with or without pay, change of assignment, Board ordered remediation, and dismissal. Nothing contained herein shall require the Board to exhaust all of the foregoing techniques when circumstances require the appropriate technique be applied in an expeditious fashion in the event the Board determines that discipline is necessary. Disciplinary action shall be taken within ninety (90) days of the event giving rise to the action or the Administration's knowledge of the same. Notices to Remedy and other notices of formal discipline for bargaining unit members shall not be posted on BoardBook for public viewing. Disciplinary documents for bargaining unit members shall remain confidential and shall only be made public in accordance with the law.

Formal Board action to discipline an employee shall be preceded by:

1. Twenty-four (24) hour written notice of a fact-finding meeting will be provided to the affected employee in a confidential and private manner. The notice will include the purpose of the meeting and the employee will be allowed to invite Union representation. The purpose of this meeting is to determine the circumstances of an employee's actions on matters related to his/her/their employment and/or the educational program. At any time during the fact-finding meeting either party may call an immediate end to the meeting.
2. Forty-eight (48) hour written notice of the charges, including the date, time and location of the meeting at which a recommendation for discipline will be made to the Board of Education, will be provided in a confidential and private manner to the affected employee.
3. The employee's right to respond to the charges, including the right to offer information in his/her/their defense and to question the information presented to the Board. The employee must submit a written request (to the Board of Education's Secretary) to appear before the Board in closed session not less than 24 hours in advance of the meeting. Should the Board of Education approve the request, the employee will be allowed to invite Union representation.

ARTICLE VII – WORKING CONDITIONS

- A. Vacancies – It shall be the policy of the Board and administration to make known all employment vacancies and minimum qualifications within the district. When any position has been filled all applicants shall be notified of the decision.

All vacancies shall be posted on the faculty bulletin boards in both schools and on-line at the District webpage. Interpretation of this clause shall in no manner restrict the authority of either the Board or the Administration in its rights and obligations to make the final decision regarding all employment and staff assignments.

- B. Employment Physicals – Pre-employment physical examinations as required in the Illinois School Code ([105 ILCS 5/24-5](#)) shall be performed by a physician licensed in Illinois or any other state to practice medicine selected by the employee and the cost shall rest with the employee. Additional certificates of physical fitness may be required, as specified in the Illinois School Code ([105 ILCS 5/24-5](#)). The examinations are to be performed by a physician licensed in Illinois to practice medicine. The expense of the examination will be borne by the district.

- C. Class Schedule and Assignments

The administration is responsible for class schedule design and the equitable distribution of assignments. All efforts shall be made to use acceptable standards of teacher-pupil ratios, average teacher load and recommended counselor load.

1. Class Size

- a. All parties to this agreement jointly recognize that class size is a factor related to instructional effectiveness; therefore, every effort will be made to accomplish the best possible pupil-teacher ratio with an equal distribution of class sizes and/or caseloads. A reasonable effort should be made to achieve class balance by the fifteenth (15th) day of class. To this end, by the tenth (10th) class day of each semester, teachers (including licensed PPS employees and Deans) upon request may meet with a committee consisting of the licensed employee making the request, an appointed Union representative, the Division Leader, the building principal and the assistant principal to review the complaint. This complaint may be in regard to any specific class size, space limitations, work stations and equipment, student distribution, total class load, number of sections or reasonable and equitable individual caseloads for licensed PPS employees or Deans. Results of the committee hearing indicating unresolved questions shall be reported to the full Board of Education by the administration outlining alternatives and recommended solutions at the first regularly scheduled board meeting following the hearing. Copies of teacher class loads and average teacher, licensed PPS employee and Dean

- loads shall be given to the Union president one (1) month after the beginning of each semester.
- b. A maximum class size not exceeding twenty-nine (29) pupils shall be attained by the fifteenth (15th) day of the semester. This shall go into effect at the beginning of the 2026-2027 school year.
 - c. A maximum class size of forty (40) shall not be exceeded for physical education classes. This shall go into effect at the beginning of the 2026-2027 school year.
 - d. Performing music classes are excluded from these class size requirements.
2. Special Education – The administration will inform special education teachers/case managers of the special needs of students within 10 school days of the administration's documented knowledge of students' special needs. Special Education teachers/case managers will then inform general education teachers of the special needs of their students within 10 school days.
3. Class Distribution – Every effort will be made to resolve, on a departmental level, through the cooperative effort of all department members, problems arising in connection with distribution of preparations and ability levels. No teacher shall teach more than three (3) consecutive assignments without the teacher's consent. An effort should be made to minimize teacher preparations to three (3) except where numerous course selections or special circumstances exist. Every ability level constitutes a preparation.
4. Tentative Assignments – Principals shall furnish written tentative course assignments, including the number of sections, for the following year to all teachers by the last day of the second semester and a revised tentative schedule for those teachers affected seven (7) days prior to the beginning of the second semester. The schedule will state the teaching day and the number of sections of each subject to be taught. Should any subsequent changes be necessary, the principal or his/her/their designee will inform the teacher, the immediate supervisor and the union president in writing. The teacher will have the opportunity to discuss these changes with the principal or his/her/their designee.
5. Deans will be recommended by the administration at its sole discretion, except that at least one (1) dean in each school shall be appointed from the tenured staff having a minimum of four (4) years teaching experience in the district. The incumbent dean will be given first consideration for the position based on experience and evaluation. Incumbent deans not reappointed shall be notified by certified mail postmarked no later than the 1st of March. Incumbent deans wishing to resign their Dean position for the next school year must submit written notice of intent to resign no later than the 15th of January.

6. Semester Grades – The grading periods shall be as equal in length as possible.
First Semester Grades: All grades will be due two and one-half (2½) days following the last day of final exams. Failing grades will be submitted by 8 A.M. the next day after the end of final exams.
Second Semester Grades: All grades for senior students will be due no later than 12:00 p.m. on the school day following the last day of twelfth-grader attendance. All other student grades for the second semester will be due two and one-half (2½) days following the last day of final exams. Failing grades will be submitted by 8 A.M. the next day after the end of final exams.
7. Workday – The workday shall consist of seven and one-half (7½) continuous hours including a fifty-five (55) minute duty-free lunch; school improvement Wednesdays will allow a forty(40) minute duty-free lunch and staff will be dismissed fifteen (15) minutes early. In the event a time-sensitive, job-related matter arises on a school improvement Wednesday, an employee may request that the principal excuse him/her/them from professional development to attend to the matter. Teachers assigned to the zero period schedule will attend professional development on Wednesdays and will be compensated for the time over and above the seven and one-half (7½) hour day at five-sixths (5/6) of the internal substitution rate. This shall, in no way, prevent an employee from working or being at school before or beyond these time limitations; and shall in no way prevent an employee from devoting more time than the official school day as may be necessary to perform the employee's duties or assignment.
 - a. e-Learning Workday – If the Superintendent or designee declares the implementation of an e-learning day, employees will follow the district's state-approved e-learning plan. If an e-learning day is implemented on a school improvement Wednesday, district administration will determine whether or not the professional development will take place.
 - b. State Testing Days – Teachers shall follow the State testing day schedule as indicated by administration. Teachers shall post assignments for students who are not testing by 8:00 am on those days.
8. Curriculum – It is recognized that the faculty, Board and administration have an interest in the development of curriculum. The final decision on all curriculum matters rests with the Board. Curriculum proposals may originate from departments provided they are approved by the majority of the department members. Decisions regarding curriculum proposals from the departments shall be communicated to the concerned department in writing giving reasons for actions taken.
9. Long-Term Coverage for Licensed PPS Employees & Deans – In the event there is a request for an extended leave of absence, the school district will make an effort to provide a substitute. The substitute may be, but is not limited to, a long-term substitute, an hourly substitute, and/or sixth assignments for current employees.

D. Teaching Procedures

1. All full-time probationary employees shall be required, as part of the statutory probationary period, to participate and attend orientation programs. Prior to the opening of the regular school term of their first year, all probationary employees shall be required to attend three (3) days of orientation programs without additional pay on days to be designated by the Superintendent. Prior to the opening of the regular school term of their second year, all probationary employees shall be required to attend one day of orientation program without additional pay on a day to be designated by the Superintendent. Additional days required herein shall be scheduled during the week immediately preceding the start of the school year.
2. Employees shall be informed of all due dates for submission of grades within the first full week of school.
3. Deviations from the teacher assigned schedule shall be made only with the approval of the administration.
4. Planning periods shall be used for instructional preparation, curriculum development, student/parent conferences scheduled 24 hours in advance, and substitution. This provision shall not infringe on an employee's duty-free lunch period.
5. Teachers shall have emergency lesson plans readily available for use by substitutes.
6. Employees shall be encouraged to participate in programs arranged by the Board and Administration dealing with community, social and school problems. Employees who are unable to attend the annual open house shall be required to notify the principal by noon of the day of the open house.
7. The Administration may assign teaching personnel to positions of supervision at any school functions, which occur during the teaching day, and such personnel shall be held responsible for proper action during that time. This provision shall not infringe on an employee's duty-free lunch period and/or planning period.
8. The School Board may schedule, on an annual basis, as many as two (2) parental institutes for the purpose of parent and teacher communication. These two parental institutes shall be included among the 185 teacher attendance days. Personal leave on either of those two days shall require the approval of the Superintendent five (5) working days in advance, except in emergency situations.
9. During the months of September through April, special education teachers shall be permitted to use the third professional development session of that month for special education case management purposes. The special education teacher must notify their immediate supervisor that they will use the time for case management duties no less than 48 hours prior to the session.

E. School Calendar

1. The school calendar shall conform to the State law and shall include no more than one hundred seventy-eight (178) pupil attendance days and one hundred eighty-five (185) teacher days.
2. It is recognized that the Board of Education has final authority to determine the school calendar and such calendar shall be adopted at the earliest practical date.
3. Prior to adoption by the Board the Superintendent shall meet with officials designated by the Union to discuss the following school year's calendar. This meeting shall take place in an atmosphere of good faith.
4. There shall be established a School Day Committee for the length of the negotiated agreement and for the purpose of continuing the study of the school day. The committee shall be constituted by an equal number of members designated by the President of the Board of Education and the President of the Union.
5. Autonomous instructional preparation time will be provided during the institute day(s) at the start of the school year.

F. Assigned Periods – Each teacher shall have no more than five (5) assigned periods with a planning period daily. Cafeteria/hall supervision (full periods) is considered an assignment.

G. Teacher Substitution – Any teacher assigned by the principal shall substitute one (1) period per day at the rate established in Appendix B of this Agreement. Teachers with four or more preparations and teachers with three or more consecutive preparations will not be required to substitute teach unless no other qualified licensed employee is available. No student teacher may substitute for a regular teacher before all full-time licensed employees have been offered the opportunity to substitute first.

H. Transfers – Transfer between schools shall be made using the following criteria. Transfer steps one (1) and two (2) shall be followed unless the best interests of the school District require otherwise in which case the Superintendent shall convene a meeting with the Union President to explain the basis of the transfer decision. In the event the Union President is not satisfied with such explanation he/she/they may discuss the decision with the Superintendent and Board. If steps one (1) and two (2) do not provide a qualified person step three (3) shall be used. A qualified person is defined as an individual who meets the standards of the State Board of Education. If the transfer is made under step three (3), the person lowest in seniority who falls within the guidelines shall be the one transferred. Extra-curricular activities shall not be a determinant in the decision-making process criteria.

1. Voluntary by administration notice
2. Involuntary within the affected department on the basis of least district seniority provided teacher is qualified to teach assignment.
3. Involuntary by assignment made after meeting between the teacher and building principal, at which time the teacher will be notified of reason for transfer.

I. Legal Support for Discipline

1. The Board affirms its responsibility to give support to the maintenance of control and discipline in the school through its legal authority and liability insurance covering teachers as prescribed in the Illinois School Code ([105 ILCS 5/10-20.20](#)). Any assault upon a teacher shall be promptly reported to the immediate supervisor who shall in turn notify the proper authorities. In cases involving contemplated civil or criminal court action by an employee of the Board of Education resulting from an altercation or assault the services of an attorney representing the Board shall be made available to such employee for legal consultation prior to the filing of such action.
2. The Board will make no effort to restrict any employee from bringing civil or criminal charges against a student.
3. There shall be at least one (1) meeting each year of a committee to evaluate current practices in discipline. The committee shall be made up of administration, special services, a parent and union representatives. The committee shall make recommendations to improve current discipline practices. Committee recommendations shall be in writing and shall be submitted to the Board of Education. If the administration makes any modifications or changes to the committee recommendations the committee recommendations shall also be submitted to the Board in original form.

J. Leaves (Temporary) – Leave Provisions – Leaves shall not be granted when it is determined that financial gain is the major purpose. Except as otherwise provided, there is no guarantee after the duration of the leave that the same position shall be open. Certification of fitness may be required for return to duty. The employee has the right to select his/her/their own physician. Approved leaves or extensions shall indicate the term, whether it is with or without pay, whether it is to be charged to sick leave and whether salary schedule advancement is provided. Upon return from any approved leave, the employee shall be credited with sick leave accumulated prior to the granting of the leave. Employees on approved unpaid leave shall not accrue seniority.

1. Sick Leave

- a. At the beginning of each school year, sick leave shall be credited to each employee as follows:

Years 1 through 10 of District 215 employment	15 days of sick leave
Years 11 through 20 of District 215 employment	20 days of sick leave
Years 21 through 30 of District 215 employment	25 days of sick leave
Years 31+ of District 215 employment	30 days of sick leave.

Sick leave accumulation shall be unlimited. Intervening legal holidays are not chargeable to sick leave. The number of days of sick leave credited in the first year of employment shall be pro-rated based on the employee's hire date. Employees who terminate employment after July 1, 2025, and later return to District 215 employment shall be considered a new employee and will not receive credit for prior years of District 215 employment.

- b. Five (5) sick days per year shall be designated as “personal leave” and may be used to attend to matters which require absence during school hours. Written notice of intent to use such leave shall be submitted to the principal at least one (1) school day in advance of the proposed absence, except in the case of an emergency. If this leave is to be used on a parent-teacher conference day, or before/after a legal holiday or winter/spring/summer break, the employee must submit a written request, including the purpose of the leave, to the Superintendent and must receive his/her/their approval at least one (1) school day in advance of the proposed absence. This provision satisfies the requirements of the Cook County Paid Leave Ordinance.
 - c. For purposes of this section (J) immediate family shall include: parents, step-parents, spouse, domestic partner, brothers, sisters, children, step-children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and legal guardians per Illinois School Code ([105 ILCS 5/24-6](#)). Special situations of merit may be considered and granted by the Superintendent as needed.
 - d. Sick leave as referred to in this section shall be interpreted to mean personal illness, mental or behavioral health complications, medical appointment, quarantine at home, serious illness or death in the immediate family or with a permanent resident of the household, or the birth, adoption, placement for adoption, or the acceptance of a child in need of foster care. Employees may use up to 30 days of their available sick leave because of the birth of a child that is not dependent on the need to recover from childbirth.
 - e. Employees who qualify for leave under the Family & Medical Leave Act (FMLA) will be granted up to fifteen (15) additional days of paid sick leave for the birth of a child, or placement of a child with the employee for adoption or foster care, and to bond with the newborn or newly-placed child.
 - f. The school board may require a certificate from a physician licensed in Illinois to practice medicine and surgery in all its branches, a chiropractic physician licensed under the Medical Practice Act of 1987, a licensed advanced practice registered nurse, a licensed physician assistant, or, if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith as a basis for pay during leave after an absence of three days for personal illness or as the school board may deem necessary in other cases. In accordance with the provisions of [105 ILCS 5/24-6](#), the school board may require a certificate from a mental health professional licensed in Illinois who is providing ongoing care or treatment to the employee as a basis for pay during leave after an absence of three (3) days for mental or behavioral health complications.
2. Bereavement – Employees who have experienced the death of an immediate family member shall be granted up to five (5) paid bereavement days to grieve, attend the funeral or alternative to a funeral, and make arrangements necessitated by the death of the family member. Immediate family members are: the employee’s child, stepchild, spouse, domestic partner, sibling, parent,

mother-in-law, father-in-law, grandchild, grandparent or stepparent. Employees who are eligible for leave under the Family & Medical Leave Act (FMLA) shall be granted up to five additional unpaid days as needed for a death in the immediate family, or up to 10 unpaid days for any of the following reasons:

- a. A stillbirth;
- b. A miscarriage;
- c. An unsuccessful reproductive procedure;
- d. A failed adoption match or an adoption that is not finalized because it is contested;
- e. A failed surrogacy agreement; or
- f. A diagnosis that negatively impacts pregnancy or fertility.

Bereavement leave must be completed within 60 days after the date the employee receives notice of the event, and an employee may only take up to six weeks of bereavement leave if they experience more than one event during a 12-month period. Documentation to support the request for bereavement leave may include a death certificate, a published obituary, or the [Illinois Department of Labor's Family Bereavement Leave Act 10\(a\)\(4\) Leave Form](#) as applicable.

3. Workers' Compensation – Whenever an employee is absent from school as a result of an injury arising out of and in the course of employment that employee shall receive his/her/their salary for a period of time equal to thirty (30) school days if needed. Such absence shall not be charged against sick leave. In no event shall the employee receive his/her/their salary if he/she/they is declared physically able to return to work by a Board appointed physician. Any amount of salary payable pursuant to this section shall be reduced by the amount of any Workers' Compensation payments for temporary disability due to the said injury for the period in which such salary is paid.
4. Jury Duty – Personnel called for this duty shall receive regular pay.
5. Sick Leave Bank – The Board of Education, in cooperation with the Union, established a Sick Leave Bank on a voluntary basis. The Union shall administer the Sick Leave Bank and establish rules for the implementation of the Bank. A copy of the established rules shall be on file in the District personnel office. The Union shall provide to the District personnel office the names of participating members and the subsequent charges against the Bank. The Union agrees to hold harmless the Board of Education for any claim, damages or legal actions initiated pursuant to the Sick Leave Bank. Procedures established in May 2018 shall remain in effect unless the Board approves changes in these procedures submitted by the Union.
6. Extended Illness
A tenured employee who becomes ill and has exhausted his/her/their FMLA leave eligibility and all of his/her/their accumulated sick leave, including leave from the Sick Leave Bank, and whose

need for leave is supported by medical evidence satisfactory to the Board, shall be granted up to five (5) calendar months of extended illness leave automatically, without pay and fringe benefits, except that insurance can be kept in effect at the expense of the employee. At least one (1) month prior to the expiration of the leave the intent of the employee to return to duty must be communicated in writing to the superintendent. The employee may request in writing an extension of the leave of absence under the aforementioned terms, not to exceed five (5) calendar months, provided said employee shall submit to physical examination by a doctor selected by mutual agreement between the Board and the employee. Any additional leave of absence shall be granted at the discretion of the Board. If at any time the findings of the doctor are such as to enable the employee to qualify for total and permanent disability benefits under the State Teacher's Retirement Act, said employee's contract shall be terminated.

7. Parental/Child Rearing – A tenured employee shall be granted parental/child rearing leave without pay or other benefits to provide care for his/her/their (biological, adopted or step) children subject to the following conditions:
 - a. Written notice of intent to use parental/child-rearing leave shall be submitted to the Superintendent at least sixty (60) calendar days before the proposed commencement of such leave.
 - b. The leave shall not exceed the duration of two (2) school years. Leaves granted hereunder commencing in the school year in which the leave is requested shall be for no less than the remainder of that school year.
 - c. Sick leave shall not be applicable during the period of parental/child rearing leave. Any accumulated sick leave available at the commencement of the leave shall be available to the employee upon termination of the leave or if otherwise qualified for payment per Article IX P. (Sick Day Payment).
 - d. When a leave has been granted under this paragraph tenure shall not be interrupted. In order for an employee to advance on the salary schedule for time spent on leave the employee must have taught at least ninety (90) days in the year(s) for which salary schedule credit is requested.
 - e. With the consent of the insurance carrier, the employee may maintain medical insurance by making timely payments of all premiums to the District Business Office or elsewhere as may be directed.
 - f. Any employee on parental/child-rearing leave shall notify the Superintendent in writing by the 1st of March of his/her/their intent to return to employment for the following year.
 - g. An employee granted a leave of absence hereunder shall agree in all cases to waive any claim to unemployment compensation during this leave.
 - h. Upon return to employment from leave, the employee shall receive an available assignment consistent with his/her/their professional preparation. Leave status will not exempt the

employee from reduction in force (RIF). Placement in his/her/their previous assignment is not guaranteed.

8. Family and Medical Leave Act (FMLA)

a. Definitions (as used in this section):

1. Eligible employee means an employee who has been employed in a full-time capacity with the district for at least 12 months and has worked at least 1,000 hours with the district during the previous fiscal year.
2. Fiscal year means July 1 to the following June 30.
3. The term “equivalent position” shall mean any position for which an eligible employee is licensed and legally qualified to hold with compensation and benefits equal to or better than the compensation and benefits received by an eligible employee prior to being granted a leave under this section.
4. Other terms shall be defined in the Family and Medical Leave Act; rules and regulations are as promulgated by the United States Department of Labor.

b. Leaves

Eligible employees shall be granted unpaid leave, for up to twelve (12) weeks during any fiscal year and shall apply accrued sick leave to run concurrently if available, for one or more of the following reasons:

1. The birth of a child and to care for the newborn child within 12 months of birth.
2. The placement of a child with the employee for adoption or foster care within 12 months of placement with the employee.
3. The employee is needed to care for his/her/their spouse, child, or parent who has a serious health condition.
4. The employee’s own serious health condition makes the employee unable to perform his/her/their essential job functions.
5. Any qualifying exigency arising out of the fact that the employee’s spouse, child or parent is a military member on active duty or call to covered active duty status (or has been notified of an impending call or order to covered active duty).

Eligible employees who are the spouse, child, parent or next of kin of a covered servicemember shall be granted unpaid leave for up to 26 weeks during any fiscal year to care for the covered servicemember with serious injury or illness.

c. Notification

If the request for leave is based upon an expected birth or placement, the eligible employee shall provide the Superintendent at least thirty (30) days’ notice before the date the leave is expected to begin, of the employee’s intention to take leave. Where, due to unforeseen circumstances, such notice is not practicable, said employee shall provide as early a notice as practicable. If the request for leave is based upon the employee’s or family member’s serious

health condition, the eligible employee shall make every reasonable effort to schedule absences so as not to disrupt unduly the operations of the educational program of the district.

d. Restoration to position

Upon return from FMLA leave, employees will be restored to the same or an equivalent position.

e. Repealer

In the event that the Family and Medical Leave Act is repealed, then the provisions in this contract pertaining to the Family and Medical Leave Act shall, as of the date of repeal, no longer be in force and effect, in whole or in part, except those leaves that had already been approved.

f. Continuation of Health Coverage

The Board shall maintain the employee's health insurance coverage for the duration of the 12-week family and medical leave period at the same level and under the same conditions as though the leave had not occurred. Thereafter, with the approval of the insurance carrier, health care coverage may be continued at the sole expense of the eligible employee.

9. Military – Persons entering or called to the service of the United States shall be granted leave as provided by law.
10. Union Leave – Employees who are elected or appointed to full-time Union position with the American Federation of Teachers, or the Illinois Federation of Teachers with which they are affiliated, upon proper application, may be granted leaves of absence for the purpose of accepting these positions. This leave shall be granted under general leave provisions without salary, without salary advancement, without teacher retirement and without all fringe benefits for a maximum of two (2) years. Intent to return to work or to extend the leave to the second year, if applicable, must be submitted by the 1st of March of each year prior to the next fall opening of school. Failure to submit a letter of intent by the 1st of March date shall result in termination of employment.
11. Other – Leaves may be granted by the Board for such reasons as Peace Corps, Job Corps, exchange teacher programs, foreign and/or military teaching. Such leave requests should be submitted prior to the 1st of July preceding the next school year. This leave shall be granted under general leave provisions without salary, without salary advancement, without teacher retirement, and without all fringe benefits except for insurance which can be paid by the employee.
12. Sabbatical Leave – As defined by the Illinois School Code ([105 ILCS 5/24-6.1](#)).

K. School Related Business

1. Workshop, IHSA Tournaments, or Attendance at Workshops and other approved activities.

After district approval, expenses for school-related business and travel shall be paid as determined by the Board of Education.

L. Union Business – The Union President shall be granted one period of release time each school day to attend to bargaining unit members' concerns and work collaboratively with administration to problem solve. Should the Union President be employed as a teacher, an effort shall be made to schedule this release period for first period. The Superintendent, or his/her/their designee will give a 24-hour notice if the periods need to be switched. The Union President agrees to be available to meet with the Superintendent, or his/her/their designee as requested. Furthermore, both parties agree that this release period can be switched with the Union President's planning period. Union officers or their designees shall receive a total of ten (10) days release time per school year for the purpose of attending state conventions or union workshops. A maximum of three (3) people per building per day will be given this release time. The cost of substitutes will be paid by the Union.

M. Copyright – The district shall have property rights in original works for those materials developed for pay or for which the district provided release time. In those cases where employees have developed materials outside of school time without district funding those employees shall be provided copyright releases by the district.

N. Committees – The Superintendent shall notify the Union President of all committees involving bargaining unit members and the purpose of the committee(s). The Union President shall be allowed to recommend names of employees to serve on committees. Board members appointed by the Board President are Ad Hoc members of all committees.

O. Textbooks – Employees will assist with the distribution and collection of textbooks used by their students.

P. Student Teaching – Student teachers shall not be assigned to a bargaining unit member without the member's prior written consent.

ARTICLE VIII – GRIEVANCE PROCEDURE

A. Definition

1. A "grievance" is a claim by a regularly employed employee or a group of employees that there has been a violation, misinterpretation or inequitable application of any of the provisions of this

Agreement. Persons not members of the Union, however who are members of the bargaining unit, have the right to present grievances.

2. Working days as used in this grievance procedure shall refer to teacher attendance days and all days during the summer when the District 215 business office is regularly open to conduct official school business.

B. Purpose

1. This procedure is designed to secure, at the lowest possible administrative level, equitable solutions to grievances which may arise. Both parties agree that these proceedings will be kept informal and confidential at all levels of the procedure.
2. Nothing contained herein shall limit the right of any employee to resolve a grievance informally with any appropriate supervisor or administrator, provided the solution is consistent with the terms of this Agreement.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum. Every effort should be made to expedite the process. The time limit specified at any level may be extended by mutual agreement between the superintendent and the president of the Union. No grievance shall be initiated more than twenty-five (25) working days after the cause thereof has occurred or been discovered.
2. All decisions rendered at all levels of the formal grievance procedure will be in writing setting forth the decision and the reasons therefore and will be transmitted promptly to the grievant, the president of the Union and the grievance chairperson of the respective building.
3. When appropriate, and by mutual agreement between the Union president and the superintendent, a grievance may proceed directly to level two (2).
4. At all formal hearings, of the grievance, a representative or representatives of the Union shall be present.

D. Informal Process

An employee (Grievance Chair or Union President on behalf of a non-tenured employee) with a grievance will first discuss it with his/her/their immediate administrative supervisor who will respond within ten (10) working days.

E. Formal Process

All formal grievances shall be in writing on the proper form, and a lack of response at level one (1) or level two (2) shall be considered a denial of the grievance.

1. Level One – If the grievance cannot be resolved informally, the grievant will submit the grievance to the principal within ten (10) working days of the administrative supervisor's response. If the

grievance is not submitted within this time limit, the grievance shall be deemed to be waived and shall not be subject to further discussion or appeal. The principal shall have ten (10) working days to meet with the grievant and respond to the grievance.

2. Level Two – If the grievance was not resolved at level one (1), the grievant will submit the grievance to the superintendent within ten (10) working days of the principal's response. If the grievance is not submitted within this time limit, the grievance shall be deemed to be waived and shall not be subject to further discussion or appeal. The superintendent shall have ten (10) working days to meet with the grievant and respond to the grievance.
3. Level Three – If the grievance was not resolved at level two (2), the grievant will submit the grievance to the Board of Education within ten (10) working days of the Superintendent's response. If the grievance is not submitted within this time limit, the grievance shall be deemed to be waived and shall not be subject to further discussion or appeal. The Board of Education shall schedule a hearing on the grievance within twenty-five (25) working days of receipt of the written grievance. The employee and Union shall receive written notice of the hearing at least three (3) days prior to the hearing. The Board shall hear the aggrieved, the Union grievance committee and such other persons as the Board and Union may deem necessary for the resolution of the grievance. The Board shall render its decision via the superintendent within ten (10) working days of the hearing.
4. Level Four – If the grievance was not resolved to the satisfaction of the Union at level three (3), the Union will submit a written notice of intent to enter into binding arbitration. If the notice is not filed within ten (10) working days, the grievance shall be deemed withdrawn. A list of seven (7) arbitrators shall be secured from the American Arbitration Association. Final selection of the arbitrator shall be made by the parties alternately striking a name from the list until one (1) name remains and this person shall serve as arbitrator. The party eligible for the first deletion shall be determined by chance. If the selected arbitrator is unable to serve a new list shall be requested from the AAA.

The following governs the arbitration process:

- a. The decision of the arbitrator shall be final and binding on both parties.
- b. Full disclosure of all evidence will be made by both parties prior to the meeting with the arbitrator.
- c. It is agreed that the arbitrator shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. His/her/their authority will be strictly limited to deciding only the issue or issues presented to him at any hearing or in writing by the Board and the Union. His/her/their decision must be based solely upon his/her/their interpretation of the meaning or application of the express relevant language of the Agreement.
- d. Each party shall bear the full cost for its representation in arbitration. Expenses for the arbitrator's services and expenses which are common to both parties to the arbitration shall be borne equally by the Board and the Union.

- e. Should either party request a transcript of the proceedings said party shall bear the full costs for that transcript. Should both parties request a transcript the cost of the two (2) transcripts shall be divided equally between the parties.

F. Grievance Records

1. All documents, communications and records dealing with the processing of a grievance will be filed in a separate grievance file and will not be kept in the personnel file of any of the participants.
2. Upon final action, the original will be placed in the grievance file maintained in the Administrative Center unless the grievance is dropped.

ARTICLE IX – SALARY SCHEDULE PROVISIONS

A. Placement

1. Employees at the time of initial employment by District 215 shall be given credit on the salary schedule for verified full years of prior teaching experience to a maximum of ten (10) years. Such credit may include up to a maximum of two (2) years verified military service that interrupted teaching service on a one (1) for one (1) basis. Employees hired for the 2019-2020 school year through the 2021-2022 school year who were limited to the previous maximum of five (5) years of credit shall be given up to five (5) additional years of credit on the salary schedule for the additional verified full years of prior teaching experience, effective for the 2025-2026 school year. No compensation will be paid for previous school years worked at the lesser placement.
2. Credit for prior teaching and military service shall be determined at time of initial employment.
3. No employee will be allowed to enter into Level II Bachelor's Plus 15 Hours after October 1, 2019. This agreement in no way prohibits any employee from moving into Level III Masters upon completing the necessary course work and paperwork as previously negotiated in the 2013-2019 Agreement.

B. Annual Increments

Annual salary increments are granted to all employees who manifest efficiency in assignments. Pursuant to the Illinois School Code ([105 ILCS 5/10-20.7](#)), placement on the schedule and advancement are subject to approval by the Board of Education, upon recommendation of the superintendent. Retention at a given salary level may occur if notice of deficiencies and remediation is given an employee and correction of same is not satisfied. Before an employee is denied advancement on the salary schedule, the employee shall be entitled to a hearing at the Board level. A non-tenured employee must work at least 120 school days in order to advance on the salary schedule for the following year.

C. Advancement to Higher Level

To advance to the next horizontal lane on the salary schedule, the employee must present the required hours supported by official transcripts and/or a diploma to the personnel office not later than October 1. Midyear lane changes must be submitted to the personnel office not later than February 1. Movement from the Bachelor's level to the Master's level requires a Master's Degree. A employee may advance no more than one horizontal lane per school year. Failure to meet these deadlines will result in no lane advancement until the next opportunity for lane changes.

D. In-Service Growth

1. Only those graduate level credits earned after the date on which the Master's Degree was conferred shall count toward the "Master's Plus" on the salary schedule.
2. Graduate credit shall be earned at an educational institution accredited to grant graduate degrees by the appropriate regional accrediting association ([Higher Learning Commission](#), etc.). Graduate courses in an approved Master's or Doctoral degree program qualify for advancement on the salary schedule. Undergraduate level courses will not qualify for advancement on the salary schedule.
3. Subject to pre-approval guidelines, the District will reimburse employees up to \$2,000 per school year (September to August) for undergraduate or graduate courses taken at a regionally accredited college or university leading to the educator's successful application for and receipt of a new Illinois educator license or a new endorsement on their Illinois professional educator license. Courses not meeting the aforementioned criteria for reimbursement may be approved at the Superintendent's discretion. For the 2025-2026 school year only, the District will reimburse employees up to \$1,000 for courses that met the reimbursement criteria in the 2022-2025 Agreement if they enrolled in a degree program prior to ratification of this Agreement.
4. Employees seeking tuition reimbursement shall submit pre-approval forms with requested documentation to the Superintendent/designee as follows:

<u>Term</u>	<u>Deadline for submission of approval</u>
Summer session	May 31
Fall session	August 31
Spring session	December 31

The Superintendent/designee shall reply within (15) calendar days. Application deadlines may be extended at the discretion of the Superintendent/designee for extenuating circumstances. Such discretion shall not create a past practice.

5. Upon receiving reimbursement, the employee agrees to remain fully employed in District 215 for at least one (1) school year, unless the employee is released through reduction-in-force or unsatisfactory performance.
6. The employee must receive a final grade of an A, B or PASS in any course considered for reimbursement.

7. Advancement on the salary schedule shall be for the hours earned subsequent to the last degree conferred.

E. Additional Education Related Compensation

Any education related planning/supervision assignments will be compensated at the internal substitution rate as per the negotiated agreement.

F. Stipends

1. Deans – Deans shall be paid a stipend at seven percent (7%) of the base salary for current year to perform duties as outlined under present policies and procedures. An additional one percent (1%) per year will be added to the stipend for each year of service in the position not to exceed an additional six percent (6%). A current employee who substitutes for a Dean on an extended leave of absence will receive this stipend, prorated based on the number of days serving in this role divided by 180.
2. Interschool Travel – Teachers who travel between school buildings daily to fulfill their teaching assignments will be paid a stipend as listed in Appendix B of this Agreement.
3. Consulting Teacher – Consulting teachers shall be paid internal substitute rate of pay whenever their consulting service is necessary.
4. Advanced Placement (AP) Coordinator - T.F. North and T.F. South shall designate a school counselor as the Advanced Placement (AP) Coordinator annually. If no school counselors volunteer, administration will make the determination based on reverse seniority within the building. If a school counselor serves in the AP Coordinator role for three consecutive years and does not volunteer to continue, administration will designate a new school counselor using reverse seniority within the building. The AP Coordinator must complete any and all College Board training requirements to serve in this role. Some of the AP Coordinator duties will fall outside of the contractual workday; therefore, the District will pay the Credit Recovery Teacher hourly rate of pay for up to 30 hours per school year to the AP Coordinator. These additional hours should be scheduled in advance with the Assistant Principal of Pupil Personnel Services and submitted for payment biweekly via the District's current timesheet submission process.
5. Special Education Case Managers – Special education teachers with case management duties shall be paid a stipend as listed in Appendix B of this Agreement.
6. Dual Credit – Teachers of dual credit courses shall be paid a stipend as listed in Appendix B of this Agreement.
7. Interpreter – Qualified language interpreters shall be paid an hourly rate of pay as listed in Appendix B of this Agreement when their service is necessary.

- G. Per Diem Salary – Employees who begin work after the school year starts or leave prior to the end of the school year shall be paid their per diem salary. The per diem salary shall be based on teacher

attendance days worked times daily rate, (1/180 of the annual salary). Provisions of this paragraph shall not apply to employees on extended contracts.

- H. Additional Teaching Assignment Compensation – Any teacher requested to teach additional classes above the normal teaching load shall be paid at the substitute rate for twenty (20) consecutive teaching days and shall thereafter be paid 1/6.5 of their per diem salary (1/180) and will be paid such rate retroactively to the date said teacher began said assignment.
- I. Part-Time Teachers – A part-time teacher shall be compensated using the following formula, which includes payment for the planning period:
 - 1. If he/she/they teaches one (1) period per day, and works 1/3 of a planning period, the teacher receives 20.51% of his/her/their per diem salary, and receives three (3) sick days and one (1) personal day.
 - 2. If he/she/they teaches two (2) periods per day, and works 2/3 of a planning period, the teacher receives 41.02% of his/her/their per diem salary, and receives six (6) sick days and (1) personal day.
 - 3. If he/she/they teaches three (3) periods per day, and works one planning period, the teacher receives 61.54% of his/her/their per diem salary, and receives nine (9) sick days and two (2) personal days.
 - 4. A part-time teacher will not receive fringe benefits (health insurance, life insurance, tuition reimbursement, etc.).
 - 5. The Board of Education will make every effort to hire full-time teachers; however, from time to time it may be necessary to hire part-time teachers due to a critical shortage in content areas or other unforeseen circumstances. In these circumstances, the Superintendent will inform the Union President. However, nothing herein restricts the Board of Education from their legal responsibility to employ.
- J. Pay Periods – The employee may elect twenty-one (21) or twenty-six (26) pay periods. Payrolls are paid on alternate Fridays. When the payday is scheduled on a non-attendance day every effort shall be made to provide the payroll on the last working day prior to the regularly scheduled day.
- K. Insurance
 - 1. The Board of Education shall offer medical, dental, and vision insurance, as well as flexible spending accounts (FSA), for regularly employed personnel and their dependents. The medical plan(s) will include tiered prescription coverage, costing subscribers \$15 for generic, \$20 for formulary brand, and \$35 for non-formulary brand. The employee will share the cost of such insurance at the following monthly rates:

	2025-2026		2026-2027 & 2027-2028	
PLAN	SINGLE	FAMILY	SINGLE	FAMILY
Medical - PPO	\$215	\$570	\$225	\$590
Medical - HMO Illinois	\$171	\$445	\$181	\$465
Medical - Blue Advantage HMO	\$166	\$432	\$176	\$452

2. The Board of Education will offer employees a Dental High PPO, Dental Low PPO, and Vision insurance plans at the sole expense of the employees who subscribe to said plans.
3. The Board of Education shall provide \$50,000 in Basic Life and Accidental Death & Dismemberment Insurance for regularly employed, full-time personnel. Employees shall have the option of purchasing additional life insurance through payroll deduction.
4. Available insurance benefits are as defined by the carrier chosen by the Board of Education. See provider/carrier benefits brochure made available to each employee and dependent covered by the plan each year. During the life of this agreement, the Board shall have the right to change insurance carriers, and/or third-party administrators.
5. Employees who choose to decline comprehensive medical insurance benefits will receive \$2,000 annually (as two \$1,000 payments biannually).
6. All teachers who complete a biometric health screening as part of the District's annual screening event will receive a 3% reduction in the above rates.

L. Payment for Coaching/Extra-Curricular Assignments

1. Payment for coaching assignments shall be made only at the activity's completion or in two (2) equal payments. The second payment follows the activity's completion. The choice for either of these payments shall be on the part of the individual involved.
2. Personnel moving to a different level within an activity shall retain all experience in that activity. New personnel and present personnel who had previously accrued experience in a particular activity outside the district shall be entitled to one-half (½) of the years of experience acquired in that activity if verified in writing by previous employers.
3. Written reports shall be filed with the principal by each sponsor of an extracurricular activity and each athletic coach of such activity at the end of each activity and/or at the end of each sport season. If any recommendations are made a response shall be given to the sponsor or coach.
4. Designation, appointment and retention of all athletic coaches and activity sponsors shall be made at the discretion of the Board.
 - a. For purposes of implementing the required notice of employment status to coaches and activity sponsors the required notice shall be provided as follows:

Season or Activity

<u>Scheduled in:</u>	<u>Board Action by:</u>
Fall	December Board Meeting
Winter	April Board Meeting
Spring	July Board meeting

- The coach/sponsor will be notified by at least fourteen (14) calendar days after Board action.
- b. The Union agrees the Board is under no obligation to offer sports, activities or maintain prior staffing levels. In cases where additional coaches/sponsors were added due to increased enrollment and there is a decrease in enrollment below the prior seasons level the above notice schedule is waived providing the reduced enrollment became known after the schedule action/notice date. Such coach/sponsor shall be notified as soon as practicable.
- 5. It shall be the duty and responsibility of the assigned chaperones at all extracurricular functions to supervise the conduct of the students in attendance at such activities.
 - 6. Qualified full-time, licensed employees shall be given priority consideration over applicants who are not full-time, licensed employees of the district when applying for vacant coaching or extracurricular positions. This shall not prevent administration from making decisions on the retention of coaches and sponsors.
- M. Printing of Contract – The Board shall distribute the contract to each employee within the first full week of school or as soon as practicable after ratification by both parties.
- N. Credit Union – Upon authorization of a credit union member in writing the Board must deduct money from payroll and remit it each pay period. Such authorization may be terminated by the individual giving thirty (30) days written notice to the Board of Education. The credit union member agrees to save and hold harmless the Board from any and all liabilities of the credit union incurred as a result of this paragraph.
- O. Annuity Program – Upon authorization of an employee in writing, the Board must deduct money from his/her/their pay and remit this money each pay period to a tax-sheltered annuity program the employee elects. The employee agrees to save and hold harmless the Board from any and all liabilities of the annuity program incurred as a result of this paragraph. It is agreed that any member of the staff who wishes to participate in such a plan shall choose a plan from an approved list submitted to the Board by the Union. The list submitted by the Union shall be limited to five (5) plans which may be expanded to a maximum of eight (8) plans provided a minimum of five (5) employees wish to participate in a plan which is not on the approved list.
- P. Sick Day Payment – Employees who retire or who are dismissed as a result of a reduction in force and who have at least ten (10) years of full-time service with District 215 shall receive \$60 per day compensation for their accumulated sick leave, less any days of sick leave credited to the Teachers' Retirement System. This sick leave payment shall be issued to retired employees not later than six months after the last day worked. The above benefits shall be paid to the employee's beneficiary or estate if the employee dies during his/her/their employment.

- Q. Retirement Incentive Program – For the duration of this contract, an employee who was hired before July 1, 2025, and is eligible to retire under the Teachers’ Retirement System of the State of Illinois (TRS) and has completed a minimum of fifteen (15) years of full time service in District 215 and any employee who was hired on or after July 1, 2025, who is eligible to retire under the Teachers’ Retirement System of the State of Illinois (TRS) and has completed a minimum of fifteen (15) years of full-time, continuous (not including unpaid leave time) service in District 215 shall be eligible to apply for the retirement incentive program (RIP). Employees seeking to retire under RIP shall give written notice to the Superintendent no later than April 30th of the school year prior to the school year in which the employee intends to receive his/her/their first six percent (6%) creditable earnings increase, not to exceed a total of four (4) years of six percent (6%) salary increases. If an employee properly notifies the Superintendent of his/her/their retirement, the employee’s salary shall be increased by six percent (6%) over his/her/their base salary for the prior school year and the three subsequent school years. The retiring employee agrees not to accept additional paid assignments which would cause his/her/their TRS creditable earnings increase to exceed six percent (6%) in any year during the employee’s participation in the RIP. The District will perform a salary analysis for all employees in the RIP by April 30th of each year. If, based on that analysis, an employee in the RIP is projected to exceed the 6% cap and cause the district to incur a required contribution (penalty) to TRS, an adjustment to correct the error will be made in May to bring the teacher’s salary for the year back to the 6% level. Effective immediately upon ratification of this Agreement, members who missed the 4/30/2025 deadline to submit their written notice to the Superintendent shall have a 60-day window to submit written notice and retire under RIP.
- R. New Activities/Clubs – All new activities and clubs shall be placed on the respective schedules and on a lane and step appropriate to the activity.

ARTICLE X – SUMMER SCHOOL & CREDIT RECOVERY

- A. Summer School, Summer Bridge and Credit Recovery may be held at the discretion of the Board.
- B. Summer School teachers and Credit Recovery teachers must be licensed in the subject to be taught and must have earned a rating of Proficient or Excellent on the most recent performance evaluation (teachers who have yet to earn a summative evaluation rating will not be excluded).
- C. Summer School teachers must apply when positions are posted and shall be recommended based on the following order (except for Behind-the-Wheel teachers, Summer Bridge teachers, and Extended School Year (ESY) teachers, who are recommended based on availability and best fit as determined by the Principal or designee):
1. Teachers who have a majority of their teaching assignments in the subject department will be offered the position based on district seniority until all eligible applicants have been offered the

- opportunity, at which point the rotation shall return to the beginning.
2. Teachers who have a minority of their teaching assignments in the subject department will be offered the position based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning.
 3. Any teacher who meets the requirements in section B (above) will be offered the position based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning.
 4. The rotation begins where it stopped the previous selection cycle.
- D. The Summer School work schedule is based on a total of seventy hours of instruction per semester. A teacher's work schedule shall not exceed six and one-half (6.5) hours per day, including a daily fifteen (15) minute break.
- E. All Summer School teachers shall have one sick/personal day available per semester. Any unused days are forfeited and are not available for use after summer session ends. Driver education teachers shall not be paid nor work for more than the total number of instructional days scheduled for driver education in the summer session.
- F. Credit Recovery teachers must apply when positions are posted and shall be recommended based on the following order (except for Behind-the-Wheel teachers, who are recommended based on availability and best fit as determined by the Principal or designee):
1. Teachers who have a majority of their teaching assignments in the subject department, and who are assigned to the school at which the subject will be taught, will be offered the position based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning. T.F. Center for Alternative Learning and T.F. Center for Academics & Technology will be considered one campus as it pertains to teaching assignments.
 2. Teachers who have a minority of their teaching assignments in the subject department are assigned to the school at which the subject will be taught, will be offered the position based on a district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning.
 3. Teachers who are assigned to the school at which the subject will be taught, will be offered the position based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning.
 4. Teachers will be offered the position based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning.
 5. The rotation begins where it stopped the previous selection cycle.
 6. Credit Recovery teachers shall be paid for two (2) hours of preparation per semester.

ARTICLE XI – SCHOOL SERVICE PERSONNEL

- A. The following sections shall be the only sections of the contract which apply to school service personnel, including: career development coordinator/counselors, early college program coordinators, mental health specialists, school counselors, social workers, speech pathologists, school nurses, and school psychologists:

Articles I, II, III, IV, V, VI – Complete articles

Article VII – A, B, C.1., C.8., D.1., E, I, J, K, L, M, N

Article VIII – Complete article

Article IX – A, B, C, D, E, F, G, J, K, L, M, N, O, P, Q, R

- B. The following provisions shall apply to school nurses:

1. Work Year: The school nurses' work year shall include all days of teacher attendance plus pre-school book pick-up days and up to four summer days at the request of the Principal. Compensation for these additional work days will be paid at the school nurse's regular hourly rate of pay.
2. Work Day: The school nurses' work day shall consist of eight (8) continuous hours, including a fifty-five (55) minute duty-free lunch; early dismissal/professional development days will allow a forty (40) minute duty-free lunch.
3. Salary: ISBE-licensed school nurses shall advance on the salary schedule in the same manner and under the same terms as teachers advance on the salary schedule. Non-licensed school nurses shall be placed on the initial step of the Bachelor lane, and there shall be no step advancement.

- C. The following provision shall apply to school counselors:

Work Year: The school counselors' work year shall include all days of teacher attendance plus the five working days (as defined in Article VIII of this Agreement) immediately preceding the District's institute day. Compensation for these additional workdays will be paid at the school counselor's regular hourly rate of pay.

- D. The following provision shall apply to all school service personnel, except school nurses:

Work Day: The work day shall consist of 7.5 continuous hours, including a fifty-five (55) minute duty-free lunch; early dismissal/professional development days will allow a forty (40) minute duty-free lunch.

APPENDIX A – SALARY SCHEDULES

Teacher's salary pension contributions to the Teachers' Retirement System of the State of Illinois shall be tax sheltered by the Board to the maximum allowed by law.

The Union agrees to save and hold the Board harmless from all ramifications of withholding the tax-sheltered funds. The Board shall not be liable for any tax liability relating to this shelter.

SALARY SCHEDULES FOR (2025-2026) – (2026-2027) – (2027-2028)

SALARY SCHEDULE 2025-2026

	Level I		Level II		Level III	Level IV	Level V	Level VI
Year	Bachelor	Year	B+15	Year	Masters	M+ 15	M+30	M+45
0	\$ 57,158	0	\$ 59,716	0	\$ 63,285	\$ 65,843	\$ 68,401	\$ 70,959
1	\$ 59,716	1	\$ 62,274	1	\$ 65,843	\$ 68,401	\$ 70,959	\$ 73,517
2	\$ 62,274	2	\$ 64,832	2	\$ 68,401	\$ 70,959	\$ 73,517	\$ 76,075
3	\$ 64,832	3	\$ 67,390	3	\$ 70,959	\$ 73,517	\$ 76,075	\$ 78,633
4	\$ 67,645	4	\$ 70,203	4	\$ 73,773	\$ 76,331	\$ 78,889	\$ 81,446
5	\$ 70,459	5	\$ 73,017	5	\$ 76,586	\$ 79,144	\$ 81,702	\$ 84,260
6	\$ 73,273	6	\$ 75,831	6	\$ 79,400	\$ 81,958	\$ 84,516	\$ 87,074
7	\$ 76,086	7	\$ 78,644	7	\$ 82,214	\$ 84,772	\$ 87,330	\$ 89,888
8	\$ 78,400	8	\$ 80,958	8	\$ 84,028	\$ 86,585	\$ 89,143	\$ 91,701
9	\$ 80,214	9	\$ 82,772	9	\$ 85,841	\$ 88,399	\$ 90,957	\$ 93,515
10	\$ 82,028	10	\$ 84,585	10	\$ 87,655	\$ 90,213	\$ 93,271	\$ 95,829
11	\$ 84,341	11	\$ 86,899	11	\$ 90,469	\$ 93,027	\$ 97,084	\$ 99,642
12	\$ 87,155	12	\$ 89,713	12	\$ 93,282	\$ 95,840	\$ 99,898	\$ 102,456
13	\$ 89,969	13	\$ 92,782	13	\$ 96,352	\$ 98,910	\$ 102,968	\$ 105,525
14	\$ 92,322	14	\$ 95,852	14	\$ 99,421	\$ 101,979	\$ 106,037	\$ 108,595
15	\$ 94,624	15	\$ 98,921	15	\$ 102,491	\$ 105,049	\$ 109,107	\$ 111,664
16	\$ 97,003	16	\$ 101,520	16	\$ 105,560	\$ 108,118	\$ 112,176	\$ 114,734
17	\$ 100,563	17	\$ 104,119	17	\$ 108,630	\$ 111,188	\$ 115,245	\$ 117,803
18	\$ 102,563	18	\$ 106,713	18	\$ 111,699	\$ 114,257	\$ 118,315	\$ 120,873
19	\$ 104,563	19	\$ 110,273	19	\$ 114,774	\$ 117,429	\$ 121,589	\$ 124,198
20	\$ 106,563	20	\$ 112,273	20	\$ 117,853	\$ 120,601	\$ 124,863	\$ 127,523
21	\$ 108,563	21	\$ 114,273	21	\$ 120,928	\$ 123,783	\$ 128,142	\$ 130,997
22	\$ 110,563	22	\$ 116,273	22	\$ 124,489	\$ 127,343	\$ 131,703	\$ 134,558
23	\$ 112,563			23	\$ 126,489	\$ 129,343	\$ 133,703	\$ 136,558
24	\$ 114,563			24	\$ 128,489	\$ 131,343	\$ 135,703	\$ 138,558
				25	\$ 130,489	\$ 133,343	\$ 137,203	\$ 140,058
				26	\$ 132,489	\$ 135,343	\$ 139,203	\$ 142,058
				27	\$ 134,489	\$ 137,343	\$ 141,203	\$ 144,058
				28	\$ 136,489	\$ 139,343	\$ 143,203	\$ 146,058
				29	\$ 138,489	\$ 141,343	\$ 145,203	\$ 148,058

SALARY SCHEDULE 2026-2027

	Level I		Level II		Level III	Level IV	Level V	Level VI
Year	Bachelor	Year	B+15	Year	Masters	M+ 15	M+30	M+45
0	\$ 59,158	0	\$ 61,716	0	\$ 65,285	\$ 67,843	\$ 70,401	\$ 72,959
1	\$ 61,716	1	\$ 64,274	1	\$ 67,843	\$ 70,401	\$ 72,959	\$ 75,517
2	\$ 64,274	2	\$ 66,832	2	\$ 70,401	\$ 72,959	\$ 75,517	\$ 78,075
3	\$ 66,832	3	\$ 69,390	3	\$ 72,959	\$ 75,517	\$ 78,075	\$ 80,633
4	\$ 69,645	4	\$ 72,203	4	\$ 75,773	\$ 78,331	\$ 80,889	\$ 83,446
5	\$ 72,459	5	\$ 75,017	5	\$ 78,586	\$ 81,144	\$ 83,702	\$ 86,260
6	\$ 75,273	6	\$ 77,831	6	\$ 81,400	\$ 83,958	\$ 86,516	\$ 89,074
7	\$ 78,086	7	\$ 80,644	7	\$ 84,214	\$ 86,772	\$ 89,330	\$ 91,888
8	\$ 79,900	8	\$ 82,458	8	\$ 86,028	\$ 88,585	\$ 91,143	\$ 93,701
9	\$ 81,714	9	\$ 84,272	9	\$ 87,841	\$ 90,399	\$ 92,957	\$ 95,515
10	\$ 83,528	10	\$ 86,085	10	\$ 89,655	\$ 92,213	\$ 95,271	\$ 97,829
11	\$ 85,841	11	\$ 88,399	11	\$ 92,469	\$ 95,027	\$ 99,084	\$ 101,642
12	\$ 88,655	12	\$ 91,213	12	\$ 95,282	\$ 97,840	\$ 101,898	\$ 104,456
13	\$ 91,469	13	\$ 94,282	13	\$ 98,352	\$ 100,910	\$ 104,968	\$ 107,525
14	\$ 93,822	14	\$ 97,352	14	\$ 101,421	\$ 103,979	\$ 108,037	\$ 110,595
15	\$ 96,124	15	\$ 100,421	15	\$ 104,491	\$ 107,049	\$ 111,107	\$ 113,664
16	\$ 98,503	16	\$ 103,020	16	\$ 107,560	\$ 110,118	\$ 114,176	\$ 116,734
17	\$ 102,063	17	\$ 105,619	17	\$ 110,630	\$ 113,188	\$ 117,245	\$ 119,803
18	\$ 104,063	18	\$ 108,213	18	\$ 113,699	\$ 116,257	\$ 120,315	\$ 122,873
19	\$ 106,063	19	\$ 111,773	19	\$ 116,774	\$ 119,429	\$ 123,589	\$ 126,198
20	\$ 108,063	20	\$ 113,773	20	\$ 119,853	\$ 122,601	\$ 126,863	\$ 129,523
21	\$ 110,063	21	\$ 115,773	21	\$ 122,928	\$ 125,783	\$ 130,642	\$ 133,497
22	\$ 112,063	22	\$ 118,273	22	\$ 126,489	\$ 129,343	\$ 134,203	\$ 137,058
23	\$ 114,063	23	\$ 120,273	23	\$ 128,489	\$ 131,343	\$ 136,703	\$ 139,558
24	\$ 116,063			24	\$ 130,989	\$ 134,343	\$ 138,703	\$ 141,558
25	\$ 118,563			25	\$ 132,989	\$ 136,343	\$ 140,203	\$ 143,058
				26	\$ 134,989	\$ 138,343	\$ 142,203	\$ 145,058
				27	\$ 136,989	\$ 140,343	\$ 144,203	\$ 147,058
				28	\$ 138,989	\$ 142,343	\$ 146,203	\$ 149,058
				29	\$ 140,989	\$ 144,343	\$ 148,203	\$ 151,058
				30	\$ 143,489	\$ 146,843	\$ 151,203	\$ 154,058

SALARY SCHEDULE 2027-2028

	Level I		Level II		Level III	Level IV	Level V	Level VI
Year	Bachelor	Year	B+15	Year	Masters	M+ 15	M+30	M+45
0	\$ 61,158	0	\$ 63,716	0	\$ 67,285	\$ 69,843	\$ 72,401	\$ 74,959
1	\$ 63,716	1	\$ 66,274	1	\$ 69,843	\$ 72,401	\$ 74,959	\$ 77,517
2	\$ 66,274	2	\$ 68,832	2	\$ 72,401	\$ 74,959	\$ 77,517	\$ 80,075
3	\$ 68,832	3	\$ 71,390	3	\$ 74,959	\$ 77,517	\$ 80,075	\$ 82,633
4	\$ 71,645	4	\$ 74,203	4	\$ 77,773	\$ 80,331	\$ 82,889	\$ 85,446
5	\$ 74,459	5	\$ 77,017	5	\$ 80,586	\$ 83,144	\$ 85,702	\$ 88,260
6	\$ 77,273	6	\$ 79,831	6	\$ 83,400	\$ 85,958	\$ 88,516	\$ 91,074
7	\$ 80,086	7	\$ 82,644	7	\$ 86,214	\$ 88,772	\$ 91,330	\$ 93,888
8	\$ 81,900	8	\$ 84,458	8	\$ 88,028	\$ 90,585	\$ 93,143	\$ 95,701
9	\$ 83,714	9	\$ 86,272	9	\$ 89,841	\$ 92,399	\$ 94,957	\$ 97,515
10	\$ 84,528	10	\$ 87,085	10	\$ 90,655	\$ 93,213	\$ 96,271	\$ 98,829
11	\$ 86,841	11	\$ 89,399	11	\$ 93,469	\$ 96,027	\$ 100,084	\$ 102,642
12	\$ 89,655	12	\$ 92,213	12	\$ 96,282	\$ 98,840	\$ 102,898	\$ 105,456
13	\$ 92,469	13	\$ 95,282	13	\$ 99,352	\$ 101,910	\$ 105,968	\$ 108,525
14	\$ 94,822	14	\$ 98,352	14	\$ 102,421	\$ 104,979	\$ 109,037	\$ 111,595
15	\$ 97,124	15	\$ 101,421	15	\$ 105,491	\$ 108,049	\$ 112,107	\$ 114,664
16	\$ 99,503	16	\$ 104,020	16	\$ 108,560	\$ 111,118	\$ 115,176	\$ 117,734
17	\$ 103,063	17	\$ 106,619	17	\$ 111,630	\$ 114,188	\$ 118,245	\$ 120,803
18	\$ 105,563	18	\$ 109,213	18	\$ 114,699	\$ 117,257	\$ 121,315	\$ 123,873
19	\$ 107,563	19	\$ 112,773	19	\$ 117,774	\$ 120,429	\$ 124,589	\$ 127,198
20	\$ 109,563	20	\$ 115,273	20	\$ 120,853	\$ 123,601	\$ 127,863	\$ 130,523
21	\$ 111,563	21	\$ 117,273	21	\$ 123,928	\$ 126,783	\$ 131,642	\$ 134,497
22	\$ 113,563	22	\$ 119,773	22	\$ 127,489	\$ 130,343	\$ 135,203	\$ 138,558
23	\$ 115,563	23	\$ 122,273	23	\$ 130,989	\$ 133,843	\$ 139,703	\$ 142,558
24	\$ 118,063	24	\$ 124,273	24	\$ 133,489	\$ 136,843	\$ 141,703	\$ 144,558
25	\$ 120,563			25	\$ 135,489	\$ 138,843	\$ 143,203	\$ 146,058
26	\$ 123,063			26	\$ 137,489	\$ 140,843	\$ 145,203	\$ 148,058
				27	\$ 139,489	\$ 142,843	\$ 147,203	\$ 150,058
				28	\$ 141,489	\$ 144,843	\$ 149,203	\$ 152,058
				29	\$ 143,489	\$ 146,843	\$ 151,203	\$ 154,058
				30	\$ 145,989	\$ 149,343	\$ 154,203	\$ 157,058
				31	\$ 147,989	\$ 151,343	\$ 156,703	\$ 159,558

APPENDIX B – Extra Duty & Extracurricular Salary Schedules

EXTRA DUTY

- A. Licensed employees will be selected for extra duties listed in Appendix B of this Agreement unless no licensed employee accepts that duty. Licensed employees who cancel without providing advance notice on more than one occasion will no longer have priority for that extra duty for the remainder of that school year.
- B. The following guidelines are to be followed by administrative personnel only when recommending Hall Duty Supervisors and Student Safety Monitors.
 - 1. No employee shall hold more than one of these extra duty jobs during any given school year.
 - 2. Compensation shall be at the rates listed in Appendix B Extra Duty Assignment Compensation Schedule of this Agreement.
 - 3. Employees chosen for these jobs must perform duties in the building where they spend the majority of their workday.
 - 4. Every employee is placed on a wheel based on seniority. The wheel is continuously rotated. The rotation begins where it stopped the previous year. Awarding these positions shall be based on district seniority within the building unless the best interests of the school require otherwise, in which case the Superintendent shall convene a meeting with the Union President to explain the basis of the decision. Where the appointment of these positions ends the selection process shall commence in the following year.
 - 5. Upon refusal of a position, the employee will remain in his/her/their present position until all others on the list are offered the position. On second refusal, the employee will move to the bottom of the hall duty supervisor/student safety monitor list.
 - 6. It is understood that conflicts between extra duty assignments and the regular class schedule shall in no way influence the formation of the teacher's regular class schedule.
- C. Sixth assignments shall be assigned based on seniority to those who are licensed in the specified content area and have a planning period the same hour. Licensed employees who are participating in the Retirement Incentive Program (RIP) may be excluded from this assignment if it will result in a TRS penalty.

APPENDIX B - Extra Duty Assignment Compensation Schedule

The hourly rates listed below pertain to the first eight hours of a duty; activities that exceed eight hours will be paid an additional flat rate of \$50 per duty.

DUTY	2025-26	2026-27	2027-28
Athletic Crowd Control	\$30	\$31	\$32
Athletic Ticket Takers	\$30	\$31	\$32
Auditorium Manager	\$68	\$69	\$70
Bus Chaperone - Athletics	\$30	\$31	\$32
Concerts, Plays, Dances	\$30	\$31	\$32
Detention Supervisor	\$68	\$69	\$70
Other Activities	\$24	\$25	\$26
Pool Supervisor	\$68	\$69	\$70

Athletic Event Officials:

Baseball/Softball

Public Address - Varsity	\$30	\$31	\$32
Scorer	\$30	\$31	\$32
Scoreboard/Timer	\$30	\$31	\$32

Basketball

Public Address	\$30	\$31	\$32
Scorer	\$30	\$31	\$32
Scoreboard/Timer	\$30	\$31	\$32
Filming	\$30	\$31	\$32

Football

Public Address	\$30	\$31	\$32
Scorer	\$30	\$31	\$32
Scoreboard/Timer	\$30	\$31	\$32
Filming	\$30	\$31	\$32
Chain Gang	\$30	\$31	\$32

Soccer	\$30	\$31	\$32
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Swimming	\$30	\$31	\$32
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Track/Cross Country	\$30	\$31	\$32
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Volleyball

Scorer	\$30	\$31	\$32
Scoreboard/Timer	\$30	\$31	\$32

Wrestling

Scoreboard/Timer	\$30	\$31	\$32
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STIPENDS, EXTRA DUTIES, & BENEFITS LISTED THROUGHOUT CONTRACT

New rates begin with the first day of school

ITEM

2025-26

2026-27

2027-28

Stipends & Duties

AP Coordinator Rate (hourly - max 30 hours per school year)	\$63	\$63	\$63
Credit Recovery (hourly)	\$63	\$63	\$63
Curriculum Writing (hourly)	\$56	\$56	\$56
Drivers Ed BTW (hourly)	\$63	\$63	\$63
Dual Credit Teacher Compensation (per teacher - per semester)	\$250	\$250	\$250
Hall Duty (semester)	\$2,810	\$2,922	\$3,039
Homebound Rate (hourly)	\$55	\$55	\$55
Homework Center (hourly)	\$63	\$63	\$63
Interpreter (hourly)	\$56	\$57	\$58
Professional Development (hourly)	\$56	\$56	\$56
School Safety Monitor (semester)	\$2,810	\$2,922	\$3,039
Sixth Assignment (sub rate 20 consecutive teaching days; then 1/6.5 of per diem salary (1/180) retro to start)			
Special Education Teacher with student caseload (per teacher - annual)	\$1,792	\$1,792	\$1,792
Teacher Substitution Rate (hourly)	\$56	\$57	\$58
Zero hour teacher dept & faculty meetings (hourly - 5/6 Internal Sub rate)	\$47	\$48	\$48

Summer

Camp Head Coach (daily)	\$136	\$136	\$136
Camp Assistant Coach (daily)	\$116	\$116	\$116
Freshman Orientation Workers	Other Activities Rate		
Summer Bridge (hourly) & Extended School Year (ESY) (hourly)	\$58	\$60	\$63
Summer Drivers Ed BTW (hourly)	\$53	\$53	\$53
Summer School (Both semesters combined)	\$8,118	\$8,443	\$8,781

Benefits

Interscholar Travel Semester Rate	\$1,000	\$1,000	\$1,000
Insurance opt out (annual)	\$2,000	\$2,000	\$2,000
Sick Day Payment (retire or RIF - 10 years w/District)	\$60	\$60	\$60
Tuition Reimbursement (annual)	\$2,000	\$2,000	\$2,000

APPENDIX B
Athletics Key to Extra-Curricular Schedule of Payment

LANE A	LANE B	LANE C	LANE D	LANE E
Assistant Athletic Director	Head Coaches:	Head Coaches:	Assistant Coaches:	Assistant Coaches:
Athletic Trainer (120%)	Baseball (B)	Badminton (G)	Baseball (B)	Badminton (G)
Head Coaches:	Cheerleading	Bowling (B) (G)	Cheerleading	Bowling (B) (G)
Basketball (B) (G)	Softball (G)	Competitive Dance	Soccer (B) (G)	Cross Country (B) (G)
Football (B)	Volleyball (B) (G)	Cross Country (B) (G)	Softball (G)	Golf (B)
Soccer (B) (G)		Esports		Tennis (B) (G)
Swimming (B) (G)		Golf (B)		
Track (B) (G)		Tennis (B) (G)		
Wrestling (B)		Assistant Coaches:		
		Basketball (B) (G)		
		Football (B)		
		Swimming (B) (G)		
		Track (B) (G)		
		Volleyball (B) (G)		
		Wrestling (B)		

Bargaining unit members holding the position of Volleyball Head Coach during the 2024-2025 school term will retain their Lane A placement for that position until they voluntarily resign that position or are released from that position for just cause.

APPENDIX B

Activities, Clubs, and Non-Athletics Key to Extra-Curricular Schedule of Payment

LANE A	LANE B	LANE C	LANE D	LANE E	LANE F
Activities Director (120%)	Band Assistant Director	Auto Collision Repair Club Sponsor	Auditorium Manager	Anime Club Sponsor	Art/Visual Arts Club Sponsor
Band Director	Connections Club Sponsor	Digital Media Manager	Auto Mechanics Club Sponsor	Contest Play Director	Best Buddies Club Sponsor
Choral Director	Student Action Team Sponsor	Drama Assistant Coach	Chess Sponsor	Cultural Exploration Club Sponsor	Brother 2 Brother Club Sponsor
Drama Head Coach	Speech Assistant Coach	Future Teachers of America Sponsor	Computer-Aided Design (CAD) Club Sponsor	Drama Club Sponsor	Environmental/Science Club Sponsor
Speech Head Coach	Yearbook Advisor	Junior Class Sponsor	Cooperative Work Training (CWT) Sponsor	Dreamers Club Sponsor	History Club Sponsor
Student Council Sponsor		Newspaper Advisor	Interdisciplinary Cooperative Education (ICE) Sponsor	Esports Club Sponsor	Literary Magazine Sponsor
		Senior Class Sponsor	Mathletes Sponsor	Freshman Class Sponsor	Mock Trial Club Sponsor
		Student Equity Leadership Club Sponsor	Scholastic Bowl Sponsor	Freshman/Sophomore Class Sponsor	Powerlifting Club Sponsor
				Gender & Sexuality Alliance (GSA) / People Respecting Individuality Diversity & Equity (PRIDE) Sponsor	Senior Ambassadors Club
				Group Interpretation Sponsor	STARS/Girls Club Sponsor
				Latin Dance Crew Sponsor	Students Against Destructive Decisions (SADD) Sponsor
				Monogram Club/Pep Club Sponsor	TV Production Club Sponsor
				National Honor Society (NHS) Sponsor	
				Peer Mediators Sponsor	
				Publicity Director	
				Sophomore Class Sponsor	

APPENDIX B – Athletics & Clubs/Non-Athletics Salary Schedules

2025-2026

ATHLETIC SALARY SCHEDULE

	LEVELS				
	A	B	C	D	E
Year	Amount	Amount	Amount	Amount	Amount
1	\$7,082	\$5,902	\$4,722	\$4,426	\$4,131
2	\$7,554	\$6,314	\$5,133	\$4,781	\$4,426
3	\$8,027	\$6,727	\$5,546	\$5,133	\$4,663
4	\$8,499	\$7,141	\$5,960	\$5,489	\$4,957
5	\$8,970	\$7,554	\$6,372	\$5,844	\$5,194
6	\$9,443	\$7,966	\$6,786	\$6,197	\$5,489
7	\$9,914	\$8,380	\$7,201	\$6,550	\$5,723
8	\$10,386	\$8,792	\$7,614	\$6,904	\$6,021
9	\$10,860	\$9,206	\$8,027	\$7,141	\$6,256
10	\$11,212	\$9,443	\$8,263	\$7,377	\$6,493
11	\$11,381	\$9,585	\$8,387	\$7,487	\$6,590
12	\$11,711	\$9,863	\$8,631	\$7,706	\$6,782
13	\$12,043	\$10,142	\$8,874	\$7,925	\$6,974

CLUBS & NON-ATHLETIC SALARY SCHEDULE

	LEVELS					
	A	B	C	D	E	F
Year	Amount	Amount	Amount	Amount	Amount	Amount
1	\$7,082	\$5,902	\$4,194	\$3,932	\$3,042	\$2,099
2	\$7,554	\$6,314	\$4,561	\$4,248	\$3,302	\$2,360
3	\$8,027	\$6,727	\$4,929	\$4,561	\$3,512	\$2,569
4	\$8,499	\$7,141	\$5,296	\$4,878	\$3,776	\$2,832
5	\$8,970	\$7,554	\$5,663	\$5,192	\$3,985	\$3,042
6	\$9,443	\$7,966	\$6,030	\$5,506	\$4,248	\$3,302
7	\$9,914	\$8,380	\$6,398	\$5,820	\$4,458	\$3,512
8	\$10,386	\$8,792	\$6,764	\$6,135	\$4,718	\$3,776
9	\$10,860	\$9,206	\$7,132	\$6,345	\$4,929	\$3,985
10	\$11,212	\$9,443	\$7,342	\$6,554	\$5,139	\$4,194
11	\$11,381	\$9,585	\$7,453	\$6,653	\$5,216	\$4,257
12	\$11,711	\$9,863	\$7,670	\$6,846	\$5,367	\$4,380
13	\$12,043	\$10,142	\$7,887	\$7,041	\$5,519	\$4,504

***Years 11-13 are open to all employees.**

***Steps cannot be skipped. No retroactive placement for steps missed in prior years due to 11-13 being reopened.**

***Assistant Athletic Director stipend is prorated as follows: 30% fall, 40% winter, 30% spring (athletic seasons).**

***Assistant Athletic Directors who complete a single season (fall, winter, or spring) will advance to the next year on the above salary schedule.**

2026-2027

ATHLETIC SALARY SCHEDULE

LEVELS					
	A	B	C	D	E
Year	Amount	Amount	Amount	Amount	Amount
1	\$7,294	\$6,079	\$4,863	\$4,559	\$4,255
2	\$7,780	\$6,503	\$5,287	\$4,924	\$4,559
3	\$8,268	\$6,929	\$5,713	\$5,287	\$4,803
4	\$8,754	\$7,355	\$6,139	\$5,654	\$5,105
5	\$9,239	\$7,780	\$6,563	\$6,019	\$5,350
6	\$9,726	\$8,205	\$6,990	\$6,383	\$5,654
7	\$10,212	\$8,632	\$7,417	\$6,746	\$5,895
8	\$10,698	\$9,056	\$7,842	\$7,111	\$6,201
9	\$11,185	\$9,482	\$8,268	\$7,355	\$6,443
10	\$11,549	\$9,726	\$8,511	\$7,598	\$6,688
11	\$11,722	\$9,872	\$8,638	\$7,712	\$6,788
12	\$12,063	\$10,159	\$8,890	\$7,938	\$6,985
13	\$12,404	\$10,446	\$9,141	\$8,163	\$7,183

CLUBS & NON-ATHLETIC SALARY SCHEDULE

LEVELS						
	A	B	C	D	E	F
Year	Amount	Amount	Amount	Amount	Amount	Amount
1	\$7,295	\$6,079	\$4,320	\$4,050	\$3,133	\$2,162
2	\$7,780	\$6,503	\$4,698	\$4,376	\$3,401	\$2,431
3	\$8,268	\$6,929	\$5,076	\$4,698	\$3,617	\$2,646
4	\$8,754	\$7,355	\$5,455	\$5,024	\$3,890	\$2,917
5	\$9,239	\$7,780	\$5,833	\$5,347	\$4,105	\$3,133
6	\$9,726	\$8,205	\$6,211	\$5,671	\$4,376	\$3,401
7	\$10,212	\$8,632	\$6,590	\$5,994	\$4,592	\$3,617
8	\$10,698	\$9,056	\$6,967	\$6,319	\$4,860	\$3,890
9	\$11,185	\$9,482	\$7,346	\$6,535	\$5,076	\$4,105
10	\$11,549	\$9,726	\$7,563	\$6,751	\$5,293	\$4,320
11	\$11,722	\$9,872	\$7,676	\$6,852	\$5,372	\$4,384
12	\$12,063	\$10,159	\$7,900	\$7,052	\$5,528	\$4,512
13	\$12,404	\$10,446	\$8,124	\$7,252	\$5,685	\$4,639

***Years 11-13 are open to all employees.**

***Steps cannot be skipped. No retroactive placement for steps missed in prior years due to 11-13 being reopened.**

***Assistant Athletic Director stipend is prorated as follows: 30% fall, 40% winter, 30% spring (athletic seasons).**

***Assistant Athletic Directors who complete a single season (fall, winter, or spring) will advance to the next year on the above salary schedule.**

2027-2028

ATHLETIC SALARY SCHEDULE

	LEVELS				
	A	B	C	D	E
Year	Amount	Amount	Amount	Amount	Amount
1	\$7,440	\$6,201	\$4,961	\$4,650	\$4,340
2	\$7,936	\$6,633	\$5,393	\$5,023	\$4,650
3	\$8,433	\$7,067	\$5,827	\$5,393	\$4,899
4	\$8,929	\$7,502	\$6,262	\$5,767	\$5,207
5	\$9,424	\$7,936	\$6,695	\$6,139	\$5,457
6	\$9,921	\$8,369	\$7,129	\$6,511	\$5,767
7	\$10,416	\$8,804	\$7,565	\$6,881	\$6,013
8	\$10,912	\$9,237	\$7,999	\$7,253	\$6,325
9	\$11,409	\$9,672	\$8,433	\$7,502	\$6,572
10	\$11,780	\$9,921	\$8,681	\$7,750	\$6,821
11	\$11,957	\$10,070	\$8,811	\$7,866	\$6,924
12	\$12,304	\$10,362	\$9,068	\$8,096	\$7,125
13	\$12,653	\$10,655	\$9,323	\$8,326	\$7,327

CLUBS & NON-ATHLETIC SALARY SCHEDULE

	LEVELS					
	A	B	C	D	E	F
Year	Amount	Amount	Amount	Amount	Amount	Amount
1	\$7,441	\$6,201	\$4,407	\$4,131	\$3,196	\$2,205
2	\$7,936	\$6,633	\$4,792	\$4,463	\$3,469	\$2,479
3	\$8,433	\$7,067	\$5,178	\$4,792	\$3,690	\$2,699
4	\$8,929	\$7,502	\$5,564	\$5,124	\$3,967	\$2,975
5	\$9,424	\$7,936	\$5,949	\$5,454	\$4,187	\$3,196
6	\$9,921	\$8,369	\$6,335	\$5,784	\$4,463	\$3,469
7	\$10,416	\$8,804	\$6,722	\$6,114	\$4,684	\$3,690
8	\$10,912	\$9,237	\$7,106	\$6,445	\$4,957	\$3,967
9	\$11,409	\$9,672	\$7,493	\$6,666	\$5,178	\$4,187
10	\$11,780	\$9,921	\$7,714	\$6,886	\$5,399	\$4,407
11	\$11,957	\$10,070	\$7,830	\$6,990	\$5,480	\$4,472
12	\$12,304	\$10,362	\$8,058	\$7,193	\$5,639	\$4,602
13	\$12,653	\$10,655	\$8,286	\$7,397	\$5,799	\$4,732

***Years 11-13 are open to all employees.**

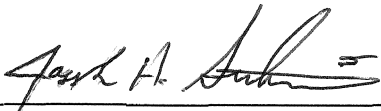
***Steps cannot be skipped. No retroactive placement for steps missed in prior years due to 11-13 being reopened.**

***Assistant Athletic Director stipend is prorated as follows: 30% fall, 40% winter, 30% spring (athletic seasons).**

***Assistant Athletic Directors who complete a single season (fall, winter, or spring) will advance to the next year on the above salary schedule.**

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties have caused this Agreement to the contract as proposed herein between the Board of Education of Thornton Fractional Township High School District #215, Cook County, Illinois; and the Thornton Fractional Teachers' Federation, Local 683, of the American Federation of Teachers.



Joseph H. Stephan III
President
Local 683

7/2/25

Date



Jacqueline Terrazas
President
Board of Education

6/24/25

Date

LETTER OF AGREEMENT
BETWEEN
THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215
AND
LOCAL #683 AMERICAN FEDERATION OF TEACHERS
NOTICE OF STUDENTS WITH SPECIAL NEEDS

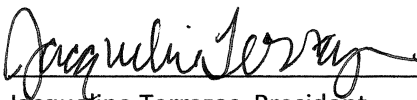
Whereas the current Agreement states under ARTICLE VII – WORKING CONDITIONS, SECTION C. CLASS SCHEDULE & ASSIGNMENTS:

2. Special Education – *The administration will inform special education teachers/case managers of the special needs of students within 10 school days of the administration's documented knowledge of students' special needs. Special Education teachers/case managers will then inform general education teachers of the special needs of their students within 10 school days.*

Be it resolved, that the Board of Education and AFT/IFT Local 683 agree that the following language replaces the language above:

2. Special Education – *In accord with current legal requirements, the administration will inform special education teachers/case managers of the special needs of students within five (5) school days of the administration's documented knowledge of students' special needs. Special Education teachers/case managers will then inform general education teachers of the special needs of their students within five (5) school days.*

This letter has been duly approved by each of the parties and has been executed by authorized representatives of AFT/IFT Local 683 and the Board of Education.

 11/25/25
Jacqueline Terrazas, President (Date)
Board of Education

 12/31/25
Joseph H. Stephan III, President (Date)
AFT/IFT Local 683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

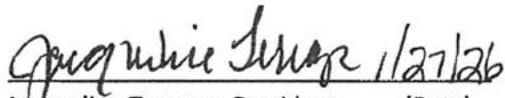
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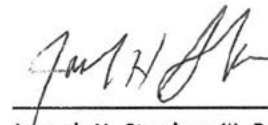
LOCAL #683 AMERICAN FEDERATION OF TEACHERS

SALARY LANE PLACEMENT FOR SPANISH HONOR SOCIETY

The Board of Education and AFT/IFT Local 683 agree that the position of Spanish Honor Society Sponsor will be placed on Lane E of the Activities, Clubs, and Non-Athletics Schedule of Payments in Appendix B of the current Agreement.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of AFT/IFT Local 683 and the Board of Education.


Jacqueline Terrazas, President (Date)
Board of Education


Joseph H. Stephan III, President (Date)
AFT/IFT Local 683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

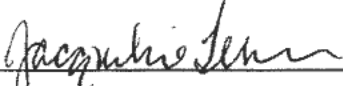
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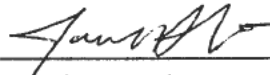
LOCAL 683 AMERICAN FEDERATION OF TEACHERS

PROFESSIONAL DEVELOPMENT FOR RETIREMENT INCENTIVE PROGRAM (RIP) MEMBERS

The Board of Education and AFT/IFT Local 683 agree that teachers who are assigned a zero period schedule and have been accepted into the Retirement Incentive Program (as described in Article IX, Section Q of the current Agreement) will be exempted from attending and being compensated for professional development on Wednesdays (as described in Article VII, Section C, Clause 7) if attending would cause the teacher's earnings to exceed the 6% cap that would cause the district to incur a required contribution (penalty) to TRS.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of AFT/IFT Local 683 and the Board of Education.

 2/24/26
Jacqueline Terrazas, President (Date)
Board of Education

 3-3-26
Joseph H. Stephan III, President (Date)
AFT/IFT Local 683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

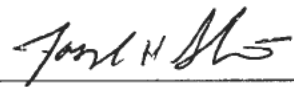
LOCAL 683 AMERICAN FEDERATION OF TEACHERS

EXTENDED SCHOOL DAY PROGRAM

The Board of Education and AFT/IFT Local 683 acknowledge that Extended School Year (ESY) (as described in Article X, Section C of the current Agreement) has been renamed the Summer Success Program (SSP); and therefore, teachers will be recommended based on availability and best fit as determined by the Principal or designee.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of AFT/IFT Local 683 and the Board of Education.

 2/24/2026
Jacqueline Terrazas, President (Date)
Board of Education

 3-3-26
Joseph H. Stephan III, President (Date)
AFT/IFT Local 683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL 683 AMERICAN FEDERATION OF TEACHERS

COMMON PLANNING PERIODS

Whereas both parties agree that common planning time contributes to more effective co-teaching and instructional preparation, the Board of Education and AFT/IFT Local 683 agree that the administration shall make every attempt to schedule a common planning period for special education teachers and general education teachers who are assigned to co-teach a primary content area course together. The general education and special education teacher will commit to using this common planning period together.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of AFT/IFT Local 683 and the Board of Education.

 8/12/2026

Glenn Williams, President (Date)
Board of Education

 9/9/26

Joseph H. Stephan III, President (Date)
AFT/IFT Local 683

LETTER OF AGREEMENT

BETWEEN

THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215

AND

LOCAL 683 AMERICAN FEDERATION OF TEACHERS

AUTONOMOUS INSTRUCTIONAL PREPARATION TIME

The Board of Education and AFT/IFT Local 683 agree that Article VII, Section E, Clause 5 of the CBA states as follows:

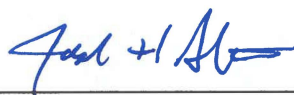
Autonomous instructional preparation time will be provided during the institute day(s) at the start of the school year.

The Board of Education and AFT/IFT Local 683 further agree that the referenced autonomous instructional preparation times in Article VII, Section E, Clause 5 shall include, but not be limited to, classroom setup time. Teachers who are scheduled to teach in multiple classrooms/spaces may coordinate directly with the other teachers scheduled to teach in the same classrooms/spaces.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of AFT/IFT Local 683 and the Board of Education.


Glenn Williams, President
Board of Education

8/12/2026
(Date)


Joseph H. Stephan III, President
AFT/IFT Local 683

8/2/26
(Date)

LETTER OF AGREEMENT
BETWEEN
THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215
AND
LOCAL 683 AMERICAN FEDERATION OF TEACHERS
UNION BUSINESS

The Board of Education and AFT/IFT Local 683 agree that Article VII, Section E of the CBA states as follows:
Union Business – The Union President shall be granted one period of release time each school day to attend to bargaining unit members’ concerns and work collaboratively with administration to problem solve. Should the Union President be employed as a teacher, an effort shall be made to schedule this release period for first period. The Superintendent, or his/her/their designee will give a 24-hour notice if the periods need to be switched. The Union President agrees to be available to meet with the Superintendent, or his/her/their designee as requested. Furthermore, both parties agree that this release period can be switched with the Union President’s planning period. Union officers or their designees shall receive a total of ten (10) days release time per school year for the purpose of attending state conventions or union workshops. A maximum of three (3) people per building per day will be given this release time. The cost of substitutes will be paid by the Union.

The Board of Education and AFT/IFT Local 683 further agree that the referenced ten (10) days of release time in Article VII, Section L may also be used for time spent for the purpose of conducting union business, including but not limited to, attending AFT or IFT functions, state or local conventions, workshops, trainings, meetings or other activities that support the work of the union.

This letter has been duly approved by each of the parties and has been executed by authorized representatives of AFT/IFT Local 683 and the Board of Education.



Glenn Williams, President
Board of Education



(Date)



Joseph H. Stephan III, President
AFT/IFT Local 683



(Date)

LETTER OF AGREEMENT
BETWEEN
THORNTON FRACTIONAL TOWNSHIP SCHOOL DISTRICT NO. 215
AND
LOCAL 683 AMERICAN FEDERATION OF TEACHERS
HALL DUTY SUPERVISORS & STUDENT SAFETY MONITORS

Whereas the current Agreement states under Appendix B – Extra Duty & Extracurricular Salary Schedules, EXTRA DUTY:

- B. The following guidelines are to be followed by administrative personnel only when recommending Hall Duty Supervisors and Student Safety Monitors.*
- 1. No employee shall hold more than one of these extra duty jobs during any given school year.*
 - 2. Compensation shall be at the rates listed in Appendix B Extra Duty Assignment Compensation Schedule of this Agreement.*
 - 3. Employees chosen for these jobs must perform duties in the building where they spend the majority of their workday.*
 - 4. Every employee is placed on a wheel based on seniority. The wheel is continuously rotated. The rotation begins where it stopped the previous year. Awarding these positions shall be based on district seniority within the building unless the best interests of the school require otherwise, in which case the Superintendent shall convene a meeting with the Union President to explain the basis of the decision. Where the appointment of these positions ends the selection process shall commence in the following year.*
 - 5. Upon refusal of a position, the employee will remain in his/her/their present position until all others on the list are offered the position. On second refusal, the employee will move to the bottom of the hall duty supervisor/student safety monitor list.*
 - 6. It is understood that conflicts between extra duty assignments and the regular class schedule shall in no way influence the formation of the teacher's regular class schedule.*

Be it resolved, that the Board of Education and AFT/IFT Local 683 agree that the following language replaces the language above:

- B. The following guidelines are to be followed by administrative personnel only when recommending Hall Duty Supervisors and Student Safety Monitors unless the best interests of the school require otherwise, in which case the Superintendent shall convene a meeting with the Union President to explain the basis of the decision.*
- 1. No employee shall hold more than one of these extra duty jobs during any given school year unless there are not enough qualified applicants to fill all roles.*
 - 2. Compensation shall be at the rates listed in Appendix B Extra Duty Assignment Compensation Schedule of this Agreement.*

3. *Hall duty supervisors shall be selected from deans within the building based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning. If there are not enough deans to fill the roles, other licensed employees may apply and be recommended.*
4. *Student safety monitors shall be selected based on district seniority until all eligible applicants have been offered the opportunity, at which point the rotation shall return to the beginning. Three separate seniority wheels per campus (one for lunch duty, one for before school, and one for after school) will be employed, and student safety monitors must perform duties in the building where they:*
 - a. *Spend the majority of their workday for lunch period assignments.*
 - b. *Begin their workday for before school assignments.*
 - c. *End their workday for after school assignments.*
5. *First semester student safety monitor opportunities will be posted prior to the start of the school year, and second semester opportunities will be posted prior to winter break. The Superintendent or designee will meet with the Union President to ensure the above listed procedures were followed prior to a recommendation for Board of Education approval.*
6. *It is understood that conflicts between extra duty assignments and the regular class schedule shall in no way influence the formation of the teacher's regular class schedule.*

This letter has been duly approved by each of the parties and has been executed by authorized representatives of AFT/IFT Local 683 and the Board of Education.

 8/12/26

Glenn Williams, President (Date)
Board of Education

 8/9/26

Joseph H. Stephan III, President (Date)
AFT/IFT Local 683